



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



OCTOBER 2018



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# Salary Increases

Starting October 31, eligible employees will receive base salary increases, retroactive cash, and lump sum payments/awards provided in UUP's 2016 -2022 Agreement with New York state. The schedule is below:

**Oct. 31 paycheck:** \$600 lump sum payment (prorated for part-time employees) — Payable to employees on payroll June 30, 2017 and Oct. 17, 2018. Part-time employees on payroll April 30, 2017 are also eligible.

**Nov. 28 paycheck:** 2016 2% increase to base salary — Payable to employees on payroll as of June 30, 2016 and Sept. 5, 2018. Employees not on payroll on June 30, 2016 who worked in the preceding and following academic years are also eligible.

**2017 2% increase to base salary** — Payable to employees on payroll as of June 30, 2017 and Sept. 5, 2018. Employees not on payroll on June 30, 2017 who worked in the preceding and following academic years are also eligible. 50% of retroactive cash for back pay from the 2016 and 2017 increases. Remaining 50% of retroactive cash paid in the first paycheck in July 2019.

**Dec. 12 paycheck:** 2018 2% increase to base salary — Payable to employees on payroll as of June 30 and Sept. 5, 2018. Employees not on payroll on June 30, 2018 who worked in the preceding and following academic years are also eligible. 100% of retroactive cash for back pay from the 2018 increase.

**Dec. 26 paycheck:** 2018 Discretionary Salary Awards — Lump sum awards not added to base salary, paid at the discretion of the campus president. Total campus money for DSA equal to 1% of the UUP payroll. UUP is working with the Governor's Office of Employee Relations and SUNY to ensure that information about new contract provisions is made available to our members as implementation details are finalized.

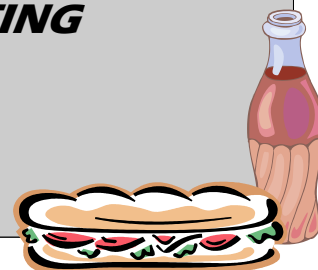
Please stay tuned for more information. ◆

## GENERAL MEMBERSHIP MEETING

Thursday, October 25, 2018

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



# Professionals' Corner

## Workload Creep

By Harry Gabriel Espallat

Workload creep was one of the topics discussed at the last Delegate Assembly. It affects professionals and academics from all campuses. It is a growing problem that must be dealt with at its early stage before irreversible consequences occur.

Tom Tucker, UUP Vice President for Professionals and Jamie Dangle, UUP Vice President for Academics put together a set of measures that should be taken if you are experiencing workload creep in your daily professional obligations.

The specific duties and responsibilities that constitute the workload of UUP members vary considerably. For professionals, those duties and responsibilities are specified in performance programs. For academics, those duties and responsibilities are outlined in appointment letters and grounded in department/unit/program norms.

As we attempt to confront administrative changes that can increase the workload of professionals, the SUNY Board of Trustees' definition of *Professional Obligation* is our reference point. The campus administration can be confronted by UUP if the specific content of a member, department or unit's full professional obligation is exceeded. Here's how it works.

According to the SUNY Board of Trustees Policies, "The

professional obligation of an employee consistent with the employee's professional title, shall include teaching, research, University service and other duties and responsibilities required of the employee during the term of the employee's professional obligation" (Article XI, Title H, Sec. 2).

The specific content of the employee's professional obligation is set at the time of hire.

It can be changed by management at any time. But if there is an increase in one area of the professional obligation, there must be a concomitant and equivalent decrease in another area. The bottom line is that the full professional obligation should not be exceeded. Here are steps we can take to combat workload creep:

### Volunteer work should not become part of regular workload

At times, management will request that individuals take on extra work that exceeds their full professional obligation. Such additional work is considered voluntary because it is beyond the employee's full professional obligation. It should be clearly identified as either **extra service** (with the appropriate paperwork completed prior to the com-



mencement of the assignment) or as **voluntary**. If the work is voluntary, it's crucial to document in writing that the assignment is being done on a voluntary basis, so it does not become part of the employee's base load. Documentation can take the form of emails; letters to and from department chairs, deans, or supervisors; or it can be recorded in an academic's activity/annual report or a professional's performance program. It should be noted that you do not consider the additional work to be part of your professional obligation once the task has been completed in the agreed upon time. The parameters of time and effort needed to complete the assignment should be discussed and agreed on prior to its commencement. This should be done in a consultative, collegial, and collaborative interaction with a supervisor, chair, dean, or other appropriate administrator.

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# President's Message

Speaking of our soon-to-be-received union-negotiated pay raise, we draw your attention to *another* pay raise. This is the soon-to-be-received pay raise at Amazon. The CEO, Jeff Bezos, granted a raise to workers, including part-time, temporary, and seasonal Amazon employees. Mr. Bezos, whose net worth exceeds \$165,000,000,000 (that's billion) is the richest person on earth, and will soon pay his employees a minimum of \$15 an hour. This means that if employees could work full-time, they might enjoy gross pay of perhaps \$30,000 per year.

But forget the irony of inequity for now. That's a consequence of capitalism and the current tax system. More relevant to us is a statement from

Frank Gattie, a writer for the National Employment Law Project.

When a company's minimum wage is increased without legislation [as, the federal minimum wage of 7.25 per hour] —and *especially without a union contract* [italics mine]—we must keep in mind that what has been given can always be taken away.

Let's ask: Which raise is more beneficial to individual employees?

- A. Bezos's budgetary decision, based on the vagaries of supply and demand, or
- B. A legally negotiated contract?

The first is a result of the



nineteenth century's need for massive labor when wealthy business owners brought about the industrial revolution; the second was made possible by the Wagner Act of 1935 which gave U.S. workers the right to collective bargaining. This was vital in bringing an end to the Great Depression and staving off another similar economic catastrophe.

We in SUNY are extremely fortunate to have the right to collective bargaining through a union that negotiates and protects the terms and conditions of our employment. Nine of ten of our full- and part-time bargaining unit members in SUNY are dues-paying members. This means that the vast majority of us understand what the Wagner Act has given us. We must treasure it and make it even stronger.

In Solidarity,  
Vicki Janik

*What can I Do...?*

**Tuesday, November 6<sup>th</sup>**

- ♦ Make phone calls
- ♦ Canvas in your neighborhood
- ♦ Drive others to polls
- ♦ **VOTE!!**

**This is the best way YOU can ensure democracy, with liberty and justice for all.**

# Benefits in the 2016-2022 Contract

## 2018 Dependent Care Advantage Account (DCAA) Employer Contributions:

- ◆ Employees currently enrolled in DCAA should now have the 2018 employer contribution in their accounts and have received related adjustments in their October 3 paycheck.
- ◆ Employees not currently enrolled who have a qualifying change in status may still enroll for 2018 and receive the employer contribution as long as they do so before November 5.
- ◆ Additional information regarding DCAA and enrollment based on a qualifying change in status can be found at [www.flexspend.ny.gov](http://www.flexspend.ny.gov) or by calling WageWorks customer service at 1-800-358-7202.

## 2018 and 2019 Productivity Enhancement Program (PEP):

- ◆ Employees who earn vacation leave and would like to cash in a portion of that leave for a bi-weekly credit to offset health insurance premium costs may enroll in PEP 2018.
- ◆ As previously reported, open enrollment for 2018 PEP closes October 12.
- ◆ Open enrollment for 2019 PEP will run from October 15 through November 15.

- ◆ Interested employees must remember to enroll twice to participate in both the 2018 and 2019 programs.
- ◆ Enrollment Forms may be obtained from the appropriate campus Health Benefits Administrator (HBA) (typically in the Human Resources Department).

## 2019 Flexible Spending Accounts Open Enrollment through November 9:

- ◆ Open enrollment for participation in the Health Care Sending Account (HCSA) and/or the Dependent Care Advantage Account (DCAA) in 2019 has begun.
- ◆ Employees who are interested in paying for health care or dependent care expenses on a pre-tax basis in 2019 and/or receiving the DCAA employer contribution for 2019 must enroll before midnight on November 9.
- ◆ Information about both HCSA and DCAA and the process for enrollment can be found at [www.flexspend.ny.gov](http://www.flexspend.ny.gov) or by calling WageWorks customer service at 1-800-358-7202.

## Drescher Affirmative Action /Diversity Leave Program:

- ◆ Drescher funding is available for Spring 2019.

- ◆ Applications for the spring semester are due November 1, 2018.
- ◆ Additional information about the Drescher Affirmative Action/Diversity Leave Program can be found at [nysuup.lmc.ny.gov/diversity/drescher.html](http://nysuup.lmc.ny.gov/diversity/drescher.html)

## Individual Development Award (IDA) Program:

Funding will be available for retroactive IDAs for professional development expenses incurred during the period from April 1, 2017 through June 30, 2018.

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**AT  
CHANGING TIMES**

**TUESDAY  
October 23<sup>rd</sup>**

**4:00 — 6:00 PM**

**Hot Buffet  
& TWO FREE DRINKS  
Compliments of  
Your UUP Chapter**

Raffle Tickets on sale  
(winners must be present to win)

PLEASE RSVP: [uupfdamato@aol.com](mailto:uupfdamato@aol.com)

# President Theodore Roosevelt Bolstered The Labor Movement in the 1902 Coalminers' Strike

By Daniel Scott Marrone

The 2018 “Presidents & Executive Politics Presidential Greatness Survey” has published findings indicating the top five greatest U.S. presidents as follows: Abraham Lincoln (95.03), George Washington (92.59), Franklin Delano Roosevelt (89.09), Theodore Roosevelt (81.39), and Thomas Jefferson (79.54). (Note: presidents were ranked on a scale of 1 to 100 (higher=greater) by “current and recent members of the Presidents & Executive Politics Section of the American Political Science Association”. Survey conducted online via Qualtrics from December 22, 2017 to January 16, 2018.)

As noted in this and other surveys, Theodore Roosevelt (1858-1919) was (and is typically) ranked number four out of a total of 44 presidents. He has achieved a stellar place among U.S. presidents for many reasons. One was certainly his intervention on behalf of workers during the 1902 Pennsylvania coalminers' strike. Toiling dogged hours under dangerous working conditions while being paid meager wages, the miners walked off their jobs on June 2, 1902. The mine owners, fearful of and staunchly opposed to organized labor, refused to recognize the United Mine Workers of America. As a consequence, no negotiations were held for four

months. With cold weather nearing and labor-management negotiations at a standstill, TR intervened on October 3. By then the nation's coal supplies have dwindled to dangerous levels. Prior to 1902, there was a long-held precedent that U.S. presidents would refrain from intervening in private sector labor-management disputes. The 26<sup>th</sup> president, a staunch believer in what he labeled a “Square Deal”, shattered this precedent. TR's approach and motto throughout his presidency was the “Square Deal”. In this perspective, everyone is treated “squarely” regardless of political influence and wealth. Three decades later TR's fifth cousin once removed, Franklin Delano Roosevelt, also employed a somewhat similar--though greatly expanded--approach in his seminal, “New Deal”.

Samuel Gompers (1850-1924), founder of the American Federation of Labor in 1881, was often queried about the high point of the Labor Movement in the U.S.A. Without hesitation, Gompers stated that the 1902 coalminers' strike was the event where the greatest shift in U.S. labor movement policy occurred. In his autobiography, *Seventy Years of Life and Labor*, published a year after a his death, Gompers wrote:



*“Several times I have been asked what in my opinion was the most important single incident in the labor movement in the United States and I have invariably replied: the strike of the anthracite miners in Pennsylvania. From then on the miners became not merely human machines to produce coal but men and citizens. The strike was evidence of the effectiveness of trade unions.”*

TR intervened in the strike boldly. He assured the miners of his support and convinced them to return to their jobs. TR's most deliberate action, however, was directed at the mine owners. The 26<sup>th</sup> president issued a warning to them. If they did not negotiate with the miners, TR would order a takeover of their property by the U.S. Army. After 20 days of heated negotiations, the strike ended on October 23, 1902.

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# Look What's Creeping Up On Us Now...

By Robert Elgart

There's that unsightly underwear creep, that local neighborhood creep, and that horrible middle-age creep. But the creepiest one we're facing is—not the Halloween creep—the WORK-LOAD creep.

Our work obligations as specified in the performance programs for professionals and the appointment letters for academics are derived from Article XI, Title H, Section 2 of the SUNY Board of Trustees Policies, which stipulates “the duties and responsibilities required of the employee during the term of the employee's professional obligation.” While set at the time of hire, management has the right to change it at any time, but if there is an increase in one area of obligation, there must be a concomitant and equivalent decrease in another area!

Ahh, so workload creep is not as inevitable and overwhelming as creeping myrtle, but it can be as invasive. To combat it we should not accept extra work that management requests unless it clearly identified as extra service or voluntary, and not part of one's

base load. This should be documented in the form of an email or a letter to and from a department chair, dean, or supervisor—and it should be recorded as such in an academic's annual report or a professional's performance program. The time and effort needed to complete the extra work should be agreed upon prior to its initiation. And, it should be discussed at the department or unit level rather than a “private agreement” between management and an employee.

If some of us are willing to accept more work without adequate compensation or reduction in other duties, this sets the precedent for expansion for all workloads. In order to preserve the norm, it's imperative that we keep a log of our work activity: for academics that would include records of class sizes, hours of advisement, time spent in ordering materials and filing reports (which is becoming the worst of the time creeps being imposed).

Professionals should have the additional work documented, and if the supervisor will not

include it in the performance program, the employer must write a response to the program that includes the work. All of this is important because additional work can be the basis for requesting contractual salary increases or promotions under Appendix A-28 of the new contract.

While workload creep is often first experienced individually, it ultimately becomes a collective problem, which can become, over time, impossible to correct. Increases in workload of the individual or department/unit level should be presented as soon as possible to UUP for possible restitution or adjustment via “impact bargaining.” If the issue cannot be resolved at this level UUP can file an Improper Practice with PERB, but there is a four-month statute of limitations on these filings. Let's not allow workload creep to become the new *Creeping Terror*, that slug-like monster that ravaged a town in California, in a movie considered one of the “worst of all time” (1964). ♦

*Much of this information was gathered while attending the recent delegate assembly in Buffalo.*

# Thinking About Retiring?

By Barbara Maertz

*Hip Hip Hooray UUP members!*

Contract negotiations are completed and you will be getting wage increases in your paycheck starting as soon as Halloween. This is a treat and not a trick.

A 2% increase will come at Halloween and again in 2019 and discretionary increases in December of this year. Some of the retroactive money will be in your paycheck by the end of the year but the other half will not be payable until spring 2019. Exact dates for all the increases are available at the General Membership meeting on October 25.

For those of you who are nearing retirement, I would

suggest that you consider delaying your retirement until all of the retroactive monies and beginning pay raises are in your paycheck, which will happen by July 2019. This would allow your paycheck to stabilize and allow your retirement income to be estimated more accurately. Your ERS and TRS retirements are based on the high three or five years of salary and the increases coming now could make a difference in that calculation. Since there are six tiers and three different pension plans, no one answer or statement fits all of us.

TIAA/CREF pension recipients can perhaps see an increase in their state pension contribu-

tions and could maximize their 403B contributions next year with the new monies. Everyone can adjust their W-2 tax forms now to protect against a huge tax hit when the monies arrive.

Of course, you should consult your TRS or ERS representative or your TIAA/CREF agent, as well as the Benefits Office of UUP, before making any retirement decision. All retirement income amounts are adjusted through the first few months to reflect any changes in reported income, in any case.

Retirement can be a really nice and rewarding phase of your life. You have worked hard to get there, enjoy every minute of it. ♦

## The Labor Movement in the 1902 Coalminers' Strike

*Continued from page 5*

Though the mine owners still publicly refused to recognize the United Mine Workers of America, the owners acquiesced to nearly all of the union's demands. The coal miners won an immediate 10 percent increase in wages combined with a reduction in the workday from ten to nine hours. Also commenced was the first U.S. government study of the coal miners' atrocious working conditions. It would take, however, another 67 years for the first major legislation to be enacted that would significantly help protect coalminers. This was the Federal Coal Mine Health and Safety Act of 1969.

TR was born in a Manhattan brownstone, but lived the last four decades of his life in an expansive home built in Oyster Bay called "Sagamore Hill". He is considered to be the first "Progressive" president. In 1912, he feuded with his more conservative successor, President William Howard Taft, and came to loggerheads with the Republican Party. That year TR was a nominee for the presidency of the Progressive Party—better known as the "Bull Moose Party". He lost the four-way 1912 presidential election to Democratic Party candidate, Thomas Woodrow Wilson.

In the lead up to World War I, TR was an ardent advocate for military preparedness. During the Great War, three of his sons were wounded in battle and his youngest son, U.S. Army Air Corps Lt. Quentin Roosevelt (for which Roosevelt Field is named), was shot down and killed while in an aerial "dogfight" over occupied France. Shortly later, TR was feverishly ill with a leg infection and suffering from respiratory and ear canal problems. The former U.S. president, the one and only from Long Island, passed away at 60 years of age on January 6, 1919. ♦

# Professional Workload Creep

*continued from page 2*

Working together as colleagues is the best protection against the continued expansion of what becomes expected as part of the professional obligation of a department, unit, or member. It's important to have department-level/unit-level discussions about workload issues to try and get everyone on the same page. If some employees are willing to take on more work without appropriate compensation or reduction of other duties, the expansion becomes the new norm and it is more difficult to effectively challenge work overloads.

## Document your work and increases in workload

It's very important to keep a log of work done in areas of your professional obligation that are subject to workload creep. For example, are you and your colleagues being asked to do more in specific arenas of your department/unit's work? Are there new projects or tasks that "must be done" without a corresponding increase in staff or resources? Use written correspondence to document the additional assigned work and note workload increases in your annual report, identifying the extra work in relation to your workload in previous years.

Professionals should have the additional work documented in their performance programs. If the supervisor will not

include it in the performance program, the employee should write a response to the performance program that includes the additional work. This is especially important if the additional work can be the basis for requesting a contractual salary increase or promotion under Appendix A-28 of the New York state-UUP contract.

## Ask your chapter officers for assistance

If a member comes to their UUP leaders with a workload problem, the first course of action is to review the specific content of that person's professional obligation. If there has been an increase, chapter officers, in consultation with their UUP labor relations specialist, will advise and support the member according to the specific circumstances. This could involve seeking adjustments in a professional's performance program, working with an academic to address a workload increase at the department level or above, or exploring possibilities for extra service compensation. The chapter also can help with responses to professionals' performance programs and other documentation issues for academics and professionals. If UUP officers are contacted by a group of members because of a workload issue that affects the

entire group, e.g., an academic department or professional unit, a group meeting can be held to explore the problem and decide the appropriate course of action.

When increases in workload at the individual or department/unit level are not successfully resolved through informal efforts to adjust the components of the professional obligation, UUP may consider filing an Improper Practice with New York State's Public Employment Relations Board (PERB)—but only after UUP's careful assessment of the facts of any individual or group-level case and exhaustion of all possible efforts to resolve the problem informally. There is a four-month statute of limitations on filing a PERB charge, so workload problems should be brought to the chapter for review as soon as possible.

## The bottom line on workload:

If a UUP professional's workload is increased, there must be a concomitant and equivalent adjustment of the performance program to specify how new duties will be offset by a decrease in existing duties.

Workload creep is often experienced individually but is part of a collective problem. Working collectively, with the assistance of your UUP chapter, is key to addressing workload issues. ♦



# SUNY Funding for FSC Faculty Lead Initiative

On Tuesday, September 4<sup>th</sup> NYS Lieutenant Governor Kathy Hochul, and the SUNY Chancellor Kristina Johnson joined us at FSC to announced that the Renewable Energy and Sustainability Center, under the leadership of Prof. Marjaneh Issapour, received a \$790,000 grant for Clean Energy Workforce Development. Dr. Vicki Janik joined professor Issapour and FSC administration and students for the announcement at the Campus Center.

Lieutenant Governor Kathy Hochul said "Funding for clean



energy and workforce development programs at SUNY campuses across the state will help promote environmental

protection. These training programs will continue to support the industry and prepare individuals for jobs of the future."

Chancellor Johnson added "SUNY is proud to provide high-quality, hands-on, and the most up-to-date clean energy education and training to our students, building a diverse, preeminent talent pipeline for today and tomorrow's clean energy industry in New York State."

Professor Issapour expressed her hope that some of the workforce trainees will enroll at FSC and earn degrees related to clean energy. "We will partner with Long Island industry to create specialized programs to train individuals to be employment-ready in energy and environment jobs." ♦



## Manchester Mill Workers Sympathized With Lincoln and Anticipated the Special Relationship Between the UK and the USA

By Daniel Scott Marrone

A statue of U.S. President Abraham Lincoln stands prominently in Lincoln Square in central Manchester, England. The effigy honors the 16<sup>th</sup> U.S. president for his principles and actions during the Civil War (1861-1865). American tourists have been seen emotionally weeping at the foot of this statue. Manchester's mill workers, who later helped form the *Labour Party* in 1900, sympathized with Lincoln and the Union cause for emancipation. To the contrary, key British political leaders during the Civil War were *hostile* to Lincoln and the USA.

When the Civil War ignited, Queen Victoria issued a declaration of neutrality that included recognition of the Confederate States of America (CSA) as a "belligerent nation". The latter provision permitted the Confederacy equal rights to British resources as given to the Union. Leaders of the Crown government included Minister Lord Palmerston, Foreign Secretary Lord Russell, and Chancellor of the Exchequer Sir William Ewart Gladstone. All three expressed varying levels of animus towards the Union side in the Civil War.

The first incident to sour relations between Britain and the USA was the "Trent Affair". In November 1861, CSA diplomats James Mason and John Slidell were aboard the British-flagged *HMS Trent* bound for London. The ship was stopped at sea by an



American warship, *USS San Jacinto*. Mason and Slidell were seized and taken to the Fort Warren brig located in Boston harbor. The British were infuriated over the incident. Soon after Gladstone raised the specter of warfare with the Yanks in his speech entitled, "Insincere Neutrality". The Chancellor urged an abandonment of neutrality and an invasion into the USA by armed forces stationed in British North America (the future nation of Canada). President Lincoln, cautiously and wisely expressed the view, "One war at a time!" He ordered the immediate release of Mason and Slidell. With tensions eased, Gladstone shelved his grandiose invasion proposal. Much credit is owed to U.S. Ambassador Charles Francis Adams. Though he never became president like his father and grandfather, C. F. Adams was hugely influential in soothing tensions between the

nations. Through tireless efforts, he bolstered pro-Union sympathy in Britain.

However, there was a second issue souring international relations. During the war, the Union navy kept on strengthening a blockade of CSA seaports. The aim was to deprive revenue to the CSA from cotton exports. "King Cotton" aptly described the importance of this commodity in both the Confederacy and Britain. Though the Brits attempted to increase cotton imports from India and Egypt, these alternate sources were wholly unable to match the levels of cotton previously imported from the American southern states. The CSA itself imposed its own embargo of exporting cotton to Britain in the fervent hope of forcing the former "Mother Country" to side with the Confederacy. The Union blockade combined with the CSA embargo resulted in a stunning 87 percent decline in British textile production. Especially hard hit was Manchester where thousands of already meagerly paid mill workers were thrown out of work during an era before "social safety nets". The idled workers experienced widespread homelessness and starvation.

While the British aristocracy was antagonistic toward the Yankees, everyday Brits were sympathetic to the Union cause and greatly admired President Lincoln. The 16<sup>th</sup> president

slated the Emancipation Proclamation to take effect on January 1, 1863. The night before, the Manchester mill workers held a town hall meeting. Though many were out-of-work and destitute, they voted for the following resolution:

"That this meeting, composed mainly of industrial classes of Manchester, desires to record its profound sympathy with the efforts of President Lincoln and his colleagues to maintain the American Union in its integrity and also its high sense of the justice of his proclamation of emancipation, and other measures tending at once to give freedom to the slaves and restore peace to the American Nation".

As scheduled, the Emancipation Proclamation was issued on January 1. Eighteen days later, Lincoln wrote back to Manchester's finest expressing his most profound appreciation for their kind support.

The Civil War ended in April 1865. Now a mountain of claims for compensation arose



between Britain and the USA. The Yanks demanded the Brits compensate for the value of ships and cargo lost as a result of Confederate raiders operating in British-made warships. The Brits demanded compensation for their property—including banks and plantations—seized by Union forces under The Confiscation Act of July 17, 1862. To address the tense situation President Ulysses S. Grant employed an international tribunal to meet in Washington, D.C. to settle counter claims. After months of deliberations, the tribunal issued the Treaty of Washington (1871). Both nations endorsed the treaty. With counter claims settled, the

Americans netted \$15.5 million (\$304.8 million in 2018 dollars).

In retrospect, what mattered far more than the dollar amount awarded to the USA was the kindling of friendly relations between the British and the Americans. This also marked the onset of what has been referred to as "*The Great Rapprochement*" — the lead up to today's "*Special Relationship between the UK and the USA*". These nations may not always agree, but during the Spanish-American War (1898), U.S. Navy ships were refueled and rearmed in British seaports. In later years, the Americans came to the aid of the British and the Allies during two world wars. The UK has provided many troops to the United Nations forces in the Korean War and has helped us significantly in Afghanistan.

Lest we forget, in crisis the Brits and the Yanks have each other's backs! We should also remember the stalwart Manchester mill workers for supporting us during the Civil War.



*UUPF Delegates at the fall Delegate Assembly:*  
Robert Elgart  
Mike Smiles  
Amit Bandyopadhyay  
Vicki Janik  
Thomas Germano  
Harry Espallat  
Fayez Samuel  
Lou Scala  
Barbara Maertz

## EXECUTIVE BOARD

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## DELEGATES

### Academic

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Bob Elgart

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Mike Smiles

Tino Posillico

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Yolanda Segarra

Kristen Malsheimer

## Committee Chairs:

### Affirmative Action

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Casey Bond

### Grievance: Academic

Amit Bandyopadhyay

### Grievance: Professional

Solomon Ayo

### Health & Safety

Robert Elgart

### Labor/Management

Mike Smiles

### Library Concerns

Kathryn Machin

### Membership

Tom Germano

### Newsletter

Yolanda Segarra

### Outreach

Darleyne Mayers

### Active Retirees

Daniel Marrone

### Webmaster

Harry Espailat

### Women's Rights & Concerns

Dolores Ciacio

# Benefits in the 2016-2022 Contract *continued*

- ◆ Campus allocations and timeframes for both the retroactive program and for the current year program (July 1, 2018 through June 30, 2019) will be announced soon.
- ◆ Additional information about the IDA program can be found at [nysuup.lmc.ny.gov/development/individual.html](http://nysuup.lmc.ny.gov/development/individual.html)

Please stay tuned for UUP-specific information about the following new programs:

- ◆ Dependent Scholarship Program for children of UUP-represented employees who are enrolled at SUNY state-operated campuses. The UUP Benefit Trust Fund will announce details of the program soon.
- ◆ Family Leave — UUP is working with SUNY and the Governor's Office of Employee Relations to finalize UUP-specific guidelines for use of New York State Paid Family Leave, which will provide partially-paid leave for up to 10 weeks per year beginning January 1, 2019.

UUP will also provide information about ways the new PFL benefit and other provisions for family leave (use of accruals, unpaid leave, etc.) can be used successively to supplement one another. ◆

## DEFENSIVE DRIVING

Class sponsored by UUPF on

**Saturday, October 27, 2018 from  
9:30—3:30 pm in Gleeson 104**

The cost is \$28 dollars a person.

**Lunch will be provided.**

Please reserve your spot by contacting Debbie Nilsen at [631-420-2462](tel:631-420-2462) or email [nilsendr@farmingdale.edu](mailto:nilsendr@farmingdale.edu) from a non-edu address. A \$3 non-refundable deposit is required to confirm your reservation. The \$3 can be paid in cash, or a check payable to UUPF at the UUPF office, first floor, Ward Hall. On the day of the class, please bring a check or money order (\$25) which will be made payable to the company offering the course.

The deadline for deposits is October 18<sup>th</sup>

## CHAPTER MEMBERS on STATEWIDE COMMITTEES

### Solomon O. Ayo

Affirmative Action

Grievance

### Amit Bandyopadhyay

Contingent Employment

### Douglas S. Cody

Contingent Employment

### Susan Conforti

Finance

*\* Committee Chair*

### Harry Espailat

Technology Issues

Comm of VPs for Professionals

### Sandy Hustedt

Membership Committee

### Vicki K. Janik

Comm of Chapter Presidents

Contingent Employment

Women's Rights and Concerns \*

### Barbara T. Maertz

Active Retired Membership

Finance

Outreach

### Darleyne E. Mayers

Affirmative Action \*

### Deborah-Ann R. Nilsen

Membership

### Louis Scala

Comm of VPs for Academics

The UUPF Newsletter welcomes articles and letters submitted by members of the Farmingdale community. Remember, this is your newsletter. Share your thoughts with us. We want to hear from you. Persons who have material they wish to submit should contact Yolanda Segarra at [youupf@gmail.com](mailto:youupf@gmail.com). *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*