



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



JANUARY 2020



## SPECIAL EDITION



### Discretionary Salary Increases 2019

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# Compression vs Discretion

Welcome back to the Spring 2020 Semester. As in past years, we invite you to read the data provided in this, our January issue of *The Unifier*. These data include bargaining unit members' 1) discretionary awards and 2) disparity awards for the 2018-2019 academic year.

For the first time, there are two types of awards:

**Award Type 1:** "...an amount equal to one-half percent of the total of the basic annual salaries on June 30, 2019, for distribution by the State University Trustees *in their discretion* to incumbents on the payroll on June 30, 2019 and at the time of payment *AND*

**Award Type 2:** "...an amount equal to one-half percent of the total of the basic annual salaries on June 30, 2019, for distribution by the State University Trustees to incumbents on the payroll on June 30, 2019, and at the time of payment... *to address equity, compression, and inversion*" (*Agreement*. Art. 20.8.).

Award Type 1 is what we have endured for decades: awards that will be on base (after a four-year hiatus) that are determined by... management *discretion*. As always, many members perceive inequity, unfairness, favoritism, and so forth in this process. There are members who urge an end to this entire award practice, an equal distribution of the funds, a greater emphasis on individual achievement, and, again, and so forth. Presumably, and with mixed metaphors, we conclude that these awards—SUNY's very best carrots—must have been dreamed up especially to keep us on our toes while going the extra mile.

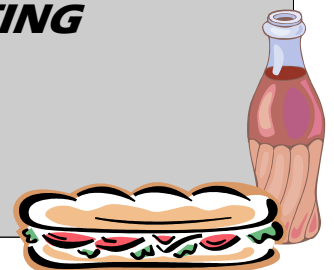
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## GENERAL MEMBERSHIP MEETING

Thursday, February 20, 2020

11:00 am ♦ Gleeson Hall room 104

Please join your fellow UUPF members for lunch.



<b>Last</b>	<b>First</b>	<b>Equity</b>	<b>DSI</b>	<b>Last</b>	<b>First</b>	<b>Equity</b>	<b>DSI</b>
Abad Izquierdo	Melixa	0	\$450	Bitew	Worku	0	\$450
Abel	Joseph	0	\$750	Blackwood	Carlos	0	\$100
Abiola	Olanrewaju	\$146	0	Blais	Sandra	0	\$100
Acton	Jean	\$1,061	\$100	Boggan	Lashonda	0	\$800
Ai	Qing	0	\$450	Bojack	Henry	\$3,187	\$450
Aiuto	Anna	\$113	0	Bond	Rebecca	0	\$450
Alburez	Erick	0	\$100	Borah	Jeffrey	0	\$250
Allen	Bradley	0	\$100	Borchick	Casey	\$456	\$500
Alrajab	Moaath	\$1,495	\$750	Bouchelle	Douglas	\$1,433	\$750
Altuger-Genc	Gonca	0	\$750	Bradshaw	Bernice	0	\$800
Alzaghal	Ahmad	\$509	\$450	Brady	Keith	0	\$100
Amador	Nicholas	\$820	\$450	Brahmbhatt	Sona	0	\$100
Anderson	Eric	0	\$200	Brandt	Martin	\$1,508	\$500
Anderson	Maria	0	\$450	Breitburg	Myra	\$969	\$500
Anesco	Alison	\$1,048	\$750	Brennan	Marykate	\$863	\$250
Antonetti	Christine	\$427	\$450	Briefff	Lisa	0	\$100
Apfelbaum	Danielle	\$783	\$450	Brown	Matthew	\$571	\$450
Arcieri	Christian	\$528	\$100	Browne	Christopher	\$1,636	\$700
Armstrong	Anne Marie	0	\$500	Browne	John	\$1,214	\$200
Attonis	Gus	0	\$250	Bruns	Lisa	0	\$250
Austin	Rita	0	\$750	Buckley	Karen	0	\$100
Aydin	Ilknur	\$2,059	\$450	Bussani	John	0	\$100
Ayo	Barbara	\$866	\$250	Byers	Philip	0	\$450
Ayo	Solomon	0	\$450	Byron	RoseAnn	\$1,099	\$250
Aziz	Melissa	0	\$400	Calkins	Erin	0	\$250
Azzam	Marleen	0	\$450	Campoverde	Janet	\$820	\$500
Azzara	Thomas	0	\$500	Canders	Michael	0	\$450
Baio	Lisa	0	\$200	Cantamessa	Patti	\$806	\$200
Bandura	Jill	\$1,752	\$700	Cantwell	Brandon	\$851	0
Bandyopadhyay	Amitabha	\$339	\$450	Caponegro	Joseph	0	\$800
Bannon	Mark	0	\$200	Carey	Kathleen	0	\$234
Barakat	Areeg	0	\$450	Carter	Jeffrey	0	\$500
Barbieri	Jonathan	0	\$500	Casa - Levine	Cristina	0	\$450
Barrett Landau	Susan	0	\$200	Cassidy	Debbie	0	\$450
Bartley	Ellen	0	\$450	Castillo	Paulo	\$2,487	\$450
Bazhdari	Lauren	0	\$750	Cataldo	Amanda	0	\$200
Beier	Garrett	0	\$750	Caulfield	Mary	0	\$450
Beier	Kathleen	\$933	\$750	Caviedes	Alexander	0	\$750
Belizar	Michael	0	\$100	Caviris	George	0	\$450
Bennett	Derick	\$788	\$500	Celentano	Donna	0	\$100
Bentz	Maya	0	\$750	Cestaro	Judith	0	\$500
Benvenuto	Laura	0	\$100	Chacko	Abraham	0	\$250
Berger	Andrew	\$3,737	\$200	Chamberlain	Sean	\$632	0
Berger	Charles	0	\$100	Chase	Erica	0	\$750
Bergstein	Jennifer	0	\$250	Chaskes	Stuart	0	\$450
Bernadotte	Jessica	0	\$450	Chen	Dandan	0	\$450
Bernstein	Robertta	0	\$100	Chen	Yi-Fan	0	\$200
Bett	Saqib	0	\$100	Chen	Yu	0	\$450
Betz	Joseph	\$398	\$750	Cherkis	Frances	\$583	\$450
Bissoon	Nastassja	0	\$450	Chinn	Yuen	\$1,592	\$200

<b>Last</b>	<b>First</b>	<b>Equity</b>	<b>DSI</b>	<b>Last</b>	<b>First</b>	<b>Equity</b>	<b>DSI</b>
Chiou	Andy	0	\$750	Donneys	Jose	\$648	\$500
Cho	Hyejin	0	\$200	Douglass	Edmund	0	\$1,200
Chory	Susan	0	\$450	Doutney	Joseph	0	\$500
Chrysafi	Loucas	\$2,087	\$450	Drivas	John	0	\$100
Ciaccio	Dolores	0	\$250	Duran	Alexander	\$226	0
Ciancio	Debra	0	\$427	Earle	April	\$871	\$250
Cino	Kathleen	\$1,353	\$750	Edelman	Malka	0	\$200
Clabby	Joseph	0	\$100	Edwards	Richard	\$300	0
Clarke	Lloyd	0	\$250	Egan	George	\$530	0
Cleary	Tracy	0	\$200	Elgart	Robert	0	\$200
Clifford	Mary	0	\$750	Elgun	Serdar	0	\$450
Cody	Douglas	0	\$100	Elie	Suzanne	\$583	\$200
Coleman	John	0	\$200	Ellis	Lane	0	\$750
Colgan	Elizabeth	0	\$450	Esnos-Johnson	Theresa	0	\$200
Conforti	Susan	\$907	\$1,200	Espallat	Harry	\$385	\$250
Cooke	LaNina	0	\$1,200	Esposito	Dominic	\$1,509	\$750
Cooper	Evan	0	\$1,200	Evall Shovelson	Pamela	0	\$100
Costantino	Debra	\$575	0	Fallas	Jasmin	\$1,001	\$500
Coutrier	Karen	0	\$500	Famulari	Stevie	0	\$200
Cremmins	Robert	\$1,081	\$500	Fanning	Shannon	0	\$450
Crescenti	Peter	0	\$250	Farag	Susan	\$492	\$750
Curley	Martin	\$347	0	Farina	Eric	0	\$200
Cuttone	Assunta	0	\$250	Fava	Matilde	\$314	\$1,200
D'Amico	Damiano	\$1,997	\$300	Federman-Sherman	Francine	0	\$1,000
Danetti	Vincent	\$2,373	0	Feeley	Christine	0	\$100
Dattoma	Luisa	\$1,237	\$750	Feeney	Sharon	0	\$250
Dautner	Jessica	0	\$250	Femoyer	Alicia	0	\$200
David	Yolanda	\$1,920	\$300	Feng	Jing Betty	0	\$750
Davidson	Scott	\$1,238	\$250	Fenster	Amy	\$408	0
Davis	Eddie	0	\$450	Fernandez	George	0	\$450
De Castro	Michael	0	\$450	Field	Bryan	0	\$450
De Santi	Chiara	0	\$450	Figuccio	Michael	0	\$750
Decicco	Maryellen	0	\$550	Filius	Adam	\$2,363	\$1,200
Declemente	Eileen	\$1,225	\$250	Fiorillo	John	\$1,998	\$450
Defeo	Gerard	0	\$100	Fisher	Stuart	\$1,130	\$250
Deitsch	Miriam	0	\$450	Flores	Marilyn	\$388	\$750
Dellecave	Mark	\$1,365	0	Flumignan	Donna	0	\$200
Deluca	Katelynn	0	\$500	Fody	Allison	0	\$100
Delucca	James	\$753	\$200	Fogarty	Emily	\$550	\$750
Delzotto	Victoria	0	\$750	Fraina	Michael	\$720	\$750
Deno	McKenzie	\$735	\$200	Franco	Daniel	\$414	\$200
DeSants	Danielle	0	\$200	Franklin	Keri	0	\$750
Desimone	Anthony	0	\$250	Fredericks	Branden	0	\$250
Detoll	Alyssa	\$1,444	\$500	Fried	Matthew	\$2,440	\$450
Devine	Kathleen	\$654	0	Fusco	Donna	\$546	0
Diamond-Caravella	Monica	0	\$750	Gaab	Jeffrey	0	\$1,200
Diaz	Troy	0	\$500	Gafarian	Dylan	0	\$450
Dimonte	Nancy	0	\$100	Galante	Peter	0	\$100
Dimuro	Danielle	\$438	\$500	Gallo	Concette	0	\$100
Dolce	Justin	0	\$1,000	Galofaro	Margherita	0	\$100

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Galvin	Nichole	\$876	\$275	Henry	Mark	0	\$500
Gant	Jason	\$1,112	\$400	Hernandez	Denise	0	\$450
Gao	Qinghai	0	\$750	Hertling	Shantelle	\$1,132	\$250
Gebbie	Janine	\$1,371	\$750	Hillmann	Lauren	0	\$400
Gelles	Karen	\$2,465	\$1,000	Hinckley	Glen	0	\$1,200
Georgiev	Nikola	\$1,703	\$250	Hlavenka	Alan	\$596	\$250
Germano	Thomas	0	\$250	Holloway	Travis	0	\$450
Gerstl	David	\$1,519	\$450	Holton	Noel	0	\$500
Ghadyani	Hamidreza	0	\$200	Hoskey	Arthur	\$1,899	\$450
Giacummo	Beth	0	\$100	Howell-Carter	Marya	0	\$1,200
Giffone	Anthony	0	\$450	Hristovsky	Roxann	0	\$500
Giordano	Emily	\$736	0	Huang	Victor	0	\$450
Glaser	Christine	0	\$750	Hung	Yue	\$487	\$1,200
Glueckert	Gary	\$760	\$250	Hustedt	Sandra	\$1,188	\$500
Godas	Anna	0	\$100	Ibrahim	Ahmed	0	\$450
Goldenberg	Harriet	0	\$100	Ignozzi	Kathleen	\$887	\$250
Goldstein	Jonathan	0	\$500	Insignares	Brittney	0	\$250
Goncalves Ramos	Andreia	\$1,073	\$200	Islam	M	0	\$1,200
Gonder	Jennifer	0	\$750	Islam	Sayedul	0	\$450
Gonzalez	Ramon	\$2,077	\$200	Issapour	Marjaneh	\$2,795	\$750
Goodstone	Lori	\$1,567	\$1,200	Jacquette	Kathleen	\$360	\$200
Granoff	Robert	\$98	0	Jafariasbagh	Nahid	0	\$450
Greco	Peter	0	\$450	Jamieson-Ward	Tiffany	\$888	\$250
Greene	Barbara	0	\$100	Janik	Vicki	\$1,222	\$200
Greenidge	Maxine	0	\$450	Janssen	Yuri	\$356	\$200
Greenwald	Lorraine	\$2,470	\$200	Jativa	Carlos	0	\$200
Groner	Marlene	0	\$1,200	Johnson	Lynn	0	\$200
Gross	Sarah	0	\$1,200	Johnson	Michelle	\$1,360	\$450
Gruber	Janet	\$1,877	\$750	Johnston	Douglas	\$537	\$450
Gucwa	Azad	0	\$450	Johnston	Marla	0	\$1,200
Gustafson	Paul	0	\$200	Johnston	Robert	\$998	\$250
Hall	James	0	\$750	Jones	Angela	0	\$450
Hall	Jean	0	\$200	Jose	Mercy	0	\$450
Hamada	Samir	\$1,865	\$200	Jurow	Ru	0	\$512
Hamelos	Demetrios	\$2,349	0	Jusu	Ambrose	0	\$100
Hansen	Stace	0	\$500	Kahl	Jessica	0	\$200
Hare	Tory	0	\$500	Kalemaris	Agnes	\$1,183	\$450
Harford	John	0	\$500	Karmakar	Supriya	\$2,593	\$450
Harrigan	Christine	0	\$250	Karpinski	Michael	\$1,536	0
Harris	Jack	0	\$200	Kaur	Davinder	\$1,459	\$1,000
Hawkins	Jamie	0	\$800	Kazanecki Kempster	Diane	0	\$800
Hay	Wei	0	\$200	Keegan	Eileen	0	\$100
Hayhow	Darlene	\$565	\$250	Keegan	Kerry	0	\$100
Hayman	Kimberly	0	\$750	Kelly	Brian	0	\$450
Haynes	Tyone	\$769	\$500	Kim	Doug	\$2,725	\$450
Hecht	Alan	0	\$100	Kinch	Alice	\$852	\$500
Hecht	Deborah	0	\$400	Kinneary	Joseph	0	\$100
Hecht	Kathleen	0	\$100	Kirincic	Deborah	0	\$100
Hegde	Rita	0	\$250	Kirkwood	Heather	0	\$450
Henle	Sharon	0	\$200	Kirsch	David	0	\$100

<u>Last</u>	<u>First</u>	<u>Equity</u>	<u>DSI</u>	<u>Last</u>	<u>First</u>	<u>Equity</u>	<u>DSI</u>
Klaess	Francis	0	\$100	Marchese	Karen	\$623	0
Knapp	Agata	0	\$250	Marchese	Megan	\$1,098	\$250
Kodess	Aleksandr	\$333	\$250	Marques	Carlos	\$478	\$1,200
Kollar	Kathleen	0	\$450	Marsh	Lynn	\$663	\$750
Kondrup	David	0	\$100	Martin	Pamela	0	\$250
Kostanoski	John	0	\$200	Martin	Carla	0	\$750
Kowalski	Edward	0	\$100	Masserwick	John	0	\$100
Kubin	John	0	\$450	Massone	Margaret	0	\$100
Kuchler	Amber	0	\$250	Matos Marreros	Maria	\$1,302	\$500
Kwak	Eugene	0	\$450	Maurer	Tanya	0	\$250
Lamarre	Alix	\$2,276	\$250	Mayers	Darleyne	\$529	\$500
Lapidus-Graham	Joanne	\$1,739	\$200	Mccarthy	Rosemary	0	\$400
Lasky	Babette	0	\$550	Mccue	Cynthia	\$355	\$1,000
Lavery	Amanda	0	\$750	Mcfadzen	Beverly	0	\$100
Lee	Andrew	\$670	0	Mcgivney	Jessica	\$963	\$250
Lee	Anthony	0	\$200	Mckee	Linda	\$860	\$500
Lee	Dae	0	\$100	Mcmullin	Laura	0	\$750
Lee	Kivman	0	\$250	Mcnamara	Carol	0	\$750
Lee	Mi Ae	\$953	\$450	Mebane-Cruz	A	\$493	\$450
Lee	Warren	0	\$200	Meindl	John	\$808	\$450
Lehr	Ashley	0	\$100	Melamed	Ira	\$700	\$500
Lehrer	Jonathan	0	\$1,200	Menchyk	Nicholas	0	\$750
Lespinasse	Pierre	0	\$500	Menna	Larry	\$610	\$450
Letterel	Denise	0	\$750	Merkel	Melissa	0	\$750
Lewison	Martin	0	\$450	Merrick	Rashawn	\$167	0
Li	Jie	\$1,658	\$750	Miedreich	Lukas	\$430	\$800
Liao	Kenneth	\$626	\$450	Miller	Nicole	0	\$500
Licato	Joseph	0	\$100	Minn	Michael	\$537	\$450
Lichtenberger	Eric	\$572	\$200	Miranda	Charles	\$657	\$500
Lima	Laura	\$910	\$500	Miranda	Michelle	0	\$450
Linakis	Lauren	0	\$500	Mistretta	Dominick	\$396	\$500
Lindenfeld	Meron	\$1,363	\$750	Monteleone	Robert	0	\$100
Lind-Gonzalez	Patricia	0	\$1,000	Moon	Sue	0	\$200
Lingner	Frederick	0	\$450	Moresky	Ann Marie	0	\$250
Liselli	Frank	0	\$100	Morgan	Eric	0	\$450
Londis	Michael	\$337	\$600	Moscarillo	Mark	0	\$200
Lopalo	Douglas	\$1,562	\$750	Mott	Inesa	\$345	\$450
Lory-Snyder	Saundra	0	\$450	Motta	Michael	0	\$450
Lotz	Jason	0	\$450	Munoz	Antonio	0	\$100
Lundberg	Laurie	\$1,788	\$250	Murphy	Kevin	0	\$600
Lutz	Kerry	0	\$750	Murray	Erika	0	\$756
Machin	Kathryn	\$979	\$250	Mussa	Abeba	\$702	\$750
Maffei	Daniel	\$1,695	\$250	Musto	William	\$989	0
Maggio	Nancy	\$677	\$450	Nadel	Paulette	0	\$100
Makarowitz	Lloyd	0	\$1,200	Napolitano-Carman	Louise	\$374	\$450
Malsheimer	Kristen	0	\$450	Navarro-Nicosia	Sylvia	\$385	\$500
Manansingh	Sherry	0	\$200	Neary	Ryan	\$1,387	\$500
Maninakis	Gregorios	0	\$200	Nebocat	Christine	\$330	\$750
Mann	Frank	0	\$100	Nelson	Marian	0	\$250
Mannix	Ryan	\$714	\$200	Nicholson	Timothy	0	\$200

<b>Last</b>	<b>First</b>	<b>Equity</b>	<b>DSI</b>	<b>Last</b>	<b>First</b>	<b>Equity</b>	<b>DSI</b>
Nieradko	Anna	\$1,404	0	Raisfeld	Steven	\$2,311	\$250
Nikias	Anton	0	\$200	Ramos	James	\$1,879	\$250
Nikolaidou	Maria	0	\$750	Ramos	Monique	\$1,029	\$750
Nilsen	Deborah-Ann	0	\$750	Rampello	Frank	0	\$800
Nix	Kristy	0	\$250	Riemer	Lillian	0	\$500
Noss	Ann	0	\$450	Rivera	Guadalupe	0	\$500
O'Brien	Aislinn	\$439	0	Rivera	Janice	0	\$1,000
O'Donnell	Kevin	0	\$200	Rivera	Margarita	0	\$200
Oil	Michael	\$959	\$500	Ro	Eunice	0	\$400
O'Keefe	Brian	0	\$450	Roberts	Kevin	0	\$300
Orellana	Maria	\$823	\$500	Roche	Chris	\$652	0
Orlich	Mark	0	\$750	Roche	Matthew	\$917	\$500
Ortenberg	Ron	\$1,026	0	Rogers	David	0	\$100
Osorio	Jorge	\$834	\$275	Rogers	Meeghan	0	\$450
O'Sullivan	Jill	\$3,497	\$1,200	Romano	Paul	0	\$250
Overton	Magdalena	0	\$234	Rooney	James	0	\$100
Owens	Shane	\$2,152	\$400	Rosenberg	Beth	0	\$100
Palo	Daniel	0	\$450	Rozakis	Laurie	\$462	\$450
Pane	John	\$1,022	0	Ruland	Debra	0	\$200
Paraspolo	Susan	0	\$100	Rupp	Gary	\$1,091	\$200
Parks	Daniel	0	\$200	Russell	Kelsey	0	\$800
Patnode	Stephen	0	\$450	Russo	Benjamin	\$333	\$250
Pavon-Ramos	Ruth	\$603	\$750	Russo	Diane	0	\$200
Pawlowski	Marguerite	0	\$100	Ryu	Yeong	0	\$450
Pearson	Eva	0	\$250	Sabbas	Abraham	\$344	\$500
Penso	Cara	0	\$100	Sagredo	Anna	\$1,093	\$500
Perez	Arturo	0	\$750	Salerno	Jean	0	\$100
Peters	Eugene	\$514	0	Salnave	Elizabeth	0	\$450
Peterson	Virginia	0	\$200	Salzman	Geoffrey	0	\$100
Petrich	Jack	\$2,151	0	Sarlanis	Ruth	0	\$200
Pettit	Margaret	0	\$100	Sarringer	Barbara	0	\$450
Pezzanite	Barbara	0	\$100	Saunders	Robert	\$1,139	\$450
Phyfe	David	\$641	0	Scala	Louis	\$319	\$200
Pinhal	Cindy	0	\$200	Schmidt	Rusty	0	\$100
Pizzitola	Lawrence	0	\$200	Scruggs	Nicole	0	\$450
Pizzonia	Melissa	0	\$100	Segarra	Yolanda	0	\$450
Plough	Edward	0	\$450	Seifert	Jessica	0	\$450
Porubanova	Michaela	0	\$450	Seitelman	Morton	0	\$450
Posillico	Tino	\$647	\$200	Sepulveda-Oberleiter	Cristian	\$495	\$750
Prazak-Stockwell	Lisa	0	\$450	Shaner	Ashley	\$1,206	\$500
Price	Lauren	0	\$450	Shenoda	Michael	0	\$450
Proper	Donna	0	\$450	Shum	Zihua	\$1,005	\$200
Proux	Yvon	0	\$500	Simonson	Jack	0	\$750
Puig	Celia	\$455	0	Singh	Sarbjit	\$649	\$1,200
Quinn	Erin	\$846	\$750	Sinnott	Jeannette	\$2,028	\$750
Rad	Fatoma	\$1,628	\$250	Slavinskiy	Gennadiy	\$1,386	\$500
Radigan	Jeanne	\$1,427	\$1,200	Sleckman	John	0	\$100
Radu	Mihaela	\$2,194	\$450	Smiles	Michael	0	\$200
Raffanello	Michael	0	\$450	Smith	Diane	\$752	\$200
Raia	Nicholas	\$1,060	\$750	Smithwick	Nancy	0	\$200

<b>Last</b>	<b>First</b>	<b>Equity</b>	<b>DSI</b>	<b>Last</b>	<b>First</b>	<b>Equity</b>	<b>DSI</b>
Smyth-Lopiccolo	Orla	0	\$1,200	Villarreal	Eugenio	\$323	\$450
Somma	Samantha	\$878	\$450	Viswanathan	Nanda	0	\$1,200
Song	Hongyu	0	\$450	Vitale	Linda	0	\$750
Sooknauth	Tamara	0	\$450	Vitt	David	\$506	\$450
Soto	Jeanne	0	\$500	Vogell	Susan	0	\$450
Southard	Brett	\$729	\$500	Wagner	Edward	0	\$100
Staebler	Marion	\$913	\$500	Walker	Nolan	0	\$100
Stanco	Matthew	0	\$450	Ward	Deana	\$912	\$750
Stedman	Mary	0	\$100	Weber	Raymond	0	\$250
Steedle	William	0	\$1,200	Weber	Richard	\$595	\$450
Steinhauer	Diane	0	\$500	Weinman	Daniel	0	\$750
Steinhauer	Margaret	0	\$750	Wepler	Christopher	0	\$450
Stier	Amy	0	\$500	Wetherell	Edward	\$261	0
Stolzenberg	Ira	0	\$100	Whelan	Robert	\$1,576	\$100
Stone	Anthony	\$968	\$500	Williams	Ryan	\$2,227	\$750
Stratigos	Cheryl	0	\$750	Winslow	Francis	0	\$450
Suhovsky	Dominic	0	\$500	Wyche	Annette	0	\$250
Sullivan	Donna	\$409	\$500	Xu	Lijian	\$2,223	0
Sutton	Theadora	\$672	\$250	Yang	Yajun	\$1,598	\$450
Sy	Aida	0	\$450	Yorg	Diane	0	\$250
Tafrov	Stefan	0	\$100	Yu	Chunhui	0	\$450
Talib	Saman	0	\$750	Zaheer	Shahid	0	\$200
Tawfik	Hazem	0	\$200	Zahor	Theresa	\$743	\$750
Tax	Kenneth	0	\$250	Zajac	Lauren	0	\$500
Tesfayohannes-Beraki	Mengsteab	0	\$450	Zarafopoulos	Dimitrios	0	\$450
Tew	Andrea	\$332	\$450	Zdrodowski	Raymond	0	\$500
Thomas	Cynthia	0	\$450	Zhang	Xu	\$853	\$1,200
Thomas	Jack	0	\$450	Zhao	Grace	\$1,625	\$450
Thomas	Peter	0	\$500	Zhu	Yinan	0	\$450
Thwing	Jennie	0	\$450	Zoghi Moghadam	Bahar	0	\$1,200
Tiger	Lynette	0	\$450	Zoghi Moghadam	Mohamad	0	\$450
Tlupova	Svetlana	\$327	\$450				
Totans	James	\$930	\$450				
Tribull	Carly	\$413	\$450				
Trzaska	Michael	0	\$750				
Tsokris	Maureen	\$762	\$1,200				
Tuchinsky	Michelle	0	\$100				
Twomey	Brendan	\$800	\$250				
Ulrich	Joanne	0	\$500				
Ulusoy Akgun	Ebru	0	\$450				
Urbanowski	Joan	0	\$450				
Ursino	Joseph	0	\$200				
Varghese	Rena	0	\$1,000				
Vazquez	Regina	\$1,601	\$450				
Velsor	Tara	0	\$750				
Veracka	Michael	0	\$450				
Vetter	Thomas	\$671	0				
Vikingstad	Gregory	\$858	0				
Villani	Mary	\$3,204	\$450				





# Compression vs Discretion

...continued from page 1

## FARMINGDALE CHAPTER

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### DELEGATES

#### Academic

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Michael Canders

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Robert Elgart

Thomas Germano

Vicki Janik

Michael Oil

Kathryn Machin

Daniel Marrone

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Mike Smiles

#### Professional

Solomon Ayo

Sandra Hustedt

Barbara Maertz

Kristen Malsheimer

Darleyne Mayers

Debbie Nilsen

Yolanda Segarra

#### 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 Espaillat

##### Women's Rights & Concerns

Dolores Ciaccio

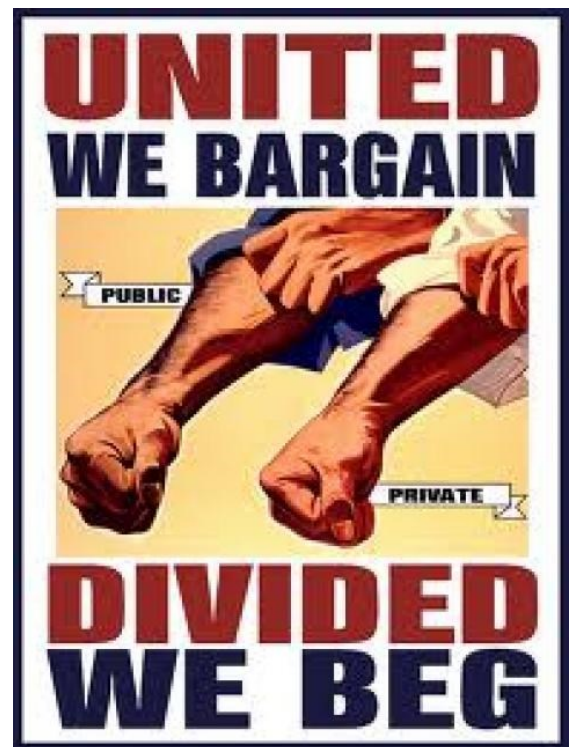
But Award Type 2, is brand new and also on base. All SUNY campuses have bargaining unit members who have suffered from various forms of disparity or compression. Perhaps members were hired at times when starting pay was low or when raises were scarce, minimal, or even frozen. Thus their current pay is artificially low compared to the pay of people hired more recently. Such members should receive an Award Type 2 on base. Please note that these equity awards will be given three more times in the three subsequent years of this *Agreement*.

How were all of these amounts determined? Type #1, as always, remains the Murky Management Mystery it has always been. But Type #2 uses a brand new formula developed and agreed upon jointly by SUNY and UUP and applied throughout all SUNY state-operated campuses. We have also learned that individual campuses were given freedom to make adjustments to this formula. At the present time, we in UUPF have no information about this formula nor any local application of freedom to adjust. We are requesting this information about the formula and the overall decision process.

Sadly, no longer is a required percentage of this award money identified in the *Agreement* as definitively earmarked for awards to the great majority of our bargaining unit members—our part-time staff. I will be curious to learn how many of these hundreds of part-time members will receive on base awards from this year's funding.

Right now, we publish the awards for your perusal and comments. We look forward to hearing from you.

In solidarity,  
Vicki Janik



## CHAPTER MEMBERS on STATEWIDE COMMITTEES

### Solomon O. Ayo

Affirmative Action

Grievance

### Amit Bandyopadhyay

Contingent Employment

### Douglas S. Cody

Contingent Employment

### Susan Conforti

Finance

### 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