



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER ◆

FEBRUARY 2019



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Who We Were

Our Bargaining Unit on December 20, 2018

Listed below are the latest numbers describing our bargaining unit membership at FSC. Remember, our bargaining unit is divided into two groups:

1. Most all of us who are dues-paying UUP members and who receive *all* legally negotiated benefits and protections provided by UUP.
2. Those remaining employees in the bargaining unit who are *not* UUP members, who do not pay dues, but who still receive benefits and most protections legally provided by UUP, paid for by UUP members described above.

TOTAL FSC BARGAINING UNIT (excluding active retirees): 1,185

Full-time bargaining members	511
Full-time Academics	267
Full-time UUP Academics	263
Full-time Non-UUP Academics	4
Full-time Professionals.....	244
Full-time UUP Professionals.....	239
Full-time Non-UUP Professionals	5

TOTAL FULL-TIME UUP MEMBERSHIP: 98%

Part-time Bargaining Unit Members	674
Part-time Academics	545
Part-time UUP Academics.....	442
Non-UUP Academics	103
Part-time Professionals.....	129
Part-time UUP Professionals	98
Part-time Non-UUP Professionals.....	31

TOTAL PART-TIME UUP MEMBERSHIP: 80%

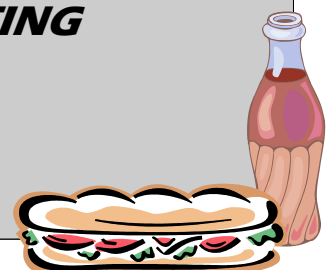
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GENERAL MEMBERSHIP MEETING

Thursday, February 14, 2019

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

By Harry Gabriel Espallat

Workload Creep (revisited)

Welcome back to another busy semester. The campus reported that for the last ten years enrollment grew by 22% with no signs of abating. As professionals we find ourselves serving more students and staff; and while this is a good thing for the prosperity of the campus, it also means that we need to be vigilant for the phenomenon known as workload creep. During our last Delegate Assembly which took place in Albany at the beginning of the month, workload creep was at the top of the list among the Chapter Presidents and Vice Presidents in attendance. Across SUNY campuses the problem appears to be intensifying after the post Janus decision. Our collective involvement is needed to stop workload creep from becoming a common practice.

Workload creep happens when you are asked to accept responsibilities which inexplicably make their way to your performance program without a salary increase or a workload reduction. It is understood that the responsibilities by which you are evaluated in your performance program represents 100% of the time you spend at the jobsite; therefore, in accordance with our contract, if you are asked to perform new responsibilities by your supervisor, either a salary increase or a reduction in workload is warranted.

Many professionals are coerced by their supervisors to permanently perform such

responsibilities by the use of indirect intimidation or by threats of being accused of "insubordination". This practice is illegal, violates our contract and must come to an end as soon as possible. If you find yourself in such situation, make sure to follow the following steps:

- ◆ Resist the temptation to immediately refuse your direct supervisor's request on the basis that it is not in your performance program since this can be considered grounds for disciplinary actions.
- ◆ Accommodate your supervisor's request for the day and contact either the UUPF President and/or any of the Vice Presidents as soon as possible.
- ◆ Do not be coerced into signing a new performance program with new responsibilities unless it is in accordance with our contract.
- ◆ If the task is temporary in nature (at most 5 months) and you agree to perform it, email your supervisor and state *clearly* the date you will stop performing the task pending a future dialog between you.
- ◆ If the task is permanent, ask if there is either a salary increase or a workload reduction associated with the task. If there is none, contact either the UUPF President and/or any of the Vice Presidents.

I know these recommendations appear to be common sense but under coercion we all react



differently so keep a calm and act reasonably.

Professional Development Opportunities

I would like to bring to your attention the New York State/United University Professions Joint Labor-Management Committees' program known as the Empire Knowledgebank eLearning Program (see page 9). The program allows UUP represented employees to access eLearning products provided by Enterprise Training Solutions, Inc. through the EKB license. Professionals will have the opportunity to access thousands of eLearning courses, eBooks and short course videos for opportunities to enhance their professional and career development, for certification preparation and continuing education in a variety of areas. The EKB license can be accessed anytime and anywhere with an internet connection and is provided at no expense. *The program is 100% free of charge and online.* ◆

President's Message

After attending the Delegate Assembly on February 4th and 5th, I'll give you an update on four of the topics presented:

Health Insurance Eligibility:

Part-Time Academics:

You are eligible for health insurance benefits provided by New York State if you a) teach 6 credit hours, *or* b) teach 6 credit hour equivalents *or* c) have 6 contact hours of instruction. Please note that health insurance premiums are not paid from the college budget but rather by New York State.

Part-Time Professionals:

If you were hired before the Spring 2019 Semester, there is no change in your eligibility. If you were hired for the first time in the Spring 2019 Semester, you must have at least a half-time position. Understand that over the past three years New York State was not negotiating to offer health insurance to growing numbers of employees. Rather, the State's goal apparently was to hollow out this benefit for many part-time employees. Keep this in mind when you read about New York's noble efforts to provide health insurance to everyone. But thanks to UUP's negotiations, the result of the State's

efforts was slight and can actually lead to insurance benefits for additional members. If you believe your eligibility for health benefits is incorrect, contact the UUPF Ward Hall office at 631-694-8873.

Consensual Relationships:

Recently the SUNY Board of Trustees agreed that all SUNY campuses should have policies concerning romantic and sexual relationships. Each campus was to develop and implement a "Sexual and Romantic Relationship Policy." However, these policies were to include disciplinary procedures. Because of this, UUP has moved to negotiate any proposed Consensual Relationship Policy *only* at the statewide level.

Workload Creep:

Thanks to less and less support for public education, the workload of our members is growing greater and greater. A recent UUP survey on workload creep gives evidence of this. There are fewer full-time staff members available to complete ever more college responsibilities, which, by the way, often comprise newly introduced, time-



consuming, bureaucratic documentation of questionable consequence. UUP is reminding professionals and academics of various protocols to follow in order to respond to workload creep. We will repeat them at meetings throughout the semester.

Incivility: Another consequence of diminished financial support for SUNY is the tension and fear that encourage disrespect and incivility among staff members on campuses. UUP is developing responses to these harmful behaviors including information gathering, presentations, consultation with external groups, and procedures.

In Solidarity,
Vicki Janik

More Funding Needed for Full-time Faculty, SUNY Hospitals

Frederick E. Kowal, Ph.D., president of United University Professions, today urged the state Legislature to make a strong commitment to SUNY by budgeting \$30 million to hire more full-time, tenure-track professors, a move he said would push the governor's proposal to increase SUNY faculty diversity.

Kowal, who testified today at a public hearing conducted by the Legislature's joint fiscal committees, also asked lawmakers to restore the \$87 million subsidy to SUNY's public teaching hospitals and more than \$12 million for SUNY's successful opportunity programs cut from the Executive Budget.

The president of America's largest public higher education union also called on legislators to add \$25 million to the state budget to help SUNY state-operated campuses cover the so-called "TAP gap—the portion of SUNY tuition that campuses must waive for TAP awardees.

In addition, Kowal told legislators that UUP strongly supports heavily increased oversight and transparency of college campus foundations and affiliated nonprofit corporations—such as Fort Schuyler Management Corp., which was at the center of the "Buffalo Billion" bid-rigging scandal.

Kowal welcomed the governor's plan to hire 1,000 new full-time, tenure-track SUNY faculty over the next 10 years—a proposal unfunded in the Executive Budget. Adding \$30 million to hire new full-time faculty would be a "good first step" toward the governor's goal of increasing diversity among SUNY faculty.

"This glaring shortage of full-time, tenure-track faculty from diverse racial and ethnic communities at SUNY must be rectified," said Kowal.

The need for more full-time SUNY faculty will increase as the Excelsior Scholarship becomes available to more students; the program's income threshold moves from \$110,000 per year to \$125,000 per year in 2019. The newly approved DREAM Act is also expected to contribute to growing SUNY campus enrollments, the union president said.

Kowal said closing the TAP gap—about \$62 million annually—will free up funding for cash-strapped campuses, allowing them more flexibility to expand course offerings and provide important student services. A number of campuses, including SUNY Fredonia, Stony Brook University, Binghamton University, SUNY Plattsburgh, Buffalo State

College, and SUNY New Paltz, are struggling to cover budget gaps.


"This TAP gap is equivalent to the annual salaries of over 500 new full-time, tenure-track faculty," Kowal said. "These additional hires could increase advising, counseling, tutoring, and course offerings needed to help ensure that students complete their education, and complete on time."

The maximum TAP grant of \$5,165 only covers 75 percent of SUNY undergraduate tuition. TAP covered 100 percent of SUNY tuition at state-operated campuses from 1974 through 2009-10; the state's percentage has declined since then, expanding the TAP funding gap. More than 40 percent of TAP students attend SUNY schools; over a third of SUNY students at state-operated campuses receive TAP aid.

Kowal said the union is "pleased" with the governor's plan to budget \$60 million in federal Disproportionate Share Program entitlements for SUNY's three public teaching hospitals in Brooklyn, Stony Brook and Syracuse. These funds, a state match to the federal funding, are reimbursements for care the hospitals have already provided.

But the hospitals will face

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Your Union Contract **At Work!**

**FAST
FACTS**

Programs to Assist Members with Education, Professional Development and Training

Tuition Assistance for UUP Members

“Space Available” Program—This negotiated benefit allows full-time and part-time employees in the UUP bargaining unit to take one course each semester and special session (e.g., summer session and intercession) from a UUP-represented state-operated SUNY campus tuition free, as long as space is available in the course. Fees other than tuition are paid by the employee.

Those interested in applying should contact Human Resources at the institution they will be attending. UUP chapter offices can also provide information about the process and address member questions.
(Contract Article 49)

EKB eLearning Program

Empire Knowledgebank (EKB) eLearning Program—This program allows UUP-represented employees access to eLearning products provided by Enterprise Training Solutions Inc. through the EKB license. Employees have the opportunity to access thousands of eLearning courses, eBooks and short course videos for opportunities to enhance their professional and career development, for certification preparation and continuing education in a variety of areas. The EKB license can be accessed anytime and anywhere with an internet connection and is provided at no expense to the campus or the employee.

Program details and eligibility information are available at <https://on.ny.gov/2Mo823y>



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

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Your Union Contract **At Work!**

**FAST
FACTS**

Grant Programs

Joint Labor-Management Programs are contractually negotiated and jointly administered by state-level committees composed of representatives from UUP, SUNY, and the Governor's Office of Employee Relations. These programs address mutually identified needs and goals of UUP and New York state. Some programs, such as the Individual Development Award program, are administered at the campus level by joint committees consisting of representatives from UUP and the campus administration.

The following programs are exclusive to UUP bargaining unit members and focus on individual employee development:

Individual Development Awards (IDAs)—IDAs are designed to support a variety of professional development projects or activities, assisting eligible employees in developing their full professional potential and to prepare for advancement. Campus Professional Development Committees, comprised of UUP members and management representatives, are formed to review applications and award funding. Funding is available to full-time and part-time bargaining unit members. Maximum award amount is \$1,000 per employee per award period. Interested employees should reach out to their UUP chapter office for specific award timelines.

Program details and eligibility information are available at <https://on.ny.gov/2MvHzBn>

Campus Grants Program—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional develop-

ment, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000.

Program details and eligibility information are available at <https://on.ny.gov/2U8jbby>

Dr. Herbert N. Wright Memorial Safety and Health Training Award Program—This program provides an opportunity for employees with safety and health and environmental responsibilities to update and refine the skills and knowledge needed to recognize, control and correct potential hazards in the workplace and to ensure compliance with applicable laws and regulations. Funds are available for educational, training, and skill-building activities at local or remote sites. The maximum individual award under this program is \$3,000. An individual may apply for more than one award within the current contract period.

Program details and eligibility information are available at <https://on.ny.gov/2FHeP88>

Dr. Nuala McGann Drescher Leave Program—This program, open to full-time term employees, seeks to promote a broad diversity of award recipients with preference given to minorities, women, employees with disabilities, or employees with military status who are preparing for permanent or continuing appointment. Types of support available include: payment of employee's regular salary by the campus; salary for a replacement; and other related expenses for research or study with a justification.

Program details and eligibility information are available at <https://on.ny.gov/2WaFiQk>

Your Union Contract At Work!

FAST FACTS

Employment Coaching and Placement Program—

This program provides financial support for employment coaching, placement fees and related expenses to employees whose employment has been terminated due to retrenchment, or who have been notified of retrenchment, or who are perceived to be at high risk of retrenchment. A maximum of \$3,500 may be awarded for a one-year period, depending on the employee's plan and availability of funds.

Program details and eligibility information are available at <https://goer.ny.gov/grant-opportunities>

Grants for Employees with Disabilities Program—

This program establishes a fund for full-time or part-time employees with disabilities, as defined by the Americans with Disabilities Act (ADA). The funds cover out-of-pocket expenses incurred for a work-related project or activity where such assistance is not provided by the ADA. They are not intended for accommodations that the campus must provide under the ADA. The maximum individual award is \$5,000 for each application.

Program details and eligibility information are available at <https://on.ny.gov/2AZ3YSM>

Leave for Calendar Year Employees—This program for full-time employees with a calendar-year (12 month) appointment is intended to provide release time and salary replacement to assist eligible employees in developing their full professional potential and in preparing for advancement. Only expenses for salary for a replacement for a period of at least five days will be considered for funding. All other expenses that might be required to conduct the project or activity must be provided by other sources. Employees who accrue annual

leave are not required to charge those credits for any project or activity funded by this program. A maximum of \$4,000 for salary replacement may be awarded to eligible employees once in each award period.

Program details and eligibility information are available at <https://on.ny.gov/2HrAtip>

Retraining Fellowship Program—This program provides financial support to employees who have been terminated due to retrenchment, who have been notified of retrenchment or perceived to be at high risk of retrenchment, or whose retraining would accommodate shifting program needs. Funding is provided for employees to pursue an organized course of study to attain other employment opportunities or to maintain their current employment. If course work is pursued at an accredited institution other than a SUNY institution, the maximum amount reimbursed for tuition is at the SUNY rate in effect at the time.

Program details and eligibility information are available at <https://on.ny.gov/2sGvtfC>

The following programs are exclusive to UUP bargaining unit members and focus on group and campus development:

Enrollment Enhancement Program—Open to a campus committee, group or individual in an academic department or program. The program is designed to assist those who have experienced a significant decline in student enrollment over the past year.

Program details and eligibility information are available at <https://on.ny.gov/2RJtOEG>

Your Union Contract At Work!

FAST FACTS

Campus Grants Program—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional development, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000.

Program details and eligibility information are available at <https://on.ny.gov/2U8jbby>

Professional Development Grant Program—This program is intended to fund a professional development project or activity to assist three or more employees to develop their professional potential and to prepare for advancement. Open to both full-time and part-time employees, eligibility is similar to that of the Individual Development

Awards Program. Priority will be given to a project or activity that entails a cost of more than \$1,000 per employee. Awards may not exceed \$2,500 per employee and a total of \$15,000 per application. A minimum 40 percent campus contribution is required for this program.

Program details and eligibility information are available at <https://on.ny.gov/2T85Nnx>

Campus Training and Leadership Workshops—

These one-day, on-site workshops provide leadership development to bargaining unit members on SUNY campuses. Delivered by field experts from Empire State College, workshop topics include: Interpersonal and Cross Generational Communications; Diversity: Learning How to Leverage “Difference” at Work; Leadership; and Conflict Resolution and Team Building.

To offer one or more of these workshops at your campus, contact your UUP chapter office.

Workload Creep Workshop for ACADEMICS

Provided by NYSUT LRS Lynda Larson

Thursday, April 11th

University Club

Who We Were

...continued from page 1

Also informative is the full-time/part-time ratio:

- ♦ Part-time academics comprise 62% of the academic staff.
- ♦ Part-time professionals comprise 29% of the professional staff.

Once again, *FSC ranks first* with the highest percentage (62%) of part-time academic staff members among all SUNY campuses [excluding Empire State College]. Coming in a distant second is Buffalo State College with 47% of the academic staff teaching part-time. Our regional sister campus, Old Westbury, is not even among the top four at 38.9%. ♦



Benefits designed exclusively for NYSUT members

NYSUT members and their loved ones have access to dozens of endorsed shopping, travel & personal programs available through NYSUT Member Benefits, including discounts on hotels & vacations; car & truck rentals; international group tours; sports & concert tickets; theme parks & attractions; and more.

Whether you are participating in one of our shopping/entertainment/travel offerings; auto, homeowners or life insurance plans; or financial or legal services, NYSUT members have the "Power of the Union" behind them ready to serve as their advocate.

The following is just a sample of the endorsed programs available to NYSUT members:

Bose -- NYSUT members receive special educator pricing on high-end, high-quality electronics such as music systems, headphones and bluetooth speakers. You must contact Bose toll-free at 877-709-2073 and mention "educator pricing" to receive this exclusive pricing.

Orlando Employee Discounts -- NYSUT members save up to 30% on unforgettable Orlando, FL excursions to Disney World, Universal Studios and many other attractions.

Grand Circle Travel -- NYSUT members can enjoy a number of unique travel deals on international river cruises and other travel opportunities with Grand Circle's small ship cruise tours, river cruises and land tours.

Member Appreciation Month is back!

One of our most popular annual events is set to return this February. The 2019 Member Appreciation Month celebration will be filled with a series of prize drawings for items donated by NYSUT Member Benefits and our endorsed program providers -- including gift cards, iPads, Echo Dots and more!

As a MAP Alert member, you are eligible to win prizes every single day throughout the month of February.

All MAP Alert members are already entered to win; if you have colleagues who would like to be eligible to win, they simply need to sign up for our MAP Alert service on the Member Benefits website. Prize winners will be listed daily on the Member Benefits website.



To learn more about Member Benefits-endorsed programs & services, visit **memberbenefits.nysut.org** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan.Feb. 2019

Professional Development Opportunities

Offered through the New York State/UUP
Joint Labor-Management Committees
100% free and online!

Topics include:

**Supervisory
Skills**

**Project
Management**

**Leading
Teams**

**Problem
Solving**

Communication

**Microsoft
Word &
Excel**

Writing

**Time
Management**

For information and license application, visit
goer.ny.gov/nysuup-joint-labor-management-committees
and contact NYS/UUP/JLMC Office Staff at:
518-486-4666 or nysuuplmc@goer.ny.gov



Statement from UUP President Frederick E. Kowal on **SUNY Chancellor Kristina Johnson's State of the University System Address**

UUP applauds the creation and start of SUNY's new PRODI-G (Promoting Recruitment, Opportunity, Diversity, Inclusion and Growth) program, which would facilitate the recruitment and hiring of 1,000 new full-time, tenure-track faculty to increase diversity among SUNY's faculty ranks.

"Our union has long supported such an initiative, which the governor included in his 2019-20 Executive Budget proposal earlier this month. However, more full-time, tenure-track faculty are needed at SUNY state-operated colleges and universities statewide. That

is why UUP is calling for an additional \$30 million in the 2019-20 state budget to recruit, hire and retain diverse faculty and staff.

"UUP looks forward to meeting and talking with the chancellor about her plans for expanding SUNY's online programs. Our members have been administering online programs for a long time and their expertise should be tapped.

"We are dismayed that the chancellor had little to say about SUNY's cash-strapped public hospitals, which treat everyone regardless of their ability to pay for care. However, UUP hopes

that SUNY will work with us as our advocates push to include \$87 million in state funding for a subsidy for the hospitals.

"UUP hopes that SUNY will work with us as our advocates push to include \$87 million in state funding for a subsidy for SUNY's state-operated public hospitals. SUNY's hospitals in Brooklyn, Stony Brook and Syracuse, which treat 1.3 million patients annually, rely on the subsidy to fund medical schools and offset yearly employee fringe benefits and debt service costs of nearly \$500 million." ♦

More Funding Needed

...continued from page 4

daunting fiscal challenges without a state subsidy—eliminated from the budget last year and replaced by one-time funding through the federal Care Restructuring Enhancement Pilot program. The nonprofit hospitals rely on the subsidy for crucial operating support.

These teaching hospitals turn no one away, regardless of their ability to pay for care. They also fund their medical

schools, and cover employee fringe benefits and debt service.

"Our teaching hospitals do not turn a profit and shouldn't be expected to do so," Kowal said. "The care, treatment and safety of the hundreds of thousands of patients served by these facilities is a direct state responsibility."

Kowal also requested that lawmakers: Restore \$5.3 million eliminated from the governor's Executive Budget

proposal for the Educational Opportunity Program and \$7 million for the Educational Opportunity Centers and ATTAIN Labs; and

Pass legislation to require campus foundations and affiliated corporation to submit annual budgets to SUNY for approval, and to restore the state Comptroller's authority to audit these entities ♦



FARMINGDALE CHAPTER

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Women's Rights & Concerns

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IMPORTANT REMINDER!

UUPF Elections Approaching

You have already received a nomination form in the mail. UUP follows legally determined rules for elections rigorously. Ballots will be mailed to you on March 6th through March 8th. Ballots must be received by April 10th! As a UUP member, be sure to

EXERCISE YOUR RIGHT TO VOTE!



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Finance

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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. *The opinions expressed in this newsletter are those of the contributors and not necessarily those of UUPF.*