



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



OCTOBER 2019



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UUPer Wins 2019 Nobel Prize in Chemistry



Mr. Stanley Whittingham, Distinguished Professor of Chemistry at Binghamton University has been awarded the Nobel Prize in Chemistry along with John R. Goodenough, of the University of Texas at Austin, and Akira Yoshino, of Meijo University in Japan, for their pioneering development of the lithium-ion battery. A member of UUP along with his wife, Dr. Whittingham came to Binghamton in 1988 and has been an active unionist, serving on the UUP Binghamton Executive Board.

Dr. Whittingham's work is revolutionary.

Beginning in the 1970's, Dr. Whittingham first developed a light-weight battery made with lithium, the lightest weight metal, and an element that, used in a battery, can store ten times the energy of the then-existing nickel-cadmium battery. Today his research has resulted in the modern lithium-ion batteries that power virtually all portable electronics from cell phones to cameras, laptops, and power tools, even cardiac defibrillators and NASA space station equipment. Because of their small size and light weight, these batteries also power electric cars; and, significantly, they reduce fossil fuel dependence because of their ability to store electricity generated by the sun and wind [NYT, 10/9/19, p.10].

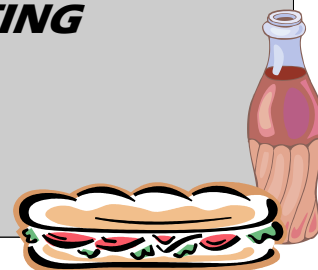
We at Farmingdale congratulate our fellow UUPer for receiving this great honor for his groundbreaking work. It has revolutionized the world and significantly reduced the climate change threatening our planet. Dr. Stanley Whittingham embodies SUNY's mission: "to learn, to search, to serve." ◆

GENERAL MEMBERSHIP MEETING

Thursday, October 17, 2019

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

By Harry Gabriel Espallat

In this article I would like to bring to your attention the **Professional Achievement Form** (on page 5) and its proper use. The Professional Achievement form is a UUPF form designed to record relevant information to be considered in a performance evaluation. The form is self-explanatory, easy to fill and should list your above and beyond achievements. This list of achievements or extra work can be used as a guideline to determine when is the proper time to apply for a promotion/salary increase.

The most prominent complaint among professionals in regards to promotion/salary increase, is having to take on new responsibilities to demonstrate a significant permanent increase in responsibilities, just to get maliciously denied by someone in the administration chain of command with the sole intent of having us perform free labor. The best approach to this kind of despicable practice, is to refrain from taking on extra responsibilities that will be immediately added to our performance program. Best practice is to record such responsibility in the professional achievement form and in a near future discuss it with your immediate supervisor. Remember, you cannot be evaluated or held responsible for responsibilities not listed in your performance program and neither should you go uncompensated for any extra work.

The professional achievement form is the place where you can contemplate whether or not a permanent significant increase in responsibilities exist.

Compensatory Time:

I had the opportunity to hear some professional concerns regarding compensatory time. For clarity how it is earned, here is an excerpt of Appendix A-29 of our contract:



APPENDIX A-29

During negotiations for the 1995-99 Agreement, the parties agreed to place their existing understandings regarding compensatory time off in an appendix to the Agreement. Those understandings are contained in a series of memoranda promulgated by the University following discussions with UUP or its predecessor in interest beginning in 1972 and thereafter ...

A second type of compensatory time is accorded to those managerial and professional employees whose service exceeds their normal professional obligation. It should be noted that this situation arises when that work does not fall within the definition of extra service. Such additional efforts should be recognized by "compensatory" time off at a later date. This compensatory time should be scheduled at a mutually convenient time to the employee and the University. This type of compensatory time has been in place within the University since the June 21, 1972 Memorandum to Presidents on the subject from Kenneth MacKenzie, which provided:

No member of the professional staff (with the exception of non-exempt employees under the Fair Labor Standards Act) is eligible for payment of overtime. Thus, *for example*, additional payment to an associate dean for evening or weekend service is not possible. If such service is required by the Chief Administrative Officer, it should be officially recognized by compensatory time off at a later date. There also has been a concern that employee absences due to use of compensatory time (other than holiday compensatory time referred to in Section 23.5 of the Agreement) be reconciled with required attendance reporting. This may be done by making available the following model form designed for use by employees and their supervisors regarding the use of such time.

...continued on page 6

President's Message

We need to discuss money —

PAY— at Farmingdale.

As a review, let's look back at data from last spring, since we don't have data on the recent 2% pay increase:

We have three sets of facts:

1. As of February 2019, Farmingdale had c.1,226 employees.
2. The median family income on Long Island a year ago was as follows*:
 - ♦ *Suffolk County 2018 median family income: \$ 94,750*
 - ♦ *Nassau County 2018 median family income: \$ 108,133*
 - [The median is the value separating the upper half from the lower half of a data sample.]
3. FSC salary lists show that 8% of FSC employees earn the median family income in Suffolk County or more, and a mere 3.9% earn the median family income in Nassau County or more.

That means

- ♦ Approximately 48 FSC employees earn the Nassau County median or more..
- ♦ Approximately 99 FSC employees earn the Suffolk County median or more.

So if you are among the 1,127 FSC employees (or 1,178) who are not included in the groups noted above, and you are not fortunate enough to have

- a) a second job
- b) a second wage earner in your home, or
- c) a great family inheritance

then you are living on less than the Long Island median family income.

First, let's understand UUP's role in this: UUP negotiates pay raises with the state, not actual pay. Pay merely must be greater than certain minima stated in the *Agreement*. [And understand that negotiated health benefits, relatively good as they may be, are not paid by FSC but rather by New York State.]

So what do many of us do in order to earn more here on campus?

First, we try to get promotions and salary increases—not a simple, reliable, or employee-friendly process.

Second, we try to get extra service. But, regrettably and inexplicably, this is becoming increasingly difficult.

For example, let's look at extra service teaching. Pay rates have remained stagnant—flat—since at least 2014. Five years of negotiated pay raises have been ignored in locally determined pay for extra service. Years ago, the



college had raised extra service pay along with the negotiated raises on salaries. Not now.

Another extra service issue is the strange item that has recently been attached to the extra service request form: This says that you need to explain how your requested extra work is *different* from your regular duties. So suppose you work in IT; someone else apparently is more likely to get extra service in IT than you, since IT is your regular work. Who could be better? A new part-time employee?

Or is this simply intended to get you, the IT expert, to do the work and get “paid” in comp time, thus saving a few dollars for the college. *If* this is so, then the college needs to understand that nickel and diming the employees who have the strongest skills does

...continued —>

* *Olivia.winslow @newsday.com; Newsday, September 13, 2018*

Pay at Farmingdale

President's Message continued

92% of FSC employees earn LESS than the median family income in Suffolk County

very, very little to support morale and the overall excellence of the college.

Here's an entirely different money topic: we've heard that some FSC UUPers who sometimes work at distant off campus sites are being denied a \$5 compensation for breakfast during travel if, later that morning, their eventual work site serves them food that contains protein. If it's only free bagels, then they can get the \$5.

But the most pervasive bad pay issue on campus is adjunct pay, since the adjunct staff far outnumbers everyone else. There are adjunct lecturers who teach a semester's worth of classes for \$2,754.45, or, if they are labeled assistant professors, \$3,041.10. They are responsible for perhaps 30 students who each pay \$885 (plus fees) to sit in the class. (Quickly, we can compute total revenue at \$26,550.) Worse, EOC adjuncts earn almost exactly 3/5 of the hourly lecturer rate.

And we close with a final interesting fact about many other FSC colleagues:

The average hourly pay on Long Island for a babysitter for two children is \$19.15. (This includes putting away the children's toys.) [Newsday, September 17, 2019]

The pay rate for many hourly professionals at Farmingdale hovers around \$20.00.

So let's review:

- ♦ when professional employees are paid babysitters' wages
- ♦ when an adjunct academic often earns somewhere around 10% of the revenue the college gains from her one class
- ♦ when long-time employees are denied \$5 for breakfast
- ♦ when professionals are denied extra service pay *if* they are the experts
- ♦ when extra service pay raises

96% of FSC employees earn LESS than the median family income in Nassau County



are ignored for five years

- ♦ *and* when the Long Island unemployment rate is 3.1%, then,

FSC had better give some serious thought to how it can hope to maintain excellence.

Ideally located as it is, Farmingdale does not draw students because of clever ads and neon signs; Farmingdale draws students because of its outstanding staff. And a lot more of those 1,226 staff members should earn enough to live a *median* lifestyle on Long Island—a lot more than the lucky 99.

In Solidarity,
Vicki Janik

Professional Achievement Form

Name: _____ Date: _____

Title: _____ Evaluation Year: _____

This form should be completed by Professionals to provide relevant information to be considered in an evaluation of performance. The original, signed form should be submitted and distributed with official evaluation documents.

A. Describe any activities (other than those enumerated below) that either improve your ability to perform your duties, or that reflect improvement in your ability:

B. Cite any professional, scientific, administrative or technically innovative methods, programs or inventions you have developed or refined:

C. List and briefly describe your participation in University programs (i.e., active committee work, local or SUNY governance, student activities, or community activities):

D. List any continuing education courses, training programs, or participation in professional organizations related to continuing professional growth:

Employee Signature _____ Date _____

Professionals' Corner ...continued

Whether or not a form exists in your department, I suggest that you formalize it as a comment in your electronic attendance card (www.suny.edu/time). Compensatory time should be discussed in advance with your immediate supervisor prior to its occurrence to assure that you are not “volunteering” your time. A record of your agreement should be memorialized via email and followed up on your attendance card.

Personal Time:

Unlike with other bargaining units, UUP professional staff do not accrue “personal days” provisions. We only accrue *sick* and *vacation* days. ♦

SAVE THE DATE!

If you, a member of your family, or someone you know is coping with student debt, you may wish to attend

The UUP STUDENT DEBT WORKSHOP

Sponsored by UUP

Guest speaker:

Jeri O'Brian-Losee
UUP Secretary Treasurer

Thursday November 5th
11:00 a.m.
University Club

RSVP: UUPF Office; 631-694-8873

Binghamton UUPer Wins Nobel Prize

United University Professions congratulates UUP Binghamton Chapter member M. Stanley Whittingham on winning the 2019 Nobel Prize in Chemistry.

Whittingham, a distinguished professor of chemistry and materials science at Binghamton University, received the Nobel Prize for his pioneering research that led to the development of the lithium-ion battery. Whittingham is a longtime UUP member who has served on the Binghamton Chapter's executive board.

“UUP is proud of Professor Whittingham, a groundbreaking chemist and a strong unionist who understands and reflects the importance of being a union member in word and deed,” said statewide UUP President Fred Kowal. “Professor Whittingham is a shining example of what makes SUNY great—its people. We stand and applaud Professor Whittingham for winning this esteemed award.”

Whittingham shares the award with researchers John B. Goodenough of the University of Texas at Austin and Akira Yoshino of Meijo University in Japan.

“I am overcome with gratitude at receiving this award, and I honestly have so many people to thank I don't know where to begin,” Whittingham said in a Binghamton University press release. “The research I have been involved with for over 30 years has helped advance how



we store and use energy at a foundational level, and it is my hope that this recognition will help to shine a much-needed light on the nation's energy future.”

Whittingham has been at Binghamton University since 1988 and has earned a reputation nationally and internationally as an innovative scientist. He has been a world leader in the development of lithium-ion batteries; he holds the original patent on the concept of using intercalation chemistry in high-power density, highly reversible lithium batteries, which laid the foundation for discoveries that led to the lithium-ion batteries used today.

Since coming to Binghamton, he has received more than \$7 million in federal research grants from the National Science Foundation and the U.S. Department of Energy. At Binghamton, Whittingham helped build the university's Materials Science and Engineering Program. ♦

Great Management

By Yolanda Segarra

I have been a dedicated FSC employee for thirty-two years. I am also a proud alum, with fond memories of the barn, the silo, the bull and the piglets. I have seen many things come and go, including five administrations.

They have all promised similar things — more full-time hires, better communication, improved technology, less red tape and open-door policy. Most mean well, and inspire folks with infectious energy at first, but eventually doors close, hires slow, communication fails and all kinds of things get stuck to the tape. But maybe this time, things will be different.

I have been an active UUP'er for thirty years. I was recruited by — of course — bad management. When I couldn't get straight answers (or honest ones) UUPF was there. I was given sound advice, I followed it, and solved my problems. So when UUP needed me, I returned the favor. And I've paid it forward ever since, helping as many as I can, as much as I can, as often as I can. Just like the wonderful volunteers listed on the back page of this newsletter.

But what about the College administration? How good is it really? What grade would you give your department? Your school? Your branch on the

Organizational Chart? (Have you even seen the chart?)

MANAGEMENT – 1. the act of managing, handling, direction, or control. 2. executive ability. 3. the person or persons controlling and directing the affairs of a business, institution. 4. Executives collectively considered as a class (distinguished from *labor*)
Synonym: administrator, boss, comptroller, conductor, controller, director, executive, governor, handler, head, officer, official, organizer, overseer, producer, proprietor, slave-driver, straw boss, zookeeper

Yeah... but what makes a *great* one?

Every organization has goals, objectives and challenges to overcome, both internal and external. Having a clear understanding of what they are and how to handle them is only part of the solution. It is also important to be thoroughly aware of existing talent. Too often, institutions hemorrhage fortunes on outsourcing when proper investment within can pay higher dividends (buying fish vs training fishermen).

A great manager recognizes that you don't manage people — you manage situations. An ability to properly align tasks and challenges with existing talents is

key to success. Everybody is good at something!

As a Grievance Officer for many years, I found that most of the issues we confront here at FSC stemmed from lack of one-to-one communication between staff and supervisors. Like we say at most Professional workshops, your annual evaluation should not be a surprise! We should know where we stand way before then.

A good manager TALKS with subordinates, regularly, respectfully. Feedback is constructive, goals are mutual, and achievement is recognized, appreciated — sometimes more valuable, and a greater motivator than money.

So, where do you stand? Are YOU a great manager? Grade your department/school/division and share with your colleagues. It may be time for a conversation. ♦

HEAR YE...

It appears that many of our members have not received their plastic UUP Membership cards.

Please notify the UUPF Office so one can be prepared for you.

Tel: 631-694-UUPF (8873)
amatod@farmingdale.edu

Upcoming Events

OCTOBER 31st

Academic Workshop:

Workload

11:00 am ♦ University Club

November 14th

Professional Workshop:

Promotion & Evaluation

11:00 am ♦ University Club

November 19th

Pre-Retirement Workshop

11:00 am ♦ University Club

November 21st

General Membership:

11:00 am ♦ Gleeson 104



*New Employee?
Missed Orientation?
Have Questions?
Want to meet UUP?*

**Join us for the
UUP Statewide New Employee
Orientation Webinar**

**October 21th ♦ 12 noon
University Club ♦ Knapp Hall**

Please rsvp:

amatod@farmingdale.edu

Lunch will be served

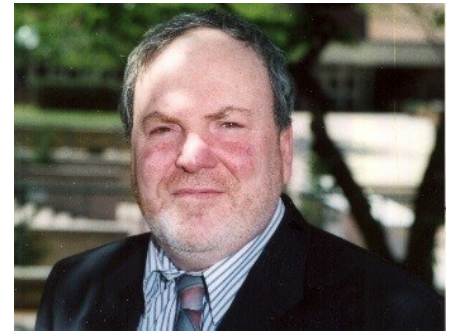


Full house at September COARM meeting

Hospital Workers' Strike 50 Years Later

Howard University, and Maj. Gen. O. O. Howard

By Daniel Scott Marrone



In 2019, Howard University (HU) commemorated with weeklong seminars the fiftieth anniversary of the “Charleston Hospital Workers Strike.” A half-century ago, 400 hospital workers, for the most part African American females, formed a union to protest long hours and pitiful wages. In particular, the hospital workers deeply resented the lack of respect shown to them at two state-funded South Carolina medical facilities: Medical College Hospital and Charleston County Hospital.

During the four-month strike in 1969, supporters of the hospital workers’ union engaged in a boycott of Charleston-area businesses. The city’s Chamber of Commerce estimated that for each month of the strike, the city lost over \$4 million dollars (over \$28 million in 2019 dollars). For financial reasons and to quell rising racial tensions, SC authorities relented and accepted nearly all the terms demanded by the hospital workers’ union. These resolute hospital workers set an example of labor rights justice. The accompanying photograph shows arm-linked hospital workers in solidarity calling for “human dignity.” The HU seminars emphasized that the strike had a profound legacy within the U.S. labor movement.

In particular, “the strike brought to focus a new relationship of mutual respect and dignity for female hospital workers.”

Howard University

The U.S. House of Representatives and Senate in 1867 chartered “The Howard University,” an institution of higher education named after its founder and first president, Maj. Gen. O. O. Howard. For more than 150 years, HU has stood for social justice and actively supports the labor movement. Open to diverse social and economic perspectives, its faculty and alumni have included individuals who have espoused a broad spectrum of political ideologies spanning from the “Radical Left” to the “Conservative Right.” Dr. Alain Locke, an early Chair of HU’s Department of Philosophy, authored *The New Negro*. Written in 1925, this seminal treatise is routinely credited for “auguring in the Harlem Renaissance” that occurred between the world wars.

Ralph Bunche, a former Chair of HU’s Political Science studies, was an effective peace negotiator in the Middle East during the late 1940s. He was awarded the Nobel Peace Prize in 1950. Thirteen years later, President John F. Kennedy

bestowed upon him the Presidential Medal of Freedom. The college has its center the “Ralph Bunche Plaza.” Surrounded by the flags of many nations, this unique campus feature is a most fitting tribute to a most admirable individual who sought world peace! (Incidentally, an aerial photo of the Ralph Bunche Plaza appears when you log onto Outlook.com/Farmingdale.edu.)

National Humanities Medal recipient Dr. Thomas Sowell studied and later taught at HU as well as at Cornell and Harvard Universities. He has authored over 30 books incorporating history, economics, and political science. Sowell often appears in broadcast and print media ardently delineating and supporting supply-side economics and libertarian conservatism.

HU boasts with pride and justification that it has “produced the most black JD’s, MD’s, and Ph.D.’s of any university.” Faculty and alumni have included: Thurgood Marshall, Jessye Norman, Mike Espy, Ossie Davis, Vernon Jordan, David Dinkins, Andrew Young, Douglas Wilder, Elijah Cummings, Kamala Harris, Lori Stokes, Phylicia Rashad, Sean

Hospital Workers' Strike 50 Years Later...

Combs, Debbie Allen, Roberta Flack, and the late Toni Morrison.



Maj. Gen. O. O. Howard

Among the pantheon of great Americans is undoubtedly *Oli-ver Otis Howard*. Born on November 8, 1830 in Leeds, Maine, he preferred being called “Otis.” For generations, the Howards lived in Maine and thus were called “Down Easterners” though they also ran a general store in Peekskill, New York. While there, they encountered a young African American orphan named Edward Johnson, who came from the City of Troy, 115 miles to the north of Peekskill. With both parents deceased, he was a “ward of the court.” The Howards legally adopted Edward in 1836. Edward and Otis, at the time both six years old, soon became inseparable attend-

ing school and church together. They also shared equally in performing chores at the family farm in Maine and at the Peekskill general store. Heartbreakingly, Edward died at the age of 10, but not before instilling within Otis an indelible ease with and lifelong respect for African Americans.

Otis enrolled in Bowdoin College at the age 16 and graduated with a B.A. degree in less than three years. He continued his education at the U.S. Military Academy at West Point where he graduated at the top of his class in 1854. After a two-year posting at the Watervliet Military Arsenal, Lieutenant Howard was reassigned to the U.S. Army base in Tampa, Florida. When not on duty, he attended nearby “Christian Reawakening” evangelistic meetings. At this point in time, the young army officer considered becoming a Methodist preacher when his military commitment was fulfilled in 1860. Events that year were signaling that the U.S.A. was tearing apart over the issue of slavery. Staunchly opposed to slavery and loyal to his nation, he remained in uniform. Thank God he did. O. O. Howard would become one of the most highly decorated military commanders in U.S. history!

A U.S. Army Captain at the outbreak of the Civil War, Howard displayed bravery and leadership on the battlefield and quickly rose in rank to Brevet Major General. During the otherwise failed Union army attempt to capture Richmond during the Peninsular Campaign, the troops under Howard’s command scored a stunning victory at the Battle of Fair Oaks. At the frontlines leading his troops, Howard was hit twice by sniper fire in the right arm necessitating amputation. For his valor at “Fair Oaks,” he was awarded the U.S. Congressional Medal of Honor. Rapidly recovering from amputation surgery, Howard stalwartly returned to action leading troops at the bloody crucial Battles of Antietam, Chancellorsville, Gettysburg, and Atlanta. He was second-in-command under Gen. William Tecumseh Sherman during the pivotal “March thru Georgia” and the Carolinas.

In May 1865, the U.S. Army established the Bureau of Refugees, Freedmen, and Abandoned Lands. Known as an ardent abolitionist and for his piety, Howard was appointed Commissioner of this federal agency, which was widely known as the “Freedmen’s Bureau.”

Often referred to as “The

Howard University & Maj. Gen. O. O. Howard

Christian General” based on deeply held religious beliefs, Howard’s role as Commissioner earned him another sobriquet: “Yankee Stepfather to the Freed Slaves.” Howard helped establish churches, schools, and hospitals serving African Americans throughout the nation. Among his achievements was the formation in the nation’s capital of the university that bears his name. He served as Commissioner until the U.S. Congress *unwisely* suspended the Freedmen’s Bureau in 1872. Though this agency was helping well over one million former slaves become integrated in mainstream American life, its funding was terminated due to budget cutbacks and, undoubtedly, abject bigotry.

Howard’s next military assignment was the daunting task

of seeking peace with the warring Apache Nations. For millennia, the Apaches populated much of the Arizona Territory. With fairness and honesty often absent in prior negotiations with Native Americans, “The Christian General” gained the trust of Chief Cochise and the Apache elders. After seven months of tense negotiations, the Howard-Cochise Peace Treaty was signed on October 12, 1872. (This event is depicted in the Golden Globe Award winning 1950 film *Broken Arrow* — meaning *Peace* — with actor Basil Ruysdael portraying “The Christian General.”) Absent tit-for-tat bloodshed between Native Americans and settlers, the Arizona Territory quickly grew in population and within a short time became the states of Arizona, New Mexico, and Nevada. Following his landmark

success securing peace in the Southwest, Howard was given increasingly higher-level U.S. Army appointments including serving as Superintendent of the Military Academy at West Point. In 1884, the French government made him a “Chevalier of the Legion of Honor.” Four years later, Howard was appointed commander of the Military Division of the Atlantic. As the U.S. Army’s second highest-ranking soldier, he served six more years in uniform and retired in November 1894.

In 1897, Howard generously donated much of his retirement funds to fulfill a wish poignantly asked of him thirty-two years earlier by President Abraham Lincoln. Just weeks before he was assassinated in April 1865, Lincoln beseeched Howard to “do something for the East Tennesseans who were loyal to and fought for the Union.” **He fulfilled Lincoln’s wish by providing “seed money” to establish Lincoln Memorial University in Harrogate, Tennessee.** This highly decorated Civil War hero, who founded two major universities and attained lasting peace with Chief Cochise and the Apache Nations, passed away on October 26, 1909. ♦



Upcoming Events

EXECUTIVE BOARD

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President

Lou Scala

VP Academics

Harry Espallat

VP Professionals

RoseAnn Byron

Treasurer

Thomas Germano

Secretary

Doug Cody

Officer for Contingents

Daniel Marrone

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Robert Elgart

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Committee Chairs:

Affirmative Action

Anjana Mebane-Cruz

EOC

Michael Oil

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 Espallat

Women's Rights & Concerns

Dolores Ciaccio



AT
CHANGING TIMES
TUESDAY

October 29th
4:00 — 6:00 PM

Hot Buffet
& TWO FREE DRINKS
Compliments of
Your UUP Chapter

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

PLEASE RSVP:

amatod@farmngdale.edu

DEFENSIVE DRIVING



Class sponsored by UUPF on
Saturday, November 16, 2019 from
9:30—3:30 pm

The cost is \$28 dollars a person.

Lunch will be provided.

Please reserve your spot by contacting
 Debbie Nilsen at [nils-
 endr@farmingdale.edu](mailto:nils-

 endr@farmingdale.edu) and give her a
 current non edu email. To guarantee
 your spot a \$3 nonrefundable deposit
 will need to be dropped off to the UUP
 Office in a sealed envelope made out to
 me. Make sure to enclose your name
 and contact information. The deadline
 for signing up for the course is Nov 1st.

CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon O. Ayo

Affirmative Action

Grievance

Amit Bandyopadhyay

Contingent Employment

Douglas S. Cody

Contingent Employment

Susan Conforti

Finance

Harry Espallat

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

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