



In this issue

- ◆ Professionals Corner PAGE 2
- ◆ President's Message PAGE 3
- ◆ Unionized Workers and the Brooklyn Bridge PAGE 4-6
- ◆ Why Everybody Should Appreciate Unions PAGE 7
- ◆ UUPF Events Calendar PAGE 8
- ◆ Defensive Driving PAGE 8

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IDAP Results

Individual Development Awards for 2017-2018 and 2018-2019

By Robert Elgart

The NYS/UUP Joint Labor Management Committee presented two separate allocations to Farmingdale, as a consequence of the negotiated contract for 2016-2022 (Article 21). The first funding period covered April 1, 2017-July 1, 2018 and amounted to \$12,681.39, while the second funding period of July 2, 2018-July 1, 2019 amounted to \$27,786.91.

These funds were awarded for projects and activities that were completed during each of those time periods. In each case, at least 15% of the funds were reserved for part-time employees. Awards were not to exceed one thousand dollars per person, but individuals could apply for both time periods. Criteria for adjudication of the awards was drawn up by a joint labor-management committee consisting of Robert Elgart (Chair), Kathy Machin, Theresa Dember-Neal, Richard Vogel, Amy Zambrana and Andrea Thomas (who was replaced by Michael Goodstone when she left the college).

Applications were initially evaluated for project completion within the time frame substantiation of expected expenditures, and prerequisite signatures, dates and resumes. Those meeting these qualifications were then subjected to a point evaluation system that examined the projects contribution to the applicant's development. The value of the activity to the applicant's department or college in general, and the overall justification of the project by the applicant.

For the first time period, a total of 16 applications were received with seven from part-timers.

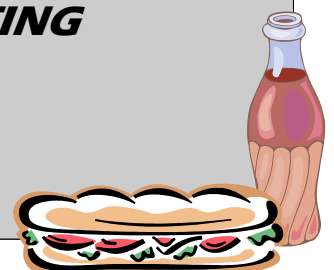
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GENERAL MEMBERSHIP MEETING

Thursday, September 19, 2019

11:00 am ♦ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

By Harry Gabriel Espallat

I would like to welcome to our chapter our newly hired professionals and I would like to extend my most sincere congratulations to those who received a promotion and whose names were called out by President Nader during our fall convocation.

In this article I would like to focus our attention to Article 30 of the contract. **Article 30**, deals with Appointment, Evaluation and Promotion as shown below.

The reason I would like to visit this article is to abolish the spread of misinformation that has been disseminated regarding the scheduling of professionals. As you can appreciate from Article 30, the mentioning of schedules being part of our appointment letter is omitted for obvious reasons. The practice—for as long as we can remember—is that our department needs and hours of operations are the determining roles on when we are expected to meet our professional responsibilities. The time frame during which our professional responsibilities is met, is not dictated by departments outside our areas.

When we are first hired, a time frame is established as to when we are expected to meet our professional responsibilities; however, this time frame is flexible depending on our department needs and hours of operation. Your immediate supervisor plays a significant role in this head-scratching concept, so maintaining a healthy communication channel is important. Professionals are expected to meet our weekly professional obligations within our 37 ½ hours workweek; it is assumed that we take a lunch

every day — although that does not always happen—which adds up to the forty hours a week that makes everyone happy.

If for any reason, during any given workday, we cannot meet our professional obligations within our department hours of operation, we can make arrangements with our immediate supervisor to stay late any day during the pay period to meet our responsibilities. Likewise, you are allowed under practices



ARTICLE 30

Appointment, Evaluation and Promotion

§30.1 Appointments

Appointments of employees shall be made in accordance with Article XI of the Policies. After three consecutive years of full-time service on the basis of a temporary appointment, a full-time employee whose employment is continued on the basis of a temporary appointment shall be given the reasons for such appointment. The appropriate remedy for failure to receive such reasons shall be to have them provided.

§30.2 Evaluation and Promotion

a. Evaluation and promotion of employees shall be made in accordance with Article XII of the Policies.

b. Subject to provisions of this Agreement, the system of evaluation for professional employees shall be as specified in the Memorandum of Understanding dated September 30, 1981, between the University and UUP relating to a system of evaluation for professional employees, and the system of promotion for professional employees shall be as specified in the Memorandum of Understanding dated August 8, 1989, between the University and UUP relating to a system of promotion for professional employees. Such Memoranda of Understanding shall be statements of mutual intentions and shall not constitute agreements under Article 14 of the Civil Service Law or for any other purpose.

§30.3 a. All employees shall, upon appointment, receive a notice of appointment or reappointment containing the following information:

1. Academic or professional rank, if applicable, and official State title;
2. Type of appointment, i.e., Term, Continuing, Permanent or Temporary;
3. Duration of appointment if a term, or expected duration if a temporary appointment;
4. Basic annual salary, if appropriate, or rate of compensation; and
5. Effective date of appointment.

b. In addition, part-time employees shall receive an appointment letter which includes the following information on required assignments if applicable:

1. Teaching;
2. Advisement and/or governance; and
3. Research and/or community service.

c. In addition, part-time employees shall receive an appointment letter which identifies the benefits for which they are eligible:

1. Health;
2. Leave; and
3. Other (specify).

throughout SUNY, to make arrangements to stay late and

leave early on another day as long as it does not interfere with

...continued —>

President's Message

Welcome back for another year at Farmingdale! We are happy to have so many new members—both full-time and part-time and we hope to get to know all of you this year.

We look forward to another successful year for the college and for all of us who make the college a satisfying place to work. Working with management last year we in UUPF were pleased about a variety of actions that served our members.

✓ Staff who work at an "alternate work location" no matter the distance from home or campus, can apply for and receive travel compensation at the state rate.

✓ Staff can apply for extra service compensation when asked by a supervisor to substitute in class or lab for an absent colleague.

✓ Campus safety will now be seriously addressed with modifications in door locks, installation of shades, and other essential changes necessary to protect everyone in the campus community from violence.

Various problems remain unresolved, however, in such areas as extra service, adjunct pay, professionals' career ladders, office hours, professionals' work responsibilities, academics' workload creep, and the enforcement of search procedures.

We also anticipate decisions at the state and local level concerning discretionary pay that addresses salary compression.

UUPF has many plans for this year. Our growing department representative structure ensures that each department or area has a union representative who maintains communication between all members and local union officers. This is extremely important in helping members with questions and problems as they arise.

We also have several workshops lined up to address members' career, financial, and other questions: a pre-retirement workshop, a student debt workshop, a family life workshop, and of course, workshops for academics and professionals. These events are held for you—



so that you can learn the details of SUNY workplace procedures and UUP benefits and protections.

The success of each UUP member is best achieved when we support and respect one another. At Farmingdale we have an especially strong and supportive group of UUP members. Working together this year, we can make our chapter even more successful.

In Solidarity,
Vicki Janik

← continued

the operations of your department and the time agreed (between us and our immediate supervisors) is within our area hours of operation. As you can see, depending on our department needs, the constraints are different for everyone. These existing constraints and variations have led to the spread of inaccurate information and they could negatively impact us.

Lastly, regarding scheduling

and professional responsibilities, we professionals should not take it upon ourselves to work a few hours, assume that our professional responsibilities are met and call it a day. In the event that we meet our responsibilities for any given day, we should exercise common sense and consult with our supervisor prior to calling it "a day", remember that although we have flexible schedules—depending on

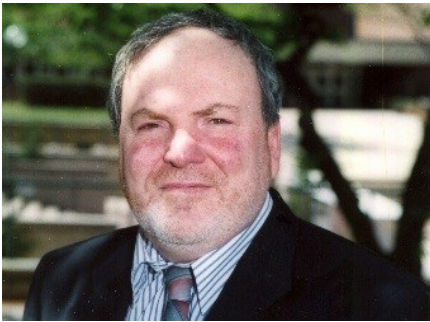
our department hours of operation—some actions are reasonable cause for disciplinary actions.

UUP does not condone or promote abuses by their members under any circumstances and due to the complex nature of our contract, any professional seeking answers to their questions should direct them to the UUPF **President** or the **VP for Professionals**. ♦

The Roeblings

And Unionized Workers Who Built the Brooklyn Bridge

By Daniel Scott Marrone



With unbridled ingenuity, boundless energy, and perseverance overcoming harsh, in fact, deadly working conditions, workers—let me stress **unionized** workers—built the Brooklyn Bridge. During the fourteen years needed to construct the bridge, the embryonic concept of organized labor evolved into specific organizations, among them carpenters' and stonemasons' unions, devoted to protecting workers' rights. To build the bridge laborers toiled underwater digging muck in order to sink inverted block-long wooden caissons into the East River bed. Many endured permanent damage to their health as a result of "Caissons Disease", officially named "Decompression Sickness." The labor turnover rate exceeded 10 percent per week! But there were always replacements from among the newly arrived immigrants from Germany, Ireland, and Italy ready to continue the digging. Many of these laborers became sick. The exact death toll is unknown, but the grievous nature of "Caissons

Disease" suggests scores of casualties including fatalities. At the start of construction in 1869, labor unions were just being formed. By the time the bridge was completed in 1883, the nation had already entered into the era of big city labor unions. The experiences of these intrepid laborers that built America's most famous bridge provided a significant impetus in city after city for organizing labor unions—organizations that then and now protect workers' rights and safety.

As laborers dug beneath the caissons, stonemasons placed tons upon tons of granite blocks. With the combination of digging and top weight the caissons continually sank into the river bottom. On the Brooklyn side, they needed to dig 44.5 feet to reach bedrock. However, on the Manhattan side, the workers dug 106 feet without hitting bedrock. With much trepidation, Washington Roebling determined that at this depth, the Neo-Gothic pointed arch tower would be sufficiently secured even without reaching bedrock. In an era before protective hardhats were worn, hundreds of laborers were injured from falling debris while the two towers were being erected. The workers were then required to string steel cables between the anchor points that were well over a mile apart. They accomplished this task while

dangling hundreds of feet above the East River. Masons then laid concrete roadways that provided the pavement with which to cross over the 5,989-foot bridge. During the 14 years of construction, there were also drowning fatalities from workers falling into the river. The official death toll published by the Manhattan and Brooklyn Bridge Commission is 27. This number is certainly too low. In trying to avoid a backlash from the public, the Commission suppressed publishing the actual number of fatalities, which were probably many times the official figure. The unions representing the workers constantly negotiated for more safety measures and for higher wages. When these talks failed, walkouts and strikes occurred. Without the intervention of the unions and the safety measures the unions demanded, there would have been far more casualties.

John Augustus Roebling

German immigrant John Augustus Roebling pioneered the use of steel cables in bridge building. At his wire manufacturing plant in Trenton, NJ, he demonstrated as early as 1866 the unparalleled tensile strength of strung steel cables. In the next three years he appeared several times in front of the U.S. Congress proposing to

link the City of New York (prior to 1898 consisting only of Manhattan Island) with the independent City of Brooklyn via a steel-cabled suspension bridge. With this link, pedestrians and carriage riders could easily and quickly transverse between the City Halls of both cities. (Upon the incorporation of the five boroughs into the Greater City of New York in 1898, the City Hall of Brooklyn was renamed Borough Hall.)

Roebling's plan was named the "East River Bridge Project." When the bridge opened in 1883, it was formally named the "Manhattan-Brooklyn Bridge." However, everyone referred to the span simply as the "Brooklyn Bridge." (The span was not officially named the "Brooklyn Bridge" until after the one-mile north "Manhattan Bridge" opened in 1909.) Regardless of name, Roebling's project would be a gargantuan undertaking considering that the City Halls were situated on opposite sides of the East River, a fast moving narrow channel characterized by turbulent currents and recurrent freezing periods. Adding to the unpredictability of the river was traffic management. The river at this location leads directly into New York Bay—one of the world's busiest, most congested waterways.

During the 1860's, before the widespread use of steel, bridges constructed of iron, stone, and/or wood were failing at an alarming rate of 25 percent per year. Roebling swore under oath to the U.S. Congress that his bridge would not fail. He testified that his bridge would be built with redundant strength at



six times minimum engineering load specifications. To achieve this high strength capacity, his steel cables had to be robust and durable. Roebling specified that his cables would consist of 19 separate strands, each of which containing 278 steel wires. He estimated that over 14,000 miles of wire would be used in the construction. To avoid any hint of a conflict of interest, Roebling assured congress that the wire would be ordered from a firm other than his own. In 1867, Roebling sent his son, Washington Roebling, to Mühlhausen, Germany to study the use of caissons in bridge construction.

In April 1867, Roebling received from the New York State Legislature authorization and startup funding of \$1,500,000 (equivalent to about \$26 million in 2019 dollars) to commence construction. Due to the immense complexity of the project, it took two more years to have preliminary plans in place and for work to begin. On June 28, 1869, Roebling sustained a severe foot injury while surveying sites for the bridge landings. Stubbornly refusing

medical treatment, his injury became gangrened and he succumbed from tetanus poisoning 24 days later on July 22. Now it was up to his son to continue and ultimately complete this mammoth project.

Washington Roebling

With an engineering degree from Rennselaer Polytechnic Institute, Washington Roebling (1837-1926) served as a military bridge builder in the Union Army during the Civil War. As an aide to Major General Gouverneur K. Warren, he served with distinction during the Battle of Gettysburg and engagements that followed. In January 1865, he married his commanding officer's younger sister, Emily Warren. Three months later, the war ended. By then he had attained the rank of full colonel. Upon the death of his father, Washington Roebling was designated Chief Engineer of the Manhattan-Brooklyn Bridge project. In his diary, the young Roebling wrote: "Here I was 32 years old sud-

...continued on page 6

Unionized Workers Who Built the Brooklyn Bridge

Continued

-denly in charge of the most stupendous engineering structure of the age with only preparatory plans, nothing fixed or decided. The prop that I heretofore leaned upon had fallen.”

Washington Roebling supervised the sinking of the massive wooden structures into the East River bottom. As were the workers, he was repeatedly affected, in fact, more than once temporarily paralyzed, with “Caissons Disease.” Open flamed steam boilers were used to power digging equipment. Combined with compressed air, the flamed boilers caused outbreaks of spontaneous combustion. Sometimes these fires were so severe that explosions occurred. The worse of these blowups wrecked a caisson and the health of Washington Roebling. After spending more than 24 hours underwater putting out a fire in December 1872, Roebling collapsed into unconsciousness. After days in this near death state, he finally gained consciousness but was permanently crippled by “Caissons Disease.” He was never able to walk unassisted again and his eyesight was adversely affected. For the rest of his life, Roebling suffered from what he described as “lightning-bolt headaches” (most probably migraines).

Emily Roebling:

“Guardian Angel of the Brooklyn Bridge”

Fortunately for posterity, Washington Roebling was married to a truly remarkable individual, Emily Warren Roebling (1843-1903). Though she grew up in an age when few women attended college, Emily was a rapacious reader and a very eager learner. Early in life, she exhibited immense intellectual and emotional intelligence. With her husband confined to a bed in a Brooklyn Heights brownstone overlooking the construction of the bridge, it was Emily that would serve as surrogate Chief Engineer of the longest and most expensive construction undertaking up to that point in U.S. history. (The Erie Canal took eight years to complete; the Brooklyn Bridge took 14 years to complete.) Suffering from “Caissons Disease,” Washington Roebling could no longer walk unassisted let alone supervise precariously elevated construction sites. For this task, Emily served to carry out her husband’s detailed directions. In her own right, she became a brilliant civil engineer. She was also adept at labor relations. The “tough as nails”

carpenters, masons, and steel workers toiling on the bridge not only accepted her authority and decisions at the work sites, they also became devoted to her. These workers affectionately called her the “Guardian Angel of the Brooklyn Bridge.”

Shortly after the bridge opened in 1883, Emily was internationally recognized for the long-term pivotal role she played in building the bridge. She then delved into historical research and writing and authored numerous monographs. Civic leaders offered to Emily practically anything she wanted. Since she received scant formal education in her youth, she chose to go to New York University Law School to become a bridge builder—not in the sense of the steel-cabled span she worked on so diligently, but rather as a **bridge builder between people**. After finishing law school, she was destined to become a diplomat or perhaps even a labor-management negotiating attorney. Heartbreakingly, just after finishing law school, she became ill and died in 1903 at the age of 49. Washington Roebling, though incapacitated, lived on for another 23 years.

John, Washington, and Emily Warren Roebling were American heroes, who are justly honored for their effort in building the Brooklyn Bridge. Not as often mentioned are those undaunted, hard-working **unionized workers** who constructed caissons, dug muck, erected granite towers, sprung wire, and paved the roadway of America’s must iconic bridge. ♦



IDAP Results

Continued

Of the full-time applicants, 13 were academics, two were professionals and one was a librarian. Of the 16, 14 were approved for a total of \$12,470. Of that, \$5,114 was awarded to part-timers. The \$211 remaining after the awards was rolled into the second time frame.

For the second time period, 34 applications were received, 27 from full-time employees. Of these, 6 were professionals and one was a librarian. Because several applications did not meet the basic criteria cited above, 30 were approved, with an award total of \$22,355, part-timers receiving \$4,647 of that.

Hence, of the initial allotment given for this period, a total of \$5,431 was not disbursed. It should be noted that one award of \$1,000 was withdrawn because of improper substantiation and another of close to \$1,000 was turned down because of other funding sources.

In the final summary report to the Joint Labor/Management office in Albany, this committee recommended an increase in the maximum award as well as an extension in closing dates for reimbursement of successful applications. ♦



Appreciate Unions!

By Vicki Janik

The achievements of unions have always benefitted workers. Look back at union victories for workers over the many past decades: the 5-day workweek; the 8-hour work day; work breaks; various processes ensuring job security; paid sick and vacation leave; safety and health regulations; health, dental and eyeglass insurance; pensions; pay raises; and legal collective bargaining agents for workers -- like UUP.

Who wouldn't want all of this? You might answer — obviously — bosses and owners, and the politicians who want their support—the people who must deliver these benefits to workers.

Benefits cost money. Labor costs are an expense against gross revenue. But that conclusion is shortsighted. Businesses that manufacture goods or provide services want not only low cost production of goods and services, they also want customers who can afford to pay for those goods and services.

Clearly, governments that tax income, sales, property, and so forth, benefit as well. Wealth in a nation (and tax revenue) grows when money *moves*. And money doesn't move if it's hoarded and used to lobby and legislate ways to hoard ever more.

We read that the 2017 tax cut for business has most of all resulted in increased share



buybacks and larger dividends to shareholders. That's hoarding.

In 2018 union workers earned 22.2% more than non-union workers and were 18.3% more likely to have health coverage (Bureau of Labor Statistics, 2018). So union members go to the doctor more often and buy more things, including homes and automobiles. Every one of their financial transactions yields income to the seller, income to the producer, and tax revenue to government.

And in places where unions are strong, wages are higher even for non-union workers, by about 5%. Unions make money move. Besides being safer, healthier, and more financially secure, union workers benefit owners and bosses and governments because a unionized workforce has more money to spend. That means increased sales, increased profits, and increased tax revenue from consumers.

Union members are not only successful workers, they are more prolific consumers who create ever more jobs and an ever more wealthy economy. ♦

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Michael Oil

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Amit Bandyopadhyay

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Labor/Management

Mike Smiles

Library Concerns

Kathryn Machin

Membership

Tom Germano

Newsletter

Yolanda Segarra

Outreach

Darleyne Mayers

Active Retirees

Daniel Marrone

Webmaster

Harry Espaillat

BUSY, BUSY

Mark Your Calendar...

September 26th
COARM Meeting:
 11:00 am ♦ University Club
 Honoring Barbara Maertz

October 17th
General Membership:
 11:00 am ♦ Gleeson 104

OCTOBER 31st
Academic Workshop: Workload
 11:00 am ♦ University Club

November 14th
Professional Workshop:
 Promotion and 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

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 and give her a current non edu email. To guarantee your spot a \$3 nonrefundable deposit will need to be dropped off to the UUPF 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

** Committee Chair*

Harry Espaillat

Technology Issues
 Comm of VPs for Professionals

Sandy Hustedt

Membership Committee

Vicki K. Janik

Comm of Chapter Presidents
 Contingent Employment
 Women's Rights and Concerns *

Barbara T. Maertz

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.*