



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

APRIL 2019



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# Special Guest

## UUP President to Speak at April General Membership



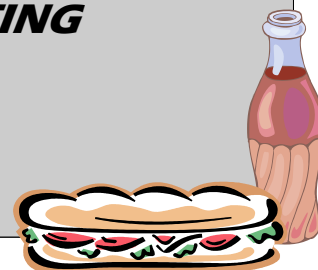
UUP President Fred Kowal will visit the Farmingdale Chapter and speak at the General Membership meeting on Thursday, April 18, 2019, in Gleeson 104. With the passage of the New York State budget earlier this month, the timeliness of this visit is especially important. We look forward to hearing about SUNY funding and many other key issues that affect all of us.

## GENERAL MEMBERSHIP MEETING

Thursday, April 18, 2019

11:00 am ♦ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



# Professionals' Corner

## Promotion or Salary Increase

By Harry Gabriel Espallat

As the mid-year promotion/salary increase cycle is approaching soon, a few questions have been brought to my attention. These questions, I believe deserve a pertinent answer since they apply to all professionals on campus.

I want to stress that neither UUP, UUPF nor the College Review Panel is responsible for deciding who gets a promotion or a salary increase. Neither of these parties can override nor influence the decision made by the campus President or his designees. Below you will find answers to the most frequently asked questions brought to my attention:

**Q. When filing out the application, should I check the 'Salary Increase' checkbox if I am applying for a promotion?**

**A.** No you should not. Promotions comes with a salary increase attached.

**Q. Should I let my immediate supervisor know of my intentions to apply for a Promotion/Salary Increase?**

**A.** Yes, you should. Your immediate supervisor is the starting point of your application process.

**Q. Do I need a letter of support from my immediate supervisor to apply for a Promotion/Salary Increase?**

**A.** No, you do not. However,

it is advisable that you get a letter of support from your immediate supervisor.

**Q. Why is it important that I get my immediate supervisor's letter of support?**

**A.** Because it is impossible for the person(s) reviewing these applications to know everyone on campus; the letter of support from your immediate supervisor gives those reviewing your application a positive indicative impression of achievements. However, the letter does not guarantee a positive outcome. The final decision is based on different metrics—the letter of support is only an indication of approval on behalf of your immediate supervisor.

**Q. What happens if my immediate supervisor refuses to give me a letter of support?**

**A.** In that case, your request for a Promotion/Salary Increase is denied below the President level. You should put together your application packet and contact the UUPF office to invoke the College Review Panel.

**Q. I applied for a promotion, my title was changed but I did not get a salary increase. Why?**

**A.** You inadvertently only asked for title change when filing out the required forms. You did not check the Promo-



tion checkbox.

**Q. Where can I find a list of Professional Service Title Descriptions and why is it important?**

**A.** You can find it at: <https://www.suny.edu/hr/compensation/unclassified/group-list/>. The list is important because it describes the responsibilities for each title and respective Salary Level (SL).

**Q. How can I tell if I should apply for a Promotion or a salary increase? What is the difference?**

**A.** You apply for a Promotion based on the scope of the responsibilities as listed by the state titles. If your new responsibilities are not listed in a higher SL level or if you are performing responsibilities that pertain to a different SL level, then you should apply for a promotion.

You apply for a salary increase if your professional responsibilities have significantly increased without any adjustment to your performance program.

...continued on page 5

# President's Message

## Did you know about...

**Extra Service pay?** It has not been increased since at least 2014. Some years ago Extra Service pay at Farmingdale was adjusted according to the increases negotiated in the *Agreement*. But without notice, this obvious practice ceased, which was, unfortunately, contractually possible. One consequence is that full-time staff teaching in the summer earn the same flat rate they earned several years ago. Adjuncts have continued to receive negotiated pay increases and can earn significantly more than full-time staff of equal rank.

### Travel compensation?

Members who, at times, work at alternate work locations are to be compensated for travel of either less or more than 35 miles, according to the Office of the New York State Comptroller.

Such members must complete both travel authorization forms and travel vouchers with exact mileage. When members know that they will be completing such travel throughout a semester, they should complete the authorization form early.

### Performance programs?

Every *part-time professional* must, that's *must*, have a performance program developed by the professional and her supervisor.

### Health insurance and dental and eyeglass benefits?

Part-time academics who have six or more contact hours with students (or six credit hours or credit equivalents) are now eligible for health insurance. Please contact UUPF @ 1-800-342-4206 or [www.uupinfo.org](http://www.uupinfo.org) for further information.



Professionals, will keep you informed.

### The new Extra Service

**Procedure and form?** This is especially important for professionals. When you complete the form, be sure to describe your professional obligation with times that do not overlap the extra service times.

**Protocol for additions to your work?** If you agree to a request for additional work, UUP urges you always to get written documentation. Documentation should minimally include the description of the work; the time frame with an end date; the pay or lack of pay. This is so obviously a good practice that it needs no further explanation.

In Solidarity,  
Vicki Janik



### Professional Promotion and Salary Increase Applications?

Changes are forthcoming that will give greater clarity and equity to the entire process. Harry Espailat, UUPF VP for

# Scamming of the Full-time Faculty

By Mike Smiles

I have been teaching extra-service in the summer since I started my career at Farmingdale in the 1970's. In that time, whatever across-the-board raise was negotiated by UUP and the State of New York was also added to our extra-service rate of pay.

About two years ago, UUPF discovered this was no longer happening. Full-time extra-service pay rates were no longer increasing by the negotiated across-the-board raises. Exactly when this ended, we do not know. Neither UUPF nor affected faculty were ever notified. However, part-timers who taught in the summer continued to get the contractual across-the-board raises negotiated. Thus, part-time rates continued to annually increase, eventually exceeding frozen full-time rates. It has now gotten so bad that a senior part-timer in the Biology Department would make \$1,100 more than a full-time Professor would to teach the same summer class. This disparity is also occurring at the other academic titles. This is certainly not to complain about part-time salaries; part-timers deserve everything they make. It is about the freeze of the full-timers pay. And this policy also impacts those who teach in the winter session.

When UUPF learned about

the salary freeze of extra-service pay, we brought it up at a Labor-Management meeting. We were told that to give full-timers an increase in extra-service pay was like "double dipping" since they already receive an increase in their full time pay. When UUPF explained the increased inequity that was developing every year, management said they would think about it and "get back to us".

Last year we raised the issue again and were told once the contract is settled and the monetary impact is known, they will "get back to us". Not hearing from them, UUPF brought up the issue again last week. We were told by management they hadn't discussed it yet, but promised they would this summer. Therefore, the pay rates would again not be increased this summer.

UUP cannot grieve this policy because 'extra-service' is not addressed in our Contract. A Grievance, by definition, has to be a violation of the Contract. Extra-service is voluntary. Faculty don't have to teach summer or winter sessions. BUT ENOUGH IS ENOUGH! I urge every full-timer who teaches extra-service to call the President (ext. 2145) and express their outrage about this growing inequity between full and part-time pay rates for the



same work. You could even consider trying to work at Nassau or Suffolk Community College for your extra-service work.

Both pay significantly more than Farmingdale. For example, a Full Professor, with equal seniority, who makes \$80/hr. at Farmingdale would make approximately \$125/hr. at Nassau Community College. Other ranks also have similar differences. In addition, full-timers and part-timers are paid the same amount. One reason these schools can pay so much more is that they don't offer health insurance to their part-timers. But being a full-timer at Farmingdale with health insurance negates the need for it from the other colleges.

Let's face it, management, at best, takes us for granted. If we don't ALL speak up and cause some discomfort for managers, nothing will change and their outrageous, shameful and discriminatory behavior will continue. ♦

# Professional Promotion... *Continued from page 2*

The difference between the two of them is as follows:

If you apply for a Promotion and get denied by the campus President, you will not be eligible to apply for promotion for 18 months. However, if you get denied below the President level

you can appeal to the College Review Panel. After appealing through the College Review Panel-assuming the College Review Panel deems your request reasonable and forward their recommendations to the campus President-if the President

does not respond within reasonable time (45 days), you may appeal to the University Review Panel (Chancellor's Level).

If you apply for a salary increase and it is denied below the President level, you may appeal to the College Review Panel. The College Review Panel may appeal to the campus President on your behalf if your request is deemed reasonable. However, unlike a promotion, if the President denies your request, you may re-apply for another salary increase at any time. Salary increases are not appealable to the University Review Panel.

July 1, 2019 Calendar Year			July 1, 2019 College Year	
Salary Level	Minimum	Maximum	Minimum	Maximum
6	\$81,500	\$146,213	\$68,178	\$122,019
5	\$66,700	\$123,844	\$55,785	\$103,372
4	\$55,600	\$106,297	\$46,532	\$88,753
3	\$48,201	\$93,137	\$40,430	\$77,786
2	\$42,651	\$82,174	\$35,803	\$68,649
1	\$37,101	\$71,208	\$31,178	\$59,511

## Pre-retirement Workshop

UUPF will help to answer your questions at our Pre-Retirement Seminar on Thursday, May 2, 2019 at 3:00 p.m. in Gleeson Room 104. Walter Apple, UUP Coordinator for Retirees will be presenting benefits options for UUP and NYSUT/AFT Benefits. He will discuss the Social Security and Medicare options as well as the benefits UUP provides for members.

Anyone within five (5) years of retirement is welcome to attend. Please RSVP to

[amatod@farmingdale.edu](mailto:amatod@farmingdale.edu) so that sufficient information booklets can be made available to you.

Barbara Maertz, UUP Delegate for Retirees will discuss the benefits of retaining your UUP membership with retirement as an active retiree.

Dan Marrone, the Retiree Committee chair on the UUPF Executive Board will share advice on some helpful resources for prospective retirees. We'll see you there. ♦

**Q. If I apply for a *Promotion/Salary Increase* and get denied, what happens to the responsibilities I took in order to apply for the *Promotion/Salary Increase*?**

**A.** In that case, contact UUPF so we can discuss your case.

The last thing I would like to share with you is the 2019 Professional Salary Ranges as per the UUP Board of Trustees Salary Resolution.

I hope the information provided in this article helps answer some of the questions you might have prior to applying for a promotion or a salary increase. You can refer to the April 2018/ November 2018 Unifier for more information on the promotion process. ♦



# Labor-Management

By Mike Smiles

On April 1, 2019 UUPF met with Farmingdale management to discuss various issues. Below is a summary of items discussed.

1. Management agreed to look at the part-time faculty salary in EOC as it relates to the minima established in the new contract. They also agreed to look at the way ranks are determined in the initial hiring process. There are also no plans at this time to move EOC out of Hooper Hall.
2. Management indicated that the delay in getting paychecks or appointment letters to part-time staff at the start of this semester was due to a blackout period in processing while retroactive pay called for in the newly settled contract was finished. That delay should not happen in future semesters.
3. Management said the proposed change in Office Hour expectations was to standardize procedures across the campus. Management agreed to further discuss this with UUPF in a smaller committee setting.
4. Management will look into increasing the pay for full-timers teaching extra-service. However, they will not make a decision until sometime this summer. Therefore, the rate of pay will NOT be increased for the upcoming summer session.
5. Management said that all failed searches last year are being re-searched.
6. There was discussion of the new "Extra Service Processing Procedure" form that Professionals must fill out to work extra-service. Management indicated the request for extra-service will be rejected if the form shows over lapping times with the hours of their full time obligation.
7. Management affirmed that staff working at Farmingdale who have work obligations at other sites are eligible for travel reimbursement. Members who are eligible for travel reimbursement are reminded to submit the correct form.
8. UUPF gave management a list of members listed as being on a Temporary Appointment who UUPF believes should be on Term Appointments. Management will look into this and get back to us.

*Michael Smiles, Chair  
UUPF Labor-Management Team*

## Active Retirees Meeting

By Barbara Maertz

The spring 2019 brunch meeting of the UUP Active Retirees will be held in the University Club on Friday, May 3, 2019 at 11 AM. This is a chance for retirees to meet and greet colleagues, friends and fellow of UUP Retiree members over our usual delicious brunch.

Our featured speaker at this meeting will be Martha Livingston, President of UUP at

Old Westbury, Professor of Nursing, Renowned expert in Medicare and Proponent of Health Insurance for All. Martha will inform us on the latest issues surrounding Medicare and the reasons why she thinks universal health care is the best way to manage the health care issues in America.

Walter Apple, UUP Coordinator for Retirees, will

give the latest updates on retiree benefits.

Charlie McAteer will discuss the UUP advocacy efforts to protect our Medicare Rebate and the proper funding for our SUNY colleges. Vicki Janik and Dan Marrone will update us on the local issues at Farmingdale.

I hope many of our local UUP Retirees will be there. ♦

# UUPF's Third Annual Celebration of Women's Scholarship

On March 26, UUPF hosted the Third Annual Celebration of Women's Scholarship at Farmingdale in the Great Room at Ward Hall. The event was held during Women's History Month in recognition of the outstanding scholarly work of our members.

This year's UUP Farmingdale member-scholars were Dr. Yetunde Odugbesan-Omede, Visiting Assistant Professor of Global Affairs and Politics in the Department of History, Politics and Geography; Dr. Michaela Porubanova, Assistant Professor of Cognitive Psychology in the Department of Psychology; and Dr. Jessica Sieffert, Assistant Professor of Biological Sciences. Each member gave a fifteen minute sketch of her current research.

Dr. Odugbesan-Omede, affiliated with the Rutgers



Institute of Anti-Corruption Studies (RIACS) and recently involved with the United Nations Population Fund, presented her work on corruption, specifically, "The role of academic dishonesty in institutions of education and its role in normalizing deviant behavior."

Dr. Porubanova, a Research

Associate with the New School for Social Research and the Graduate Center at CUNY, presented her project entitled "Visual consciousness as the window into the cognitive architecture of the human mind."

Dr. Seifert, who continues her work at the Skirball Institute of Biomolecular Medicine at NYU, spoke on research in which she is currently collaborating: "What flies can tell us about fertility—A genetic screen in *Drosophila* identifies cellular mechanisms regulating germline development."

As at past celebrations, the speakers gave evidence of the outstanding scholarly work of our members. Their knowledge and passion for scholarship is the necessary model that inspires our students' personal and career success. ♦



# Samuel Gompers & Cecil Spring Rice: Pro-Labor Supporters Who Backed U.S. Intervention in WWI

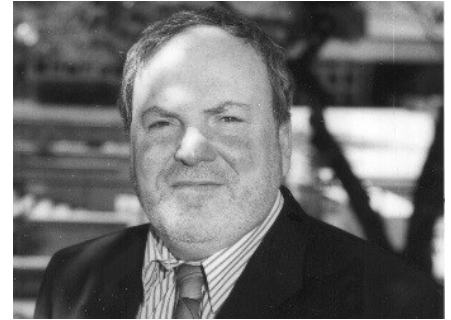
By Daniel Scott Marrone

Samuel Gompers and Cecil Arthur Spring Rice were two Englishmen who had crucial roles in America during World War I. London-born Gompers arrived in the U.S.A. in 1863 at the age of 13. In later decades, he organized and led the American Federation of Labor. Gompers backed New Jersey Gov. Thomas Woodrow Wilson in his quest for the U.S. presidency in 1912. Wilson's victory that year was attributable, at least in part, to Gompers and the votes of many rank-and-file AFL members. Wilson maintained the mantra, "He kept us out of war," until February 1917. That month, Imperial Germany instituted unrestricted submarine warfare that resulted in the sinking of many neutral nation ships, including those flying the U.S. flag. Thousands of innocent



lives were lost. Wilson complained vociferously to the Germans about this policy, but to no avail. Two months passed with no change in U.S. policy. Finally in early April 1917, Wilson submitted to the U.S. Congress the "Articles of War" against Imperial Germany. Congress overwhelmingly approved. Gompers toured the nation speaking in support of Wilson and the war effort. Crucially, Gompers obliged upon the AFL a policy of refraining from labor disruptions during WWI. Consequently, there were no nationwide AFL-authorized strikes while the U.S.A. was fighting in WWI. After the November 11, 1918 WWI Armistice, however, workers were eager to attain long overdue increases to their stagnant wages. With their demands ignored, workers then, as to be expected, engaged in a cascade of strikes. Gompers would lead the AFL until his death on December 13, 1924.

Sir Cecil Arthur Spring Rice was also born in London. However, whereas Gompers lived in poverty before emigrating to the U.S.A., Spring Rice



was born into British nobility--the grandson of the Earl of Limerick Edmund Pery and the son of Baron Thomas Spring Rice. With his aristocratic heritage, it was to be assumed that Cecil Spring Rice would join the "Tory" Conservative Party. He instead joined the Liberal Party. Founded in 1859 as the center-left opposition party to the rightist Tories, **the Liberal Party supported the formation of labor unions and became the mainstay political party of workers prior to the Labor Party's 1924 rise in prominence.**

Spring Rice loved his native country, but he also loved America. He was a close friend to Theodore Roosevelt and served as "Best Man" at the wedding of the up-and-coming New York politician to Edith Kermit Carow in 1886. Spring Rice was posted in the U.S.A.



for about half of his 40-year diplomatic career. In this regard, he helped form the Anglo-American alliance that persists to the present day. From 1913 until his untimely death in 1918, Spring Rice was the highest-ranking U.K. diplomat in America as British Ambassador to the U.S.A. His fundamental goal during his tenure as ambassador was to attain an American alliance with the Allies in the Great War.

Spring Rice's mission was fulfilled when the U.S. Congress declared war on Imperial Germany. The date was April 6, 1917. In recognition of his pivotal role in building the Anglo-American alliance, King George V requested that Spring Rice return home to be invested with the peerage title "Lord Spring Rice." Though this was an ultimate honor for a Briton, Spring Rice was reluctant to leave his U.S.A. diplomatic post before the war ended. After



repeated requests from his king, the ambassador finally left Washington, D.C. on January 31, 1918. His first stop on his homeward journey to London was Ottawa, Canada. Two weeks after leaving the American capital, while awaiting in Canada trans-Atlantic passage to England, Spring Rice died in his sleep from heart failure at age 58.

The 1917 photograph shows Sir Spring Rice (second from left) in Washington, D.C. accepting on behalf of the U.K. a substantial World War I-necessitated loan from the U.S.A.

Prior to leaving Washington, D.C., Spring Rice penned a poem that was set to a musical theme from "The Planets: Jupiter" by British composer Gustav Holst in 1921. The combined poignant poem and soaring Jupiter theme are both titled: "I Vow to Thee, My Country." Besides helping to establish the Anglo-American alliance, Spring Rice is justly praised for his glorious poem that aspires for peace. It has become an official anthem of the British Commonwealth of Nations. Though penned by a Briton, it was created in the U.S.A. Thus, it is not surprising that the anthem is a favorite of cadet choirs at U.S. military academies. Please view the multitude of performances of this anthem on YouTube.com. While in Wash-



ington, D.C. just weeks before his death in February 1918, Sir Cecil Spring Rice wrote:

*I vow to thee, my country, all  
earthly things above,  
Entire and whole and perfect, the  
service of my love;  
The love that asks no question,  
the love that stands the test,  
That lays upon the altar the  
dearest and the best;  
The love that never falters, the  
love that pays the price,  
The love that makes undaunted  
the final sacrifice.*

*And there's another country, I've  
heard of long ago,  
Most dear to them that love her,  
most great to them that know;  
We may not count her armies, we  
may not see her King;  
Her fortress is a faithful heart,  
her pride is suffering;  
And soul by soul and silently her  
shining bounds increase,  
And her ways are ways of  
gentleness, and all her paths are  
peace.* ♦

# New York 2019-20 Enacted Budget Summary

The 2019-20 New York State Budget totals \$175.5 billion dollars. The following is a synopsis of the major provisions of the state's spending plan relevant to higher education.

## SUNY

### SUNY State-Operated Campuses

- ◆ The enacted budget provides flat funding of \$730 million for SUNY state- operated campuses. State support for fringe benefit costs increased by \$41 million.
- ◆ \$109.5 million in direct state support has been accelerated to offset one-time costs associated with implementation of the State/UUP contract in 2018-19.

### SUNY Hospitals

- ◆ The enacted budget does not restore the state subsidy for the SUNY hospitals.
- ◆ The enacted budget provides \$60 million in additional State Disproportionate Share Hospital (DSH) support for the three SUNY hospitals (Downstate, Upstate and Stony

Brook) for a total of \$460 million. DSH payments are provided to offset the costs associated with uncompensated care provided by these hospitals.

- ◆ The enacted budget provides \$100 million in capital funding (\$50 million for Upstate and
- ◆ \$50 million for Stony Brook) for alterations, improvements, services and expenses incurred by these hospitals prior to April 1, 2019.

### Educational Opportunity Program (EOP)

The enacted budget restores the \$5.3 million cut in the executive budget proposal for a total of \$26.8 million.

### Educational Opportunity Centers (EOCs) and ATTAIN Labs

The enacted budget restored the \$7 million cut for these programs contained in the executive budget for a total of \$62 million

### Mental Health Services

The enacted budget restores the \$500,000 cut in funding for SUNY mental health services.

### SUNY Set-Aside Funding

The enacted budget continues to set aside \$18 million in state aid to be allocated to state- operated campuses per an approved plan of the SUNY Board of Trustees. The language stipulates that a portion of these funds are to be used to support new classroom faculty

### SUNY Open Educational Resources (OER)

Funding in the amount of \$4 million is set-aside from the system administration appropriation to expand the Open Educational Resource Initiative to help reduce and/or eliminate the costs of textbooks for students. This funding is targeted towards high- enrollment courses, including general education courses.

### U Albany Land Lease Authorization

The enacted budget includes language that authorizes the State University of New York to lease up to 15,000 square feet of space at the new Emerging Technology Entrepreneurship Complex building at the

University of Albany. NYSUT secured labor protection language to ensure that services and functions provided by UUP members would not be contracted out to any of the lessees or contractors occupying the leased space.

### **SUNY Capital Funding**

The enacted budget provides \$650 million for state-operated campuses and provides \$37.6 million for SUNY Community Colleges.

### **SUNY Community College Base Aid**

- ◆ The enacted state budget increases the overall base aid amount by \$12 million, which results in an FTE increase of \$100 per student to offset enrollment declines. Language stipulates that no community college shall receive less than ninety-eight percent of the base aid funding that it had received in the 2018-19 fiscal year.
- ◆ Rental aid for leased space is maintained at last year's level, for a total of \$11.6 million.
- ◆ Funding for high-need programs (\$1.69 million), contract courses (\$1.88 million) and low enrollment colleges (\$940,000) are maintained at last year's levels.
- ◆ The proposed funding cut of \$1 million for child care

centers was restored.

- ◆ The enacted budget restored \$3 million in funding for the SUNY Apprenticeship Program

### **SUNY Family Empowerment Community College Pilot Program**

The enacted budget includes a \$3 million appropriation for the establishment of the Family Empowerment Community College Pilot Program. The program will provide a comprehensive system of supports, including priority on-campus childcare for single parents with accelerated study in associate program practices. Funding will be distributed pursuant to a plan approved by the chancellor.

## **CUNY**

### **CUNY Senior College State Funding**

The enacted budget provides flat funding of \$554 million for CUNY senior colleges. Fringe benefits are increased by \$47.7 million.

### **CUNY Capital Funding**

The enacted budget provides \$284 million for CUNY senior colleges and provides \$68.2 million for CUNY community colleges.

### **CUNY MTA Commuter Mobility Tax**

The enacted budget provides flat funding of \$5.5 million for the MTA commuter mobility tax.

### **CUNY Set-Aside Funding**

The enacted budget continues to set aside \$12 million in state aid to be allocated to senior colleges per an approved plan of the CUNY Board of Trustees. The language stipulates that a portion of these funds may be used to support new classroom faculty.

### **CUNY Open Educational Resources (OER)**

Funding in the amount of \$4 million within the CUNY Senior College Operating Account is set aside to expand the Open Educational Resource Initiative to help reduce and/or eliminate the costs of textbooks for students. This funding is targeted towards high-enrollment courses, including general education courses.

### **CUNY Community College Base Aid**

- ◆ The enacted state budget increases the overall base aid amount by \$6 million, which results in an FTE increase of \$100 per student. Language accompanying this additional funding stipulates that no community college shall receive less than ninety-eight

percent of the base aid funding that it had received in the 2018-19 fiscal year.

- ◆ Rental aid for leased space is maintained at last year's funding level of \$8.9 million.
- ◆ An additional \$225,000 was added to provide financial assistance for the educationally and economically disadvantaged to attend a CUNY community college.
- ◆ Funding for contract courses/workforce development is maintained at last year's level of \$1.9 million.
- ◆ Funding for ASAP is restored at \$2.5 million.
- ◆ Funding for childcare centers is restored and increased by \$902,000, for a total of \$1.7 million.

### **CUNY Family Empowerment Community College Pilot Program**

The enacted budget includes a \$2 million appropriation to establish the Family Empowerment Community College Pilot Program. The program will provide a comprehensive system of supports, including priority on-campus child care for single parents with accelerated study in associate program practices. Funding will be distributed pursuant to a plan approved by the chancellor.

### **Search for Education, Eleva-**

### **tion and Knowledge (SEEK)**

The enacted budget restores \$4.6 million in funding for a total of \$28 million

### **CUNY School of Labor and Urban Studies** (Formerly the Joseph Murphy Institute)

The enacted budget restores \$1.5 million in funding for a total of \$3.6 million.

## **TAP/Excelsior etc.**

### **Tuition Assistance Program (TAP)**

The enacted budget provides \$1.08 billion, which includes:

- ◆ funding (up to \$118.6 million) for the third and final year of a three-year phase-in of the Excelsior Scholarship Program, and expands the program to include families making up to \$125,000;
- ◆ funding (up to \$27 million) for the DREAM Act; and
- ◆ funding (up to \$7.2 million) for the third and final year of a three-year phase-in of the Enhanced Tuition Award Program (E-TAP).

### **Tuition Assistance to Part-Time Students**

Funding for this program is maintained at last year's level of \$14.4 million.

### **Part-Time Scholarship Program**

The enacted budget maintains

funding at \$3.1 million to support the Part-Time Scholarship Program established in last year's budget.

### **BUNDY Aid**

The enacted budget maintains funding for this program at \$35 million.

### **Higher Education Opportunity Program (HEOP)**

The enacted budget restored funding for HEOP by \$5.9 million for a total of \$35.5 million.

### **Jose R. Peralta New York DREAM Act**

The enacted budget includes amendments to the Jose R. Peralta New York State DREAM Act, recently passed by both houses of the Legislature. The amendments change the eligibility requirements.

### **Dual Enrollment**

The enacted budget includes language authorizing the SUNY and CUNY Boards of Trustees to reduce or waive tuition for high school students who are dual enrolled in one or more college courses at a community or four-year college.

### **Student Loan Services**

The enacted budget includes language to license and regulate student loan servicers.

### **Food Donation and Food Scrap Recycling**

The enacted budget establishes requirements for entities creating more than two tons of food scraps per week, such as SUNY and CUNY, to separate for donation, edible food for human consumption, and the disposal of food scraps at an organic recycler. The donation and recycling provisions are scheduled to beginning January 1, 2022.

### **We Teach NY**

- ◆ The enacted budget allocates \$3 million for the We Teach NY Program to address the teacher shortage in identified subject areas. Funding will be prioritized to:
- ◆ recruit teacher candidates as incoming college freshmen in hard to staff subject areas;
- ◆ award funds to school districts partnering with a higher education institution;
- ◆ require that the school districts to provide mentors and paid internship opportunities for teaching candidates; and
- ◆ require that teachers will be guaranteed a job opportunity at end of the program if they meet all of the requirements.

### **For-Profit College Accountability**

The enacted budget did not include the executive budget proposal to enact the For-Profit

College Accountability Act.

## **Retiree Health Benefits**

### **NYSHIP Retiree Medicare Part B Reimbursement**

The executive proposal to eliminate the State reimbursement of the Income Related Monthly Adjustment Amounts (IRMAA) for NYSHIP retirees, and to cap Medicare Part B premium reimbursement was not included in the enacted budget.

### **NYSHIP Sliding Scale for State Share of Retiree Health Insurance Premiums**

The executive proposal to eliminate the State reimbursement establish a sliding scale for the employers share of retiree health insurance premiums based on years of service for future retirees was not included in the enacted budget.

## **HEALTH**

### **Medicaid Global Spending Cap**

Medicaid spending under the Global Cap for 2019 equals \$19.6 billion, which represents an increase of \$586 million over the 2018 cap level.

### **Safe Staffing**

The enacted budget requires the Department of Health to conduct

a study on staffing enhancements and its impact on patient safety. The study will begin by May 1, 2019, and the results and recommendations will be submitted to the commissioner of health and legislative leaders by December 21, 2019. The study must be conducted in consultation with relevant stakeholders, including the statewide hospital and nursing home associations, direct care health workers, labor representatives and patient and community health advocates.

## **Labor, Elections and Campaign Finance**

### **Statutory Protection to Help Mitigate the Janus Decision**

- ◆ The enacted budget includes language that will protect union members from organizations that seek to undermine unions following the Supreme Court's Janus decision. Since the case was decided last year, these organizations have been attempting to obtain personal information through freedom of information policies, to disseminate anti-union propaganda designed to erode union membership. Language included in the enacted state budget makes it an improper practice for an employer to



- ♦ release a public employee's personal information, such as their home address, personal email or cell phone number.
- ♦ The enacted budget includes language that will protect unions from frivolous lawsuits filed by former agency fee payers attempting to collect money paid to unions prior to the Janus decision. This new language clarifies that these cases have no standing in state court.

### **Subjecting Collective Bargaining Agreements to the Freedom of Information Law**

The executive budget proposal that would have subjected collective bargaining agreements to the Freedom of Information Law, prior to ratification votes was not included in the executive budget.

### **Elections**

- ♦ The enacted budget includes several changes to the state election process. For the first time, polling places will be allowed to utilize electronic poll books in place of the large paper books currently used.
- ♦ The enacted budget expanded the hours for voting in primary elections to conform with those of general elections — from 6am to 9pm.
- ♦ The enacted budget also establishes a system for online

voter registration and, going forward, will allow all registered voters in New York State up to three hours of paid leave to vote in any election at the beginning or end of their work day. State law previously allowed for up to two hours of paid leave but included strict parameters for use. The new statute only requires workers be a registered voter and give their employer two days' notice that they need time off to vote.

### **Public Campaign Finance**

The enacted budget establishes a commission to set up a voluntary public campaign finance program for the Legislature and statewide public offices. The nine-member commission must issue a report on December 1, 2019, and their findings will have the full effect of law, unless modified by the Legislature on or before December 22, 2019.

## **New Revenue**

### **Extending the Surcharge on High Income Earners**

The enacted budget provides for the extension of the existing surcharge on high income earners for an additional five years, until 2024.

### **Tax on Internet Purchases**

The enacted budget imposes a tax on internet purchases.

### **Tax on Real Estate**

The enacted budget provides for a tax on real estate transfers over \$2 million in New York City.

### **Congestion Pricing**

The enacted budget created a commission to implement a congestion pricing program for an area south of 60th Street in Manhattan that will begin no earlier than 12/31/20.



## **Spring Fling Membership Event** at

**CHANGING TIMES**

**TUESDAY**

**April 30<sup>th</sup>**

**at 4:00 PM**

**APPETIZERS**

**RAFFLE PRIZES**

**& TWO FREE DRINKS**

**Compliments of  
Your UUP Chapter**

PLEASE RSVP: [amatod@farmingdale.edu](mailto:amatod@farmingdale.edu)



# TOP TEN

## Management Initiatives for **IMPROVING MORALE**

10. Keeping us informed about record retention procedures
9. Justifying the vast difference in pay between EOC faculty and college faculty
8. Docking the pay of those caught in a parking lot during regular working hours
7. Obsessing over 10 minutes of faculty office hours
6. Implementing a "15 Minute Minimum" between full time obligation and extra service
5. Lowering compensation for faculty who take on student interns
4. Informing faculty on how to properly write a course syllabus
3. Suggesting faculty prep and clean their own labs to reduce part-time technical support staff
2. Denying negotiated raises to full timers for summer or winter extra service

**And the #1 Management Initiative for Improving Morale...**

Finally showing faculty the right way to assess students!



## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

**Vicki Janik**

President

**Lou Scala**

VP Academics

**Harry Espaillat**

VP Professionals

**Susan Conforti**

Treasurer

**Debbie Nilsen**

Secretary

**Doug Cody**

Officer for Contingents

**Barbara Maertz**

Officer for Retirees

### DELEGATES

**Academic**

Amit Bandyopadhyay

Doug Cody

Bob Elgart

James Jailer

Daniel Marrone

John Masserwick

Fayez Samuel

Lou Scala

Mike Smiles

Tino Posillico

**Professional**

Solomon Ayo

Darleyne Mayers

Barbara Maertz

Yolanda Segarra

Kristen Malsheimer

**Committee Chairs:****EOC**

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 Espaillat

**Women's Rights & Concerns**

Dolores Ciacio

## Statement from UUP President Frederick E. Kowal on the retirement of SUNY Board of Trustees Chair H. Carl McCall



"UUP thanks SUNY Board of Trustees Chair H. Carl McCall for his years of public service to our University and to our state.

"Our members are grateful to Chairman McCall for the work he did on behalf of SUNY, our students and our patients. He joined the Board of Trustees in 2007 and was appointed Chair four years later.

"UUP congratulates Chairman McCall for his more than 50 years in public service, including as a state senator, an ambassador to the United Nations and as state Comptroller.

"We wish Chairman McCall health and much happiness in his retirement."

## UPCOMING EVENTS:

APRIL 30<sup>th</sup> PROFESSIONAL MEMBERS WORKSHOP  
APRIL 30<sup>th</sup> SPRING FLING  
MAY 2<sup>nd</sup> PRE-RETIREMENT WORKSHOP

## 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 Espaillat**

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.*