



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



NOVEMBER 2019



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IDAP Awards 2019-20

The Farmingdale Chapter recently received information concerning the Joint Labor-Management Individual Development Awards Program (IDAP) from the NYS/UUP Joint Labor Management Committees (NYS/UUPJLMC). These awards will be given to academic and professional staff for professional activities that “enhance teaching, research capabilities, professional knowledge and skills.”

Activities must be completed between July 2, 2019 to July 1, 2020. [Funding was negotiated pursuant to the 2016-2022 *Agreement*, Article 21].

Each chapter creates a local Professional Development Committee to determine awards to bargaining unit members. At Farmingdale, the six-member committee comprises three members representing UUPF and three representing Management. Chairing alternates between the two groups each year.

This year, the committee chair, a management employee, will present the deadlines for and details of applications for submission, although members may contact the UUPF office with questions and refer to the NYS/UUP JLMC website at <http://goer.ny.gov/nysuup-joint-labor-management-committees>.

The local committee will submit names of awardees to the statewide committee before June 1, 2020; thus, local deadlines, as yet undetermined, will be prior to that date.

The current allocation of funds for Farmingdale staff is \$28,734, 15% of which is to be awarded to part-time employees.

SAVE ALL YOUR RECEIPTS!

Check the website for forms and wait for local deadlines!

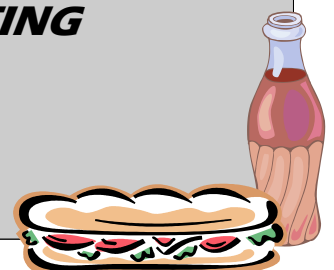


GENERAL MEMBERSHIP MEETING

Thursday, November 21, 2019

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

By Harry Gabriel Espaillat

I want to address some of the topics of concerns that were brought up to the administration during our last labor management meeting. The first topic of concern (video surveillance), was first brought to our attention during the summer, as a result of threats made by individuals in the administrative chain of command which implied that everyone was under constant video surveillance by the administration. These statements, whether made as a joke or as a scare tactic, caused many UUPers to question the legality of its practice as well as the sense of community that Farmingdale State College has been known for many years.

As a result, UUPF chapter leaders started diligent inquiries into existing SUNY policies concerning video surveillance. At the SUNY website, freely available and rather lengthy, we found SUNY's video surveillance policies. Here is a summarized version of the document:

Cameras in Private Areas:

Video Surveillance Cameras may only be used in the private areas of colleges when a proper law enforcement agency has attained a *warrant* and followed all laws and policies regarding search and seizure. Students use residence halls as *their homes*. Other areas (for instance clinic exam rooms) are also widely believed to be private. For those areas, an individual expectation

of privacy coupled with an objectively valid expectation of privacy is sufficient, under the *Katz v. United States* standard, to prevent the campus from installing surveillance cameras. The individual expectation of privacy may only be overcome through the proper judicial channels.

Camera Replacement:

Campuses shall develop policies on use of video surveillance cameras in public areas subject to or in accordance with the following guidelines:

I- *University Police* may establish temporary or permanent video surveillance cameras in public areas of State University of New York campuses. These cameras may not make audio recordings.

II- This policy does not apply to covert cameras used by University Police or another law enforcement agency for criminal surveillance as governed by New York Penal Law.

III- *Cameras may not be established in private areas of the campus without obtaining a warrant* and only subject to Section II above. Campuses should identify private areas including residence hall rooms, bathrooms, shower areas, locker and changing rooms, areas where a reasonable person might change clothing, or private offices. Additionally, rooms used for medical, physical, or mental therapy or treatment are



private. Private areas also include the entrances, exits, lobbies, exam rooms or hallways of on-campus medical centers, counseling centers, or health facilities. The only exceptions are cameras used narrowly to secure money, documents, supplies or pharmaceuticals from theft, destruction, or tampering.

Camera Use & Non-use:

VIII- *Cameras are not to be used to monitor individual students, faculty, or staff, except as necessary for a criminal investigation and except as in accordance with the terms of a warrant.* Cameras may be used to monitor a student or employee work area, such as an area with financial transactions, even if there is only one student, faculty, or staff member employed in that work area. *Cameras used to monitor a work area should not be able to view the contents of computer screens.* If the cameras can pan to view computer screens,

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President's Message

What's New in Labor-Management

Here are some highlights of the last two Labor Management meetings held on October 28 and November 11. Although this list may be lengthy, you should be aware of these topics, brought to UUPF *by members*, which have become necessary agenda items for Labor Management meetings and beyond.

Information: Once again, Management agreed with UUPF's request a) to place current salary lists in the library, b) to send UUPF an updated organization chart with names, and c) to send the numbers of bargaining unit members holding the qualified titles of visiting professor and lecturer. UUPF must know whether the numbers of these persons has grown.

Campus Safety: Since June, UUPF has been discussing with Management various safety concerns raised because of criminal activity and/or violence on campus. As UUPF has noted elsewhere, Management is providing window blinds for glass enclosed offices, organizing a committee to ensure that all 800+ campus doors can lock from the inside, and providing temporary locks, perhaps like those in the Childcare Center, for doors which are currently unlockable.

Airplane Purchases: Once again, UUPF questioned reasons that new aircraft for the aviation program have not been delivered since Piper Aircraft submitted a successful bid in June. Management said that, since then, Piper

has questioned terms of the contract concerning indemnification. UUPF continues to urge expediency for delivery of the four aircraft, since the current fleet is sixteen years old and some planes must be replaced. As always, the Aviation Department emphasizes that new planes are required for the most obvious reason--staff and student safety.

Campus Surveillance: UUPF requested information about surveillance, namely, surveillance with cameras and surveillance of staff phones, computers, swipe cards, and WiFi use. Management said that there is no regular monitoring on campus; however, if monitoring seems called for, it can be done. Please note.

Holiday Work Time: UUPF asked and learned that professionals who wish to work during the last week of December can do so at an alternate (and heated) location on campus, thereby not losing vacation days.

EOC Adjunct Pay: UUPF requested—again—that adjunct pay in the EOC be raised from its current rate—3/5 of the pay for other courses. This is a distressing fraction of pay. The current MOU defining EOC procedures says that EOC staff will have “similar opportunity for compensation” with other campus staff. Management agreed to discuss this with the director of the EOC.

Professional Promotions/ Salary Increases: Management



requested a meeting with UUPF representatives to restructure the promotion and salary increase procedure for professionals. The meeting will be held as soon as possible.

Extra Service Pay: UUPF expressed dismay — again—over extra service pay rates to full-time staff. Rates have not been increased since before 2014. In past years, negotiated rate increases had been applied to extra service rates as well as full-time and part-time rates, but apparently this practice was stopped. Extra service pay continues to begin at \$61.21 per clock hour. This comes to \$2,754.45 per three-credit course. Management said they want to discuss this along with two other issues concerning full-time staff—student course evaluations and office hours. No specific plans were made.

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What's New in Labor-Management

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Extra Service Hiring: UUPF discussed extra service opportunities for professionals. This was necessary because the campus apparently changed its hiring requirements in September 2018 without UUPF being consulted or informed. Management now wishes to enforce far more limited opportunities for extra service than those set forth by SUNY with the justification that such work can be completed as “comp time.” This issue requires further action.

Affirmative Action

Committee: UUPF requested an update on the membership, goals, responsibilities, and procedures of the newly organized Affirmative Action Committee on campus. Since this information is currently being developed by a subcom-

mittee, Management said they will provide a draft proposal to UUPF when it is completed.

Progressive Discipline:

UUPF stressed the need for progressive discipline on campus. They suggested that such discipline *begin with a warning or counseling* rather than an interrogation and discipline. Management said that discipline is handled on a case by case basis. UUPF noted that “counseling and the principle of corrective discipline” is stated as a goal in the *Agreement*. The Agreement adds that “Prior to initiating formal disciplinary action ...the College President, or designee, is encouraged to resolve matters of discipline informally” (Article 19.1). Examples of past practice give reason that UUPF carefully monitor these types of actions.

Title IX: Management praised the entire staff on its 98% completion rate of the Sexual Harassment webinar recently placed online at the College.

College Data: Management presented to UUPF data on college funding and expenditures. Data show that Farmingdale greatly surpasses the median funding rates (provided by the U.S. Department of Education) in 1) available state funding to the college, 2) actual college funding for instruction, 3) decreases in administration in relation to student FTE (U.S. Department of Education, Spring 2018). UUPF says that these data are commendable. Good work.

In Solidarity,
Vicki Janik



UUPF Events: Professionals Workshop and Student Debt Clinic



Politics Over Safety:

"...the political environment won't allow it..."

By Michael Canders

"It" was a request to buy replacement aircraft directly from the manufacturer without competition as Farmingdale State College (FSC) has done for every aircraft purchased over the past 16 years since 2003.

The "political environment" was the 2019 imprisonment of former SUNY Polytechnic Institute President Alain Kalo-yeros, convicted in 2018 for bid rigging upstate development projects.

NYState said that FSC making a large dollar aircraft purchase in the current political environment without competition "wouldn't look good" so they denied our request. When pressed on their over-reactive political reasoning, they changed their reason for denying a sole source non-competitive purchase from "the current political environment" to "sole source purchase is against NYS Finance Law." That reason is simply not true since they grant sole source permission for purchases well over 100 times each year in NY State! The only truth in this case is politics.

Farmingdale State College is proud of its unique flight training program in SUNY and uses 15 Piper PA28 aircraft to teach about 100 students how to fly. The PA28 is a very reliable and safe choice and has been flown by FSC since 2003. The

aircraft now average 15 years of age and the replacement strategy is to purchase a new PA28 each year to bring that average age down. The older aircraft will be sold as new replacement PA28s arrive. FSC management directed the Aviation Center to provide information for a competition this year and the Center did so under protest. The competition was based on price and the probability that an aircraft other than a PA28 would win was high.

Selection of a different aircraft will reduce safety for Farmingdale flight instructors and students because of the required duplication of knowledge and potential confusion between flying two different aircraft. FSC professional pilot students and instructors have been flying the PA28 since 2003 and there is a great deal to learn that is unique to each type of training aircraft. This includes operating procedures, emergency procedures, flight characteristics, aircraft systems, operating handbooks and checklists. A different competition winner will require acquiring all of that knowledge for the new aircraft while retaining the current PA28 knowledge. Students and FSC staff cannot accept the burden of learning to fly two different types of aircraft concurrently during daily flight training

and worry about potential confusion while flying. Mixing up procedures during an in-flight emergency could be deadly.

In late May 2019, one of our professional pilot students confused the starting procedures between a Cirrus airplane (which he was flying regularly outside of our program, unbeknownst to Aviation Center) and our PA28 during a solo flight event. He used some of the Cirrus starting information when he could not initially start the PA28 and caused an engine fire, which seriously damaged our aircraft. This further validates Aviation Center position that flying two different types of aircraft, particularly for inexperienced pilots like our students, can be very dangerous.

The forced competition process began in January 2019. Piper Corporation won the competition in a close contest in June, so you may ask, "What is the problem?" The first problem is that there is still no contract for the 4 new PA28s many months after the winner was announced. This method of purchase is irregular for FSC and is significantly different from the other three past no-competition purchases in 2003, 2010 and 2012. These differences have

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Join UUP Today to Keep your Vision, Dental and Life Insurance in Retirement!

To access retired membership benefits, you must maintain:

- continuous membership for **5 years immediately prior to retirement**; or
- continuous membership from **initial employment in the bargaining unit to retirement**; or
- continuous membership **beginning no later than November 25, 2019, to retirement.**

Whichever option is less.

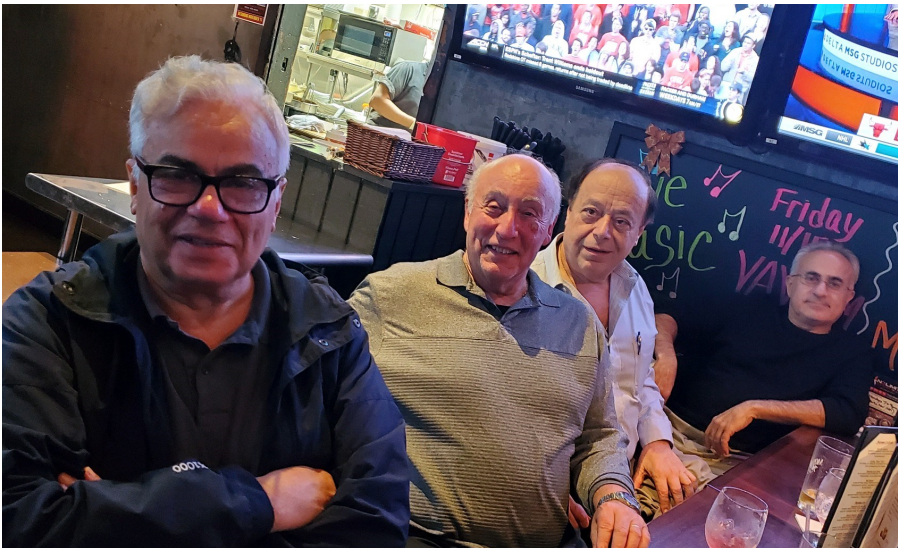
For more information:

Visit: uupinfo.org/benefits/ret.php

Call: **1-800-887-3863**



**Visit UUPinfo.org/join
to join today!**



Oktoberfest 2019

Welcome Members New & Old

Professionals' Corner

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electronic shielding should be utilized so that these cameras are not used to monitor employee computer use.

IX- Video Surveillance

Cameras should not be used to prosecute violations on campus, such as violations of parking rules. Video surveillance should not be used to collect data on students such as parking patterns or student activity.

X- Video Surveillance

Cameras should not be used by Human Resources to evaluate employee performance or to monitor employees during their non-working time.

XI- Video Surveillance

Cameras shall be used exclusively for campus safety purposes.

The campus committee that governs human study does not have jurisdiction over video recorded by Video Surveillance Cameras and may not authorize any research arms or organization, whether faculty or student, to use these cameras, or recordings from the cameras, for research purposes.

Camera Monitoring:

XIV- Video may only be monitored by University Police Officers. No students may be hired to monitor video. No unapproved employees may monitor or view video for any reason except as necessary in the course of an investigation or adjudication.

XVI- Those Officers approved to monitor video should receive training in effective, legal and ethical use of the monitoring equipment. These

officers will receive a copy of this policy and provide written acknowledgement that they have read and understand this policy. Officers will receive any and all updates or amendments to this policy.

The first time UUPF brought the video surveillance topic to labor management, the administration was shocked and appalled to learn that a few individuals in their chain of command had used languages such as, "*We have cameras everywhere*", "*We know the time everyone arrives and leaves*", and "*We can see where everyone has been on campus*". At these accusations, the administration assured us that our campus follows the guidelines established by SUNY. The administration articulated that anyone exposed to such intimidation should report it directly to President John Nader or Mr. Greg O'Connor.

As the VP for Professionals at UUPF, I am happy to inform that based on these declarations, the use of video surveillance to monitor individual staff or members of our community other than for the purpose of a criminal investigation at Farmingdale State College, is prohibited; the campus adheres to the guidelines established by SUNY policies. Therefore, I encourage anyone who has been affected by the aforementioned intimidations, to file a formal complaint with the appropriate individuals.

The second topic of concern is the use of accruals for the upcoming holidays. According to the calendar, the campus will close at the end of the workday

on December 20th and will reopen on January 2nd. As I mention previously in one of our general membership meetings, you are not contractually required to use your accruals if you choose to work during the holidays; however, you must inform your supervisor of your intent to work no later than December 4th. As in previous years, the campus will be closed to conserve energy. You can charge vacation and compensatory time during the six days that the campus will be closed; nonetheless, sick time accruals cannot be used unless you are scheduled to work.

It is that time of the year when the holidays are upon us, the shopping season is about to get started and when I remind you to gather all your papers and assemble your promotion/salary increase package if you are planning on applying. The deadline to submit your application for the end of the year cycle is December 1st.

At this point, I want to reemphasize that all professional members of the bargaining unit either full-time or part-time are required to have a performance program. It was brought to our attention during the last professional workshop that part-time members are being told that they do not need a performance program. Contractually, every professional member of the UUP bargaining unit is required to have a performance program within 45 days of their hiring date and need to get evaluated once a year.

Enjoy the holidays. ♦

"Labor Disgraces No Man

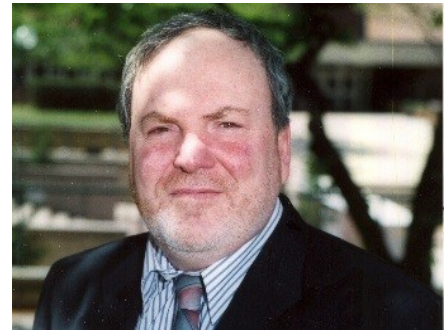
Unfortunately You Occasionally Find Men Disgrace Labor", U.S. Grant

By Daniel Scott Marrone

Ulysses S. Grant faced many disappointments in his life. Following numerous failures in business and at farming, Grant was barely able to take care of his family. Prior to 1860, one would consider Grant to be "down in the dumps." The Civil War has been the nation's greatest catastrophe—deaths resulting from battlefield wounds and disease are currently estimated to be over 700,000. The war provided to Grant a position in history for being "the right person, at the right time." After a forlorn parade of Union generals failed to overtake Confederate Gen. Robert E. Lee and his Rebel army, Grant rose to overall command of the Federals and achieved the heretofore unachievable: "He defeated Lee." The Civil War Trust (recently renamed the American Battlefield Trust) conducts annual surveys to rank the most successful military leaders of the war. Grant consistently scores, by a wide margin, at the very pinnacle in these surveys. Decidedly plain in military attire and blunt in speech, Grant was never flamboyant and pompous as some generals—George B. McClellan blatantly comes to mind. Grant loathed those in power and privileged in wealth, who looked down upon the laborer. He loved horses and valued hard work and the basic elements in life. He famously remarked: "Labor

disgraces no man; unfortunately you occasionally find men disgrace labor."

Post-Civil War, Grant was again thrust into national prominence following the failed presidency of Andrew Johnson. Arguably one of the worst presidents in U.S. history, Johnson assumed the nation's highest office upon the assassination of Abraham Lincoln in April 1865. At this point in time, the Radical Republicans in Congress assumed Johnson would follow their intent to enact punishment and suppress a return of the rebellious states into the Union. Instead, Johnson embraced a rapid return of the Southern states and former Rebel leaders back into mainstream American life and politics. It soon became apparent to the Congressional Republicans that Johnson was a fervent pro-Southern sympathizer as well as being an abject racist. In particular, the former senator from Tennessee loathed African Americans. However, it was **not** Johnson's blatantly racist attitudes and actions that triggered his impeachment in the U. S. House of Representatives. Instead, Johnson was impeached for violating laws passed by Congress preventing the dismissal of Cabinet members. Johnson vetoed these measures. However, the Republicans with supermajorities in both chambers of Congress easily overrode his



vetoed. Johnson subsequently violated these laws by removing from office Secretary of War Edwin McMasters Stanton. This led to the impeachment in the House of Representatives of the seventh president. One vote short of failing to reach a two-thirds majority in the U.S. Senate allowed Johnson to escape conviction and removal from the presidency.

After four years of devastating war followed by four years of the Johnson's failed presidency, American voters desperately sought a popular and steady individual that could lead and rebuild the nation. For these reasons Grant's simple, but timely, message to the nation: "Let there be peace" rang true resulting in electoral and popular majorities in the 1868 presidential election. He won a landslide re-election four years later in 1872. Unfortunately, his innate skills as a successful military leader did not fully translate during his presidency. Grant's selection of cabinet members left much to be desired. Naively, Grant failed to appoint those he believed possessed the core values of the common, hard-

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Labor Disgraces No Man

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-working laborer. Instead, he unwisely chose individuals having the morals of “common crooks.” More than a few were involved in nefarious schemes that continually erupted throughout his eight years as president. These scandals were sinisterly labeled “Black Friday Gold Panic” (1869), “Star Route Postal Fraud” (1872), “Crédit Mobilier Affair” (1872-1873), and “Whiskey Ring” (1875). Grant was never directly implicated in any of these corrupt public schemes, but his reputation for integrity and executive judgment was severely damaged. Consequently, historians through the 1990’s have ranked Grant as a failed president.

However, Grant’s pitifully low ranking as president has in the past quarter century been reassessed and dismissed. In recent rankings of presidents, Grant has risen in ranking to mid-pack. This escalation in the rankings comes after a careful rethinking of Grant as president. Furthermore, he is being credited for policies that protected African-Americans. To provide security for the former slaves in the South, Grant sent U.S. Army troops to protect homes, churches, government offices, and voting stations. Alas, despite the protection initiated by Grant, African Americans faced intimidation and violence. Numerous atrocities occurred. However, it could have been far worse had he not acted.

Another reason Grant’s ranking among presidents has risen is his pivotal role in

commencing better relations between Great Britain and the U.S.A. During the nine decades starting in 1775 and ending in 1865, the Revolutionary War and the War of 1812 saw Americans fighting the British with great loss of life and property. There were other disputes between these nations, especially during the Civil War. The British Empire was officially neutral, but government leaders in London voiced repeated disdain for “Yankees” and perceptibly favored the Confederate States of America. Following the conflict, the U.S.A. and Great Britain faced major disagreements involving war reparation claims and cross-border disputes.



Photo of Grant, taken just days before he died in Wilton, NY, on July 23, 1885.

Instead of fanning the flames of hostility between the nations, Grant sought amity with the British. He agreed with the British to accept the findings of third-party international arbitration. In 1871, the Treaty of Washington was mutually agreed

upon and signed into law. This agreement settled the war reparation claims of both nations. In addition, the treaty settled long contested boundary disagreements. We can thank Grant and this treaty for establishing the world’s longest demilitarized border, the two-thousand mile stretch from the Midwest to the Pacific Ocean between America and Canada. The 1871 agreement launched the inexorable commencement of what became known as “The Great Rapprochement” between the nations. This in turn has led in the twentieth and twenty-first centuries to “The Special Relationship” between Americans and the British.

Grant’s eight-year presidency ended on March 4, 1877. By this point in time he was utterly disgusted with politics. Grant wrote in his autobiography: “I never wanted to get out of a place as much as I did to get out of the presidency.” He and his wife, Julia, left Washington, D.C. and embarked upon a two-year whirlwind tour of Europe, Africa, and Asia. They returned to the U.S.A. in December 1879 and permanently settled in New-York City (spelled with a hyphen until 1898). By this point in his life, he had accumulated some wealth, but he was certainly not rich. Whatever funds he did possess, however, were stolen by the Wall Street charlatan Ferdinand Ward. Furthermore, Ward took out loans fraudulently using Grant’s name. Now, the former president was not only broke, but also deeply in debt.

To Grant's financial rescue came Mark Twain. The world-famous author had his own publishing company that provided to Grant much needed funds to pay off his debts. Grant began his autobiography in 1883. In keeping with his lifelong approach to basic simplicity, Grant titled his autobiography with one word: "Memoirs." Though the title was short, the word content of his autobiography spanned multiple volumes.

Tragically, by May 1884, Grant began suffering from a malignant cancer in his mouth and throat. Within a short time, he began to lose weight and became weak. In spring 1885, responding to an invitation of the Grand Army of the Republic members, Grant wrote that he was too ill to attend their June meeting to be held in Maine. The following is his note to this veterans' organization. As an ode to the common laborer, soldier, and sailor it typifies the plain but moving words of U. S. Grant:

"Tell the boys that they will probably never look into my face again nor hear my voice, but they are engraved on my heart and I love them as my children. What the good Lord has spared me for is more than I can tell, but it is perhaps to finish my book, which I shall leave to the Boys in Blue. These volumes

are dedicated to the American soldier and sailor.

On June 6, 1885, Julia and Ulysses moved from Manhattan to a quiet place where the former president could uninterruptedly complete his memoirs. This turned out to be an isolated cabin on the slope of Mount McGregor in the Adirondacks near the tiny village of Wilton, NY. In intense pain, Grant struggled but finally completed his requiem. He did this just five days before his death on July 23.

Mark Twain's publishing company began selling Grant's posthumous memoirs in December 1885. Sales far exceeded anyone's expectations. Royalties of \$450,000 (\$12 million in current dollars) were the largest earned by any author prior to the 20th century. These funds were used to settle his debts and provide a comfortable life for Julia and his family. Though Grant's reputation as an effective general in the Civil War has been firmly established, he lingered within a very low ranking of presidents until the 1990s. Since then, Grant's presidential reputation has risen in highly justified acclaim as a staunch protector of the civil rights of African Americans. Grant also has received praise as a diplomatic bridge builder between Great Britain and the U.S.A. Most importantly, he was a great American devoted to the common laborer. ♦



Photo of the General Grant National Memorial, "Grant's Tomb", located in the Upper West Side of Manhattan Island, New York City.

Spring 2020 Workplace Conduct Survey

A November 5th article in *The New York Times Magazine* says, "What we need is a new social covenant that affirms the value of decent treatment in the workplace and that punishes abusive behavior" (K. Appiah). In other words, why is it illegal to harass persons in a protected class but okay to harass everyone else?" If you, too, have been bothered by this, next semester you can complete the statewide UUP survey entitled "Campus Conduct." This survey gives you the opportunity to *anonymously* describe any intimidation, bullying, shunning, harassment, or the like which you have experienced or witnessed on the campus. Obviously, this survey (which may be completed online or on paper) is anonymous since employees often fear retaliation. UUP plans to address this problem if data show that it is as prevalent as anecdotal information suggests. ♦



Politics Over Safety *...continued from page 5*

FARMINGDALE CHAPTER

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Women's Rights & Concerns

Dolores Ciaccio

created enormous delays in actually executing the contract. As of this writing, lawyers from both sides are still working through details five months after Piper was declared winner with no end in sight.

The second problem is that we need to replace 11 more aircraft and expect to purchase one each year for at least the next 11 years so we can't afford the continuing safety risk and enormous delays of multiple future forced competitions. Despite what NYS says, sole source is permissible by NYS Finance Law. They approved 145 sole source purchases between September 2018 and September 2019, so why not FSC aircraft? UUPF has asked FSC management: What is management's plan if an aircraft other than the PA28 wins a future competition? Thus far, there is no answer.

Farmingdale student and staff safety **MUST** be top priorities. On every previous aircraft purchase, safety **WAS** the top priority when the Office of State Comptroller (OSC) approved all three previous purchases of aircraft direct from the manufacturer without competition in 2003, 2010 and 2012. Now politics and a former SUNY President in jail has prevailed in influencing this latest purchase. UUPF will continue to speak out against dangerous political priorities and push for a return to safe acquisition practices for Farmingdale students and staff.



IMPORTANT! Campus Safety Town Hall Meeting

11:00 a.m. Tuesday, November 26th

A campus-wide town hall meeting will be held in the Roosevelt Hall Little Theater. Presented by University Police, this town hall discussion will address workplace violence, active shooter preparedness, incident and crime reporting, UPD safety programs, and other initiatives. University Police, CSEA, UUP, and the College Administration have been working together to have a safe and secure campus. All are invited to participate and are welcome to present questions or concerns.



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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 contained in this newsletter do not necessarily reflect the positions of United University Professions/AFT Local 2190