



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER ◆

FEBRUARY 2020



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Area Representatives



*Jonathan Barbieri, University Police ◆ Linda McKee, Whitman IT ◆ Laura Lima, Financial Aid
◆ Maria Orellana, Student Accounts*

Department & Area Reps Meeting ◆ February 2020

Just one of the many events planned for this semester.

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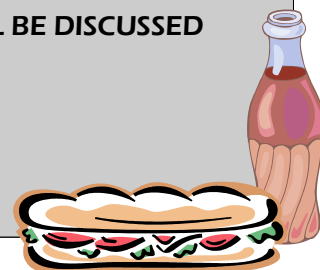
GENERAL MEMBERSHIP MEETING

DISPARITY, COMPRESSION and DISCRETION WILL BE DISCUSSED

Thursday, February 20, 2020

11:00 am ◆ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



Professionals' Corner

By Harry Gabriel Espallat

Workload Creep

Workload creep happens when you are asked to accept responsibilities which inexplicably make their way to your performance program without a salary increase or a workload reduction. It is understood that the responsibilities by which you are evaluated in your performance program represents 100% of your time. Therefore, in accordance with our contract, if you are asked to assume new responsibilities by your supervisor, a reduction in other duties is warranted. Even "small" and "temporary" new duties should be documented separately from the Performance Program in order to avoid an accumulation.

If new responsibilities become significant or permanent, a salary increase or promotion may be in order. Sometimes the "extra" is not in quantity, but in complexity. The same rules apply. When in doubt, contact me.

Insubordination

Your Performance Program lists essentially "your orders" for the year. Supervisors are expected to meet with professionals every year to discuss changes in performance programs. Both are expected to agree before signing the document. Disagreements are expected to be clearly delineated in a rebuttal attached to the signed Program. If the issues documented in the rebuttal arise during the year, they should be documented, collected and considered prior to evaluation. There is a difference between being unable to perform

duties and refusing to. Refusal to perform official duties can be considered insubordination, and may result in disciplinary action.

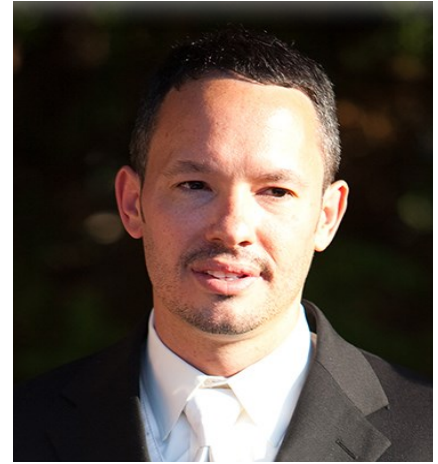
However, the inability or unwillingness to accommodate requests beyond your performance program is not necessarily insubordination. Such requests are exactly that, a request, not a requirement. If you comply, be clear regarding the limits of your participation. If such requests highlight fuzzy language in your performance program, clarify it immediately, in writing. Of course, if you are ever asked to do something that violates the law, the contract, campus policy or industry norms, you should not only refrain from doing so, you should contact myself or other relevant authorities. Again, when in doubt, contact me.

If there is any doubt regarding the duties and responsibilities that you *should* have, take a look at the only formal job description for your State Title. Formal job descriptions are listed in the MACCC Report, found at http://uupinfo.org/reports/5_2_1.php

Definitions

A promotion is an increase in a professional employee's basic annual salary, accompanied by a movement to a higher salary level with a change in title.

Salary level is your professional "rank": SL-1 to SL-6. The higher the salary level, the more responsibility. Your SL rank and State title should be identified in your Appointment Letter.



A salary increase is given if a professional employee is assigned a permanent and significant increase in duties and responsibilities as demonstrated by the performance programs.

Note: You can receive a salary increase without a promotion, but you cannot receive a promotion without a salary increase. So beware of local title changes that bypass formal scrutiny. Local titles may not ignore or supersede State titles.

There is nothing in the Collective Bargaining Agreement or the SUNY Board of Trustees Policies that prohibits you from requesting a promotion or salary increase whenever you feel you deserve one. If you believe a promotion or salary increase is warranted, it is important for you to understand definitions stated above before submitting your request.

Again, when in doubt about ANY of the information and suggestions provided here, do not hesitate to contact me. ♦

President's Message

So much to discuss...

Think about the future of this college, and think about its past.

Video Surveillance

This is not a topic from the past, but clearly belongs in the present and future. Surveillance can provide greater safety for everyone. But here's some issues:

- ♦ The campus needs a committee comprised of all campus constituencies to create policy on video surveillance, based on the SUNY policy (2008), adopted by other campuses.
- ♦ The campus needs to have signage about cameras and must make it easily noticeable.
- ♦ The campus needs to use cameras, as SUNY states, "only as necessary for a criminal investigation" (Office of the University Counsel, November 2008, p. 11). But wait? **How does the campus identify criminal activity??**
- ♦ The campus needs policy on other means of surveillance—computers, phones, swipe cards, wifi, and any other Orwellian electronics.

Discipline

Surely, too, we all have become concerned, or, at the very least, *interested*, in the college's default to Article 19 (Discipline) and some of the responses in dealing with members' professional lives.

What about that? Seems like another topic we've rarely discussed with management in the past.

SUNY Austerity Budget

We must ask how can SUNY implement its goals, maintaining excellence in academic programs, research, and service to the community, with limitations on funding. Many legislators are supporting greater revenues from the ultra/ultra wealthy. Clearly, increasing tuition does not serve our students—who, by the way, should never be called "customers," unless, of course, we see them as buyers of what can become an increasingly expensive service from a *business*, which, obviously, would be *us*.

Disparity & Discretion

We'll discuss this at the General Membership meeting to learn how some of the decisions were made. Did they help our most poorly paid members, as they did in the last round? Did local management have much flexibility?

Injustice for Adjunct

This is spreading, growing and getting worse each year. Base pay has remained exactly the same since at least 2014. How long can we watch those members who actually are the greatest in number, those members who



have the most actual contact with students, and pretend that they actually *like* getting embarrassingly low pay and no job security.

Some observers might say that, hey! most of them have other full-time jobs, most of them are retired, most of them are in graduate school, most of them need the experience, most of them just "love to teach"; so they don't really mind. And also, hey! don't forget health insurance! It's great for most of them.

Does all of that soothe our collective consciences so that we're okay with the status of this growing group of colleagues? Farmingdale has hundreds of classes being taught; it has outstanding services to students; and, at the same time, it has a budget that regularly comes out okay. This clearly relates to the unparalleled use of part-time staff.

Are we an anomaly in SUNY

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Mail, Fax or Email completed form to:
UUP Benefit Trust Fund,
P.O. Box 15143, Albany, NY 12212-5143
800-887-3863 (Phone) 866-559-0516 (Fax)
Email: benefits@uupmail.org

Change of Marital or Dependent Status

A copy of a valid marriage certificate or birth certificate is required.

| <u>EMPLOYEE INFORMATION</u> | | |
|--|----------------------------|-----------------------|
| Name (Last, First, Middle Initial) _____ | NY State Employee ID _____ | |
| Home Address Number and Street _____ | City _____ | State, Zip Code _____ |
| Work Phone _____ | Home Phone _____ | |
| <u>MARITAL STATUS CHANGE</u> | | |
| <input type="checkbox"/> I am married <input type="checkbox"/> Male <input type="checkbox"/> Female | | |
| Name of Spouse _____ | Date Married _____ | Date of Birth _____ |
| <input type="checkbox"/> I am divorced <input type="checkbox"/> I am widowed | | |
| Delete Name of Spouse _____ | Date of Event _____ | |
| <u>DOMESTIC PARTNER CHANGE</u> | | |
| <input type="checkbox"/> Add <input type="checkbox"/> Delete | | |
| Name of Domestic Partner _____ | Date of Event _____ | |
| *Domestic Partner information must be provided to the campus HBA for eligibility verification. The Fund cannot enroll domestic partners until confirmation has been received from the NYS Dept. of Civil Service. Please call the Fund if your domestic partner wants only dental & vision coverage (and does not want medical coverage). | | |
| <u>NAME CHANGE</u> | | |
| New Name _____ | Former Name _____ | |

Change of Dependents

| Add or Delete | Last Name <i>(only if different)</i> | First Name | Middle Initial | Birth Date | Male | Female | Other |
|--|---|------------|----------------|------------|------|--------|-------|
| <input type="checkbox"/> Add <input type="checkbox"/> Delete | | | | | | | |
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| <input type="checkbox"/> Add <input type="checkbox"/> Delete | | | | | | | |

Signature: _____

Date: _____

Rev. 3/15/19

Celebrating Black History Month

U.S. Navy's Newest Aircraft Carrier is Named After WWII Hero, Petty Officer Doris "Dorie" Miller

By Daniel Scott Marrone

Among the greatest and most beloved World War II heroes is U.S. Navy Petty Officer Doris "Dorie" Miller. In his honor, the U.S. Navy is set to launch its



newest aircraft carrier, *U.S.S. Miller*. Dorie Miller was a strapping six-foot African American built like an offensive tackle. Though certainly able to take on fighting duties, he was instead—due to being an African American—assigned as a Mess Attendant. (Thankfully, this type of egregious race discrimination in the U.S. military was outlawed as per Pres. Harry S. Truman's Executive Order 9981, issued on July 26, 1948.) At Pearl Harbor on December 7, 1941, 22-year old Miller was performing galley duties when Japanese planes began bombing and strafing his ship, the *U.S.S. West Virginia*. The attack resulted in heavy

damage to the vessel including destruction of the bridge section. There were many casualties including the ship's captain. Once fighting commenced, Miller raced from below deck to the bridge to save those still alive from further harm. With no thought to his own safety while warplanes continually attacked his ship, Miller entered the smoldering bridge and moved his gravely wounded skipper to a protected location. Then Miller raced to a .50 caliber machine gun and fired hundreds of rounds at the attacking aircraft. After running out of ammo, he returned to his captain, who with his last words ordered, "Abandon Ship!" Miller repeatedly carried his wounded ship mates off the sinking vessel.

For his astonishing bravery and devotion to duty, Miller was awarded the U.S. Navy Cross by Pacific Fleet Commander Admiral Chester W. Nimitz on May 27, 1942. For public relations reasons and to boost enlistments, Miller was assigned to recruiting duties in late 1942. However, he requested and was granted a return to sea duty. On November 24, 1943, he was among hundreds of crewmen killed when the escort carrier *U.S.S. Liscome Bay* was torpedoed. Memorials honoring Dorie Miller have been erected in three states including one in Corona,



Queens. Across the nation, there are no less than 25 public schools, community centers, veterans' facilities, and streets bearing his name. Miller is depicted prominently in Michael Bay's 2001 *Pearl Harbor* film. In the 2019 film, *Midway*, Miller is shown receiving the Navy Cross from Admiral Nimitz. The soon-to-launched Gerald R. Ford-class aircraft carrier is the second U.S.N. ship to be named after him. The first was a destroyer frigate that was de-commissioned in 1991. In past decades, aircraft carriers have been named after U.S. presidents and prominent statesmen. The new carrier will be the **first** to be named after an African American. This honor for Dorie Miller and African American veterans is long overdue! ♦





Workplace Conduct Survey

**Include your workplace experiences and
those of your colleagues in the NEW UUP Survey!**

UUP seeks your feedback on workplace conduct with a new survey. Your input can help UUP to identify workplace conduct which is not addressed in the Agreement or in legislation concerning sexual harassment, violence, and discrimination.

This survey is available to members at all campuses, and is anonymous, although you have the option of naming your campus. It gives you an opportunity to describe your own and others' experiences that have affected achievement, health, and career success.

Find the survey at:

<http://www.surveymonkey.com/r/WorkplaceConductUUP>

Area and Department Representatives

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Thomas Germano, Chapter Secretary & Membership Officer, Vicki Janik, Chapter President



Michael Canders, Dan Franco and Kevin Roberts, Airport Flight Line

WHITMAN MATH, AGNES KALAMARIS ♦ PHYSICAL PLANT, GUS ATTONIS ♦ PHYSICAL PLANT, JAMES RAMOS ♦ LAFFIN ADMISSIONS, SCOTT DAVIDSON ♦ LAFFIN TRANSFER SERVICES, AMY STIER ♦ LAFFIN STUDENT ACCOUNTS, MARIA ORELLANA ♦ LAFFIN FINANCIAL AID, LAURA LIMA ♦ LAFFIN INTERNATIONAL, JEANETTE SINNOTT ♦ LAFFIN DEAN OF STUDENTS, FRANK RAMPOLLO ♦ LAFFIN EOP, EUGENE PETERS ♦ GREENLEY LIBRARY, KATHY MACHIN ♦ GREENLEY AAIC, ALEX CAVIEDES ♦ WARD ALUMNI, ANN NOSS ♦ GLEESON DENTAL HYGIENCE, CAROL MCNAMARA ♦ GLEESON MED LAB TECH, KRISTEN MALSHEIMER ♦ GLEESON HALL NURSING, MARIA NIKOLAIDAU - GLEESON NURSING, PATTI CANTAMESSA ♦ NOLD ATHLETICS, DEANNA WARD ♦ AIRPORT FLIGHT LINE, DANIEL FRANCO ♦ AIRPORT FLIGHT LINE, GEORGE EGAN



Ann Noss, Horton, Development & Alumni



President's Report

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Webmaster

Harry Espaillat

Women's Rights & Concerns

Dolores Ciacio

or a harbinger of things to come elsewhere? Keep in mind that the more difficult it becomes for full-time staff to gain permanent or continuing appointment at this or any SUNY campus, the fewer full-time academic and professional staff there could be. What does this do to sustained services to students, academic program development, workload for full-time staff, alumni loyalty, academic freedom? More to the point, we easily can see what this does to support the proposed austerity budget. So, yes, part-time pay and job security must be addressed.

In sum, we do not want professional distrust and fiscal devaluation of academic and professional staff to be portents of a diminishing reputation for our publicly funded university.

In Solidarity,
Vicki Janik

WHO WE ARE? FARMINGDALE: SPRING 2020*

The following data show our bargaining unit membership in January 2020. In October 2019, according to lists provided by Management, the total college staff comprised approximately 1,440 persons.

| | FULL-TIME | PART-TIME * | TOTAL |
|---------------|------------|-------------|-------------|
| PROFESSIONALS | 265 | 82 | 347 |
| ACADEMICS | 283 | 482 | 765 |
| TOTAL | 548 | 564 | 1112 |

* The UUP Research Office advises that these January totals for part-time staff may not be accurate because these figures reflect a count taken very early in the semester.

CHAPTER MEMBERS on STATEWIDE COMMITTEES

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Affirmative Action

Grievance

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Contingent Employment

Douglas S. Cody

Contingent Employment

Susan Conforti

Finance

Harry Espaillat

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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