



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER ◆

MARCH 2020



In this issue

- ◆ Professionals Corner PAGE 2
- ◆ President's Message PAGE 3
- ◆ Student Debt Program PAGE 4
- ◆ VisionWorks: A Letter from the President PAGE 5
- ◆ Intellectual Property Protection PAGE 6
- ◆ Waivers for COVID-19 Testing
- ◆ eLearning via EKB PAGE 7
- ◆ Virtual Dental Consultations PAGE 8

UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

amatod@farmingdale.edu

www.uupfarm.org

IDAP 2020

Individual Development Awards Program

The application period for Farmingdale State College Faculty and Staff for the Joint UUP/New York State Professional Development Award, Individual Development Award Program is now open and applications will be accepted until April 24th. Awards will be made for the period from July 2, 2019 to July 1, 2020. Fifteen percent (\$4310) of the campus' total allocation of \$28,734 will initially be reserved for part-time faculty and staff. The maximum award from this program is \$1000 per individual applicant.

Program guidelines and application materials are available at <https://goer.ny.gov/grant-opportunities> (scroll to the link titled Professional Development, Individual Development Awards Program). Please follow the Guidelines for Applicants. To be considered for an award, applicants must submit all required information including the completed application form, budget summary, an updated brief curriculum vitae, any relevant documents regarding the activity, and documentation on projected costs (check the college webpage on travel for per diem and mileage rates). For activities that have already taken place, please include copies of receipts and expenses.



Please submit your completed applications to Richard Vogel, Dean's Office, School of Business, 323 BUSC, or as a pdf file attachment to FarmIDAP@farmingdale.edu. Applications will be accepted until April 24, 2020. ◆



GENERAL MEMBERSHIP MEETING



Thursday, March 26, 2020 CANCELED
Due to statewide social distancing requirements aimed at combatting the CORONAVIRUS pandemic

Professionals' Corner

By Yolanda Segarra

As you all can imagine, our Vice President for Professionals, Harry Espaillat is busy working around the clock to help us all, Academic and Professional alike, during this time of crisis. As a member of the Academic Computing staff, he has been working tirelessly for the past several weeks to help us provide services to our students remotely. For the next few weeks, it is imperative that we all do our part to ensure that the train stays on the tracks. This is not the time to allow anything to interfere with a smooth transition.

Distance learning is ideally the result of thoughtful consideration for the delivery of education via non-traditional methods. None of us ever envisioned a time when a campus like ours - with predominantly Applied Learning programs that require hands-on, face-to-face learning experiences - would have to convert to distance learning at the drop of a hat. Even less, could we have foreseen that ALL services and departments would be required to function off-site. But here we are, being required to do what so many prior SUNY administrations said couldn't be done.

After Hurricane Sandy, I remember attending so many events statewide in which our lack of preparedness was the focus of discussion. There were

countless meetings and town halls where various "what-if" scenarios played out, and dozens of ideas that included myriad emergency response mechanisms were offered by very qualified and well-meaning people. But just like urgent calls for change after every school shooting, time passes, voices quiet, and proposals for change get pushed aside by whatever the urgency-of-the-day is. After Sandy, talk did not manifest into action, and so we find ourselves again, seven years later, caught ill prepared.

So when you hear people looking to China or anywhere else for blame, stop and recognize that we all played a part in our current shortcomings. If you were an adult during 9-11, the Northeast Blackout of 2003, or Hurricane Sandy, please don't waste energy complaining about what "should have been". Let's not only pitch in today, but remember to do more than "talk" tomorrow.

We live and work on this beautiful Island of Long, and we tend to disburse to enjoy our parks and beaches over the summer. If our wishes come true, and the worst of this pandemic is behind us by then, let us not retreat to a false sense of security. Let our *new normal* include more than intellectual discussion and consideration. Let us continue to build new



procedures, and reinforce existing ones, in order to properly respond to similar emergencies in the future.

Summer is likely to be just a *lull* for the CoronaVirus. I pray that our government at every level will do what is right for the American people, and that they truly put us first in whatever measures are implemented to handle this emergency. Mostly, I pray that We the People remember to Act this fall. Please stay tuned to UUP efforts, which are always on our behalf, and with our benefit in mind. Let us ensure that we put "Us" back in the **US Government**.

Let's not wait until the cold weather returns to consider the probability that what we are striving to survive today is merely Phase 1... Until then, we have a lot of work to do. So let's get to it! ♦

President's Message Our Priorities:

1. Your health, your family's health, the health of others.

- ♦ Stay home.
- ♦ Try not to touch persons, places, or things; and wash your hands.
- ♦ Sleep enough and exercise. You have the time.
- ♦ Get tested if necessary — find drive-through testing at Stony Brook University and Jones Beach from 7:a.m. to 7:p.m. No doctor referral is needed but phone for an appointment, call:
888-364-3065

2. Your paycheck.

How lucky are we right now to be working and paid?

Please see Greg O'Connor's email of March 19th if you are part-time or hourly to ensure that you will be paid.

3. Your health insurance.

Specifically for hourly/part-time staff, during the Administrative Council teleconference of March 18, Greg O'Connor said, "*We are seeking advice from counsel. It is not our intention to harm anyone. We're trying to protect everyone.*"

Obviously, we would all find it extremely hypocritical and downright ugly if any New York State employees lost health insurance in the midst of this health crisis.

Part-time staff, please refer to the March 19th email from Greg O'Connor.

4. Your teaching.

If you are teaching, develop plans for the remainder of the semester. Again, you have the time. I hope this doesn't sound too Pollyanna-ish, but this can add new dimension to your classroom teaching, which, of course, *must* resume. And, btw, I've found our colleagues really helpful.

5. Additional work.

See above. We will do it, but let's keep in mind that those among us who are adjunct staff must add enormously to their workload in transforming their classes into online instruction. All this for \$3,000, give or take? How will this be acknowledged / compensated?

6. Predators.

UUP has sent warnings about companies selling online instruction that are circling SUNY looking for a chance to profit from our temporary crisis of closed campuses and ongoing classes. Fortunately, UUP is discussing this at state level Labor/Management meetings. No business entity should plot to take financial advantage of this great global crisis.



7. Nature.

Take walks. Enjoy every tiny green bud sprouting from the earth and every flower blossoming in the trees.

We'll manage, and until the economy again sprouts and blossoms as well, perhaps we older folks will need to stay on and work a few more years. And as the Farmingdale community has done so often and so well, we will take care of one another.

If you have any questions or problems at all, contact us. Email or call any UUPF officer or representative listed on the back page of the *Unifier*.

We all miss seeing students and one another, but maybe when this is over, all 1,440+ of us will be even more appreciative and respectful of everyone here at this, our home workplace.

Until then, in solidarity,
Vicki Janik
janikvk@farmingdale.edu

Top Tips for Adjusting Your Student Loan Payments

If your income has been impacted, even if it is only for a short period of time, you can recalculate your discretionary income—and, thus, your monthly student loan payment—with your federal student loan servicer. Depending on the extent of income loss, payments can be reduced to as low as \$0 and still count toward the months of payment needed for Public Service Loan Forgiveness (PSLF) and/or more general loan forgiveness after 20 or 25 years using income-driven repayment (IDR) plans.

[Read the full PDF](#)

March 2020: COVID-19 Webinar on Student Loan Repayment



VisionWorks

In accordance with recommendations from the CDC, as well as Federal and State authorities, we are temporarily closing all Visionworks' locations due to the COVID-19 virus, but we will preserve access to our doctors for emergency eye care needs. With this temporary pause, we can protect the health and safety of our associates, doctors, and the communities we serve. While our storefronts are closed to the public, we are still safely working to ensure we meet each patient's needs:

If you recently purchased glasses or contacts with us, we will ship them directly to you

If you have an exam scheduled during the closure, we will call or email you to reschedule your appointment

If you have lost or broken glasses or just need a new pair of glasses or contacts, and you have an existing prescription, we have several options for you at [visionworks.com](https://www.visionworks.com) where you can utilize many insurance plans. In addition, we will work to assist you if you have an expired prescription

If you have an essential eye care need or an emergency, you can call us at 1-800-784-7427 and we will work to connect you to one of our doctors

We have implemented significant procedures to ensure the safety of our patients, our doctors and our associates. When we reopen our locations, we will continue with the appropriate procedures to ensure the safety of our community. For more information visit [visionworks.com/safety-protocol](https://www.visionworks.com/safety-protocol).

In the past few weeks, we have put policies in place to help our associates, including: flexible schedules, supplemental pay for reduced hours, advanced paid time off and continuing pay for those associates directly impacted by COVID-19. As we close all of our stores, we will continue to care for our associates by extending these policies through April 3rd.

We apologize for any inconvenience this unexpected closure may cause you. Thank you for being our patient and we look forward to seeing you soon.

Sincerely,
Pete Bridgman
President, Visionworks of America

March 2020

SPECIAL BULLETIN

from UUP President Fred Kowal

Protect your intellectual property if you transition to remote instruction

In response to the COVID-19 virus threat, SUNY has directed all campuses to develop plans to transition courses to remote instruction whenever possible to reduce campus density. UUP is in continuous discussions with SUNY and the Governor's Office of Employee Relations to address the plethora of issues confronting the University as it begins shifting to a mostly online learning environment.

While the safety of students and staff is of utmost importance, SUNY's academic quality and UUP members' intellectual property rights must be maintained.



Please follow these basic steps to begin to protect your intellectual property:

- 1. Make sure all your work—including course syllabi, PowerPoints, exams, and other course materials—includes a copyright notice. In the United States, the copyright notice generally consists of three elements:**
 - The © symbol, or the word 'Copyright' or abbreviation 'Copr.';
 - The year of first publication of the copyrighted work;
 - The name of copyright owner.
- 2. Tell students that posting your course materials without your permission is a copyright violation.**
- 3. Add the following to course materials: "Reproduction of this material is prohibited without the author's consent."**

NOTE: Be aware of the need to check specific copyright rules if using third-party online course materials/resources.

For more general information about your intellectual property rights as a SUNY employee, check out the UUP facts sheets by scanning the QR code at right or go to <https://uupinfo.org/resources/>



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG
FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

Empire Knowledge Bank

Jeri O'Bryan-Losee ♦ UUP Statewide Secretary/Treasurer

I wanted to take a moment and highlight a UUP negotiated benefit. UUP-represented employees have the opportunity to access thousands of eLearning courses, eBooks and short course videos for opportunities to enhance their professional and career development, for certification preparation and continuing education in a variety of areas with an **Empire Knowledge Bank (EKB)** license.

The EKB license can be accessed anytime and anywhere with an internet connection and is provided at no expense to the campus or the employee.

What is included in the EKB eLearning Collection

The eLearning products include courses, eBooks and videos in the following areas:

- ♦ Business and Professional Development
- ♦ Desktop Software
- ♦ Project Management
- ♦ Leadership/Manage
- ♦ Essentials Supervision
- ♦ Decision Making
- ♦ Technical such as:
 - Cloud/Virtualization
 - ITIL
 - Security
 - Software Development

— Web

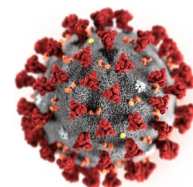
The EKB also provides training that supports accreditation and Continuing Education Units (CEU)

HOW TO APPLY

An EKB license is valid through March 31, 2021. To apply, employees must complete the NYS/UUP JLMC EKB Application and submit it to the NYS/UUP JLMC. Guidelines and an application may be accessed at <https://goer.ny.gov/professional-development-opportunities>. There is no application deadline. ♦

Cost Sharing Waivers for COVID-19 Testing

Thomas Tucker ♦ UUP Vice President for Professionals



I am writing to inform you of the additional resources available for Empire Plan enrollees: Cost Sharing Waivers for COVID-19 Testing

Enrollee cost sharing requirements for COVID-19 testing at approved locations are waived. In addition, copays, coinsurance, and deductibles for visits associated with COVID-19 testing are waived, whether the testing is provided in a health care provider's office, an urgent care center, or an emergency department. This cost share waiver applies to all active Empire Plan enrollees, early retirees and Medicare eligible retirees.

Early Prescription Refills

To ensure enrollee access to medications, enrollees will be allowed one emergency prescription refill of up to a 30-day supply for three prescriptions of retail medications and one prescription of specialty medications during a 90-day period. Normal copay rules apply.

Managing Coronavirus Anxiety

Visit the Beacon Lens at beacon-lens.com for advice and tips on managing stress and anxiety due to coronavirus. Additional online resources on this topic are available in a guide from the NYS Office of Mental Health and at the Centers for Disease Control.

Nurseline

The Empire Plan Nurseline is fully prepared to share information with enrollees on the COVID-19 virus and triage them to the appropriate level of care as necessary based on the severity of their symptoms. As a reminder, the Empire Plan Nurseline number is 1-877-769-7447, Option # 5.

UUP will keep you posted as any new information regarding the coverage of the COVID-19 virus by the Empire Plan becomes available. Keep apprised on COVID-19 by visiting <https://coronavirus.health.ny.gov/home>. Here you can also sign up for email updates on the coronavirus. ♦



FARMINGDALE CHAPTER

EXECUTIVE BOARD

Vicki Janik

President

Lou Scala

VP Academics

Harry Espaillat

VP Professionals

RoseAnn Byron

Treasurer

Thomas Germano

Secretary

Doug Cody

Officer for Contingents

Daniel Marrone

Officer for Retirees

DELEGATES

Academic

Amit Bandyopadhyay

Julie Black

Michael Canders

John Decarlo

Robert Elgart

Thomas Germano

Vicki Janik

Michael Oil

Kathryn Machin

Daniel Marrone

Lou Scala

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 Ciacio



Dear UUP-represented employees,

During these difficult times, the UUP Benefit Trust Fund realizes that emergencies do arise. UUP has partnered with Delta Dental and Virtudent to provide you with virtual dental care for emergency services.

Most dental offices are being advised to close for non-emergency procedures, and emergency rooms may soon be overwhelmed. Virtudent can help you access dental care without leaving the privacy and safety of your own home.

Now, in response to the COVID-19 crisis, **we're making virtual dental consultations available from anywhere.** UUP-represented employees can simply go to <https://info.virtudent.com/teledentistry> to learn more and to schedule a virtual consultation.

If you have dental insurance through the Benefit Trust Fund, Virtudent will bill Delta Dental for a limited oral evaluation. UUP's active and voluntary plan benefit is limited to one problem focused evaluation within a 30-day period. If you are non-NYSHIP eligible, the cost of the consultation will be at a discounted rate of \$49. You can pay by credit card or through your FSA/HSA card or account. To learn more, please contact us at dentist@myvirtudent.com.

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 youpf@gmail.com