



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



APRIL 2020



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United University Professions  
Farmingdale State College Chapter

Home Benefits Unifier Contract

**Announcements**

- General Meeting - Feb 20
- General Meeting - Mar 26
- General Meeting - Apr 16

United University Professions (UUP) is the union representing more than 35,000 academic and professional faculty on 29 New York State University campuses, plus System Administration, Empire State College, and the New York State Theatre Institute. UUP is affiliated with the New York State United Teachers, the American Federation of Teachers, AFL-CIO and the National Education Association. The women and men who make up UUP educate the next generation of workers and leaders. They also engage in groundbreaking research and provide invaluable service to their communities.

## Remote Service Mailbox

As we prepare for what is potentially a new normal, it is imperative that academic faculty be mindful of your academic freedom and your intellectual property rights, while you are converting all of your lesson plans for distance learning. *(Please review all relevant content available on the UUP statewide website: [uupinfo.org](http://uupinfo.org).)*

It is also important for professional staff to protect your discretion and autonomy while working from home. You have performance programs which must be respected; the only thing that has changed is your worksite.

Workload may be a concern for both faculty and professionals during this time in transition. It is the goal of UUPF to ensure that everyone is able to do their job effectively, but safely.

In our effort to better serve you, we have created the **Remote Service Mailbox** on our chapter website: [www.uupfarm.org](http://www.uupfarm.org). Click the mailbox and send us a message. We are interested in hearing any questions or concerns that you may have as you perform remote service to the college. Be sure to include a non-edu email address if you would like a response. Your identity will be kept confidential .

# Professionals' Corner

By Yolanda Segarra

## Challenging Times

As we face unprecedented challenges and adapt to what seems will be our new norm, we at UUPF remain committed to providing our members with the same exceptional service. Whether it is working remotely, learning new tasks on-the-fly, or staying optimistic during these times of uncertainty, we are here to support you, to answer your questions and to represent you by enforcing our negotiated contract. It is important to remember who we are and what role we play in the success of the college. It is our duty to protect our professional discretion and autonomy, and to support our college mission.

It is the time of the year for our annual evaluation; the time when our immediate supervisor writes how well we have performed our professional responsibilities; the time when we turn to page 107-110 in the new contract to learn about the purpose and procedures of the evaluation process; the time when we document in our Professional Achievement Form all the wonderful, above and beyond work we have been doing for the year.

During our labor management on Friday 17<sup>th</sup>, the administration reiterated that our promotion/salary increases

process is being honored for those who applied already. UUPF wishes for everyone to get promoted and receive salary increases, but as a result of the pandemic-related budgetary constraints imposed by the Governor (salary increases and hiring freezes), we recommend that you postpone applying until next year when we will hopefully be back to a full operating budget.

We recognize the importance of maintaining a good rapport, the importance of communicating our concerns, the importance of being heard. That is why in the coming days, the UUPF webmaster in a coordinated effort with a newly formed Ad-hoc committee will make available a new channel of communication that will allow us to voice our concerns, to get answers to our questions, and to strengthen our relation with the union.

One last thing, as a result of the COVID-19 quarantine, we have been ordered to work remotely from home. Consequently, many of us feel isolated, forgotten or outcast. I want to reemphasize that UUPF is here to listen to your concerns, to answer your questions, and whenever required represent you. Feel free to ask your questions because the only dumb question is the one that we never asked.



There is no better place to ask! Contact us if you have any union related question.

I cannot foretell what challenges we will face tomorrow, or when we will return to our offices, or whether we will get our raises in December. But no matter how many hurdles the future holds for us, I promise you that we will face them together. ♦

## IDAP 2020

Individual  
Development  
Awards Program  
deadline extended  
to May 1, 2020

Submit applications to Richard Vogel, Deans Office, School of Business or as a pdf file to FarmIDAP@farmingdale.edu

# President's Message

We are now in the fourth month of a global crisis that none of us has ever experienced. We look at pictures of people in Japan or Nigeria or Oregon or Alabama and see ourselves—people wearing masks, unable to hug friends or even rub shoulders. And we do understand that a lot of these people have far less space and food and medicine than we. Still, this crisis is not temporally or geographically confined, like a hurricane or a forest fire. There's no real escape.

And ironically, those persons who are most powerful in controlling all of this are the ones who are also the most vulnerable. This includes our UUP brothers and sisters at the SUNY public teaching hospitals. We can never fully express our gratitude, our thanks for their work, for their commitment to all of us.

Through all of this UUP is working for all of us.

- ◆ UUP has purchased protective gear for our hospital workers in Brooklyn.
- ◆ UUP has gained overtime pay for our hospital workers at Stony Brook
- ◆ UUP has gained assurance that no per diem bargaining unit members lose pay or health insurance.
- ◆ UUP has gained assurance

that SUNY will return to the status quo in programs and services.

- ◆ UUP has gained assurance of exclusivity, meaning that all agreements unique to this emergency will expire at the end of the emergency, currently scheduled as September 7<sup>th</sup>.
- ◆ UUP continues to meet with Management concerning such issues as compensation for mammoth work increases and ownership of online intellectual property.

And FYI, the current NYS 90-day pay raise freeze that began on April 1 affects only lifeguards among our members.

UUP also is working to gain necessary federal funding for all aspects of this crisis. This includes the disproportionate suffering of minority groups within the state. When inequities exist that harm people, a crisis only exacerbates and expands these people's consequent pain and suffering.

Now, how are we at Farmingdale responding?

Our essential workers professionally sanitize the campus continuously.

Our managers struggle with decisions about health, safety, and the economics and pedagogy



of higher education.

Our students puzzle out a mix of their teachers' online communications and requirements.

Librarians decipher online texts and research for students.

Teachers sit at their computers late into the night writing online lessons, emailing students, and grading online assignments.

Professionals figure out how – online – to address student financial, pedagogical, educational, health, advisement, and personal needs and questions.

This is impressive.

We're doing the job. And when this crisis ebbs, we should all congratulate one another and find even greater success for everyone.

*In Solidarity*  
Vicki Janik

## Governor Cuomo has directed that non-essential state employees will continue to work from home through May 15<sup>th</sup>

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##### 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

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##### Newsletter

Yolanda Segarra

##### Outreach

Darleyne Mayers

##### Active Retirees

Daniel Marrone

##### Webmaster

Harry Espaillat

##### Women's Rights & Concerns

Dolores Ciacio

UUP will continue to provide you with updated information as we have it. Visit the UUP website for COVID-19: Questions and Answers. Find answers to questions like this:

- ◆ What is UUP doing to address employee issues related to the COVID-19 situation?
- ◆ What if I am absent due to COVID-19 related quarantine? Will I need to use my leave accrual?
- ◆ What if I need to care for a family member who is subject to a mandatory or precautionary quarantine order?
- ◆ What if I or someone in my family becomes ill but the illness isn't identified as COVID-19 and doesn't involve COVID-19 symptoms?
- ◆ My child's school or childcare is closed, what rights to leave do I have?
- ◆ Is assistance available to help identify emergency childcare options?
- ◆ May I work from home?
- ◆ If I have been deemed an essential employee, may I still work from home?
- ◆ How can I ensure that I will be safe at work and have proper equipment to keep me safe?
- ◆ Will I have to pay for COVID-19 testing?
- ◆ My doctors office is closed or refusing to see patients with COVID-19 symptoms, or I am otherwise concerned about accessing in person medical care or mental health counseling. What can I do?
- ◆ Because of changes in my childcare arrangements and/or because I am currently working from home, I am not currently using my DCAA or NYS-Ride benefits. What can I do?
- ◆ Does UUP have a website with COVID-19 information and resources? **Yes!**

[uuupinfo.org/resources/covid19](http://uuupinfo.org/resources/covid19)

### **CHAPTER MEMBERS on STATEWIDE COMMITTEES**

#### **Solomon O. Ayo**

Affirmative Action

Grievance

#### **Amit Bandyopadhyay**

Contingent Employment

#### **Douglas S. Cody**

Contingent Employment

#### **Susan Conforti**

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#### **Harry Espaillat**

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#### **Sandy Hustedt**

Membership Committee

#### **Vicki K. Janik**

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Women's Rights and Concerns \*

#### **Barbara T. Maertz**

Finance

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#### **Darleyne E. Mayers**

Affirmative Action \*

#### **Deborah-Ann R. Nilsen**

Membership

#### **Louis Scala**

Comm of VPs for Academics

The UUPF Newsletter welcomes articles and letters submitted by members of the Farmingdale community. Remember, this is your newsletter, share your thoughts with us, we want to hear from you. Persons who have material they wish to submit should contact Yolanda Segarra at [youupf@gmail.com](mailto:youupf@gmail.com)