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Reinstate Stock Transfer Tax

Source: UUP E-Connect

A coalition of unions, state legislators and community groups came together in a virtual rally Nov. 10 to send a strong message to state legislators about the state's Stock Transfer Tax: Keep the money!

Organized by United University Professions, the rally drew thousands of supporters from labor, health care and community organizations that called for the Legislature to return to Albany and approve a measure to reinstate the Stock Transfer Tax.

The tax, which is a sales tax on stock trades, is assessed, collected and rebated to the brokers who paid it. The tax has been levied on stock trades since 1905, but only since 1981 has the tax been fully rebated to Wall Street.

"The coronavirus pandemic has wreaked havoc with the state's finances and has widened a projected budget deficit upwards of \$30 billion," said UUP President Fred Kowal. "Massive cuts will be made to public education, health care and vital governmental services unless other revenue streams are found to bridge the budget gap. Reinstating the Stock Transfer Tax would go far in mitigating that impact."

"The Stock Transfer Tax is one important measure to raise revenue vital to our survival, said Judy Sheridan-Gonzalez, RN, president of the New York State Nurses Association. "During the pandemic, New York hospitals had grossly inadequate PPE for caregivers and insufficient life-saving equipment for patients. Nurse staffing was dangerously below what was needed for critical—and even basic—care. It is clear additional resources that are needed that cannot be provided without fundamental changes. New York billionaires made \$77 billion during the last surge. This tax—just as another surge remains a very real threat—will save thousands of lives."

Assembly Member Phil Steck, who has sponsored a bill with Sen. James Sanders Jr. to reinstate the tax, said the state would have raised between \$12 billion and \$19 billion in 2020 if the state kept the revenue from the tax.

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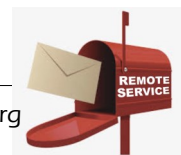
Virtual GENERAL MEMBERSHIP Meeting

Thursday, November 19, 2020 ♦ 11:00 am

Unsure of your active membership? Enroll today:

<https://uuphost.org/myuup/Membership/RegForm.php>

Send us your questions or concerns. Click the mailbox at www.uupfarm.org



Professionals' Corner

By Harry Gabriel Espallat

With the presidential election behind us, a surge in COVID cases, and a second financial stimulus light years away, the impending budgetary cuts are just as real as ever. As noted in my previous article, the loss of health insurance continues to be a major concern among our members. The two most viable options in case of a loss of employment are COBRA and the Marketplace Coverage.

COBRA

When health coverage provided by your employer (SUNY) ends, you may opt to continue your existing coverage under COBRA (Consolidated Omnibus Budget Reconciliation Act). COBRA states that if you lose your job for any reason other than "gross misconduct," you have the right to continue in your employer's NYSHIP group plan for up to 18 months.

Under COBRA, the following health benefits are covered:

- ♦ Health Insurance (e.g. Indemnity Plan, PPO & HMO)
- ♦ Prescription drugs
- ♦ Cafeteria plans

UUP will extend COBRA dental and vision coverage for up to 36 months due to involuntary separation. The UUP dental and vision COBRA does not cover medical COBRA.

To be eligible for continued coverage under COBRA, you must be covered under a group

health plan until the day before the last day of your employment. If your employment began and was terminated before you were eligible for health insurance, you are not eligible for COBRA coverage. For your spouse, domestic partner or dependents to be covered under COBRA, you must have selected a family plan; otherwise you will be covered by an individual plan and your spouse, domestic partner and dependents will not be eligible. The maximum age for dependent children to be covered under COBRA is 26.

You have 60 days from the date coverage ends or from the date you are noticed your coverage will end, whichever is later, to elect COBRA.

COBRA has a mandatory monthly payment option, meaning you must be given the option of paying COBRA premiums monthly. You cannot be required to pay COBRA premiums on any other basis, such as quarterly, semiannually, or annually. The initial premium payment must be made within 45 days from the date of COBRA election.

The maximum coverage time for you, a spouse, domestic partner, and dependent children is 18 months if your job was terminated, if you resigned voluntarily, or if your hours were reduced. In addition to the maximum coverage time, coverage will end if one of the following events occurs:

- ♦ The employer ceases to



provide a group health plan to its employees

- ♦ The laid-off employee fails to pay the required premiums in a timely manner
- ♦ The laid-off employee becomes a covered employee under another group health plan
- ♦ The laid-off employee becomes eligible for Medicare

I hope this information helps you and your loved ones stay safe this holiday season. ♦

Human Resources Contact Info:

Members have expressed difficulty reaching HR.

Please note their best contact information:

934-420-2107

hr@farmingdale.edu

Please contact UUPF if you continue to experience difficulty.

President's Message

National Elections

The 2020 United States Presidential election is over. How does that directly affect us in SUNY? It may mean that we are more likely to realize passage of the Heroes Act, which will benefit all of us economically in SUNY, in New York State, and across the country. But the Senatorial runoff election in Georgia on January 5, 2021, may be almost as important. It will determine majority rule in the Senate where bills are passed and where bills are introduced by the majority leader.

Please see UUP's and AFT's efforts to assist in this election. It will happen only in Georgia, but we all will feel the result.

COVID-19 Update

We remain grateful for the campus's Covid-19 policies and practices, some made mandatory by SUNY and Chancellor Malatras and others developed and implemented by our local management, bargaining unit members, classified staff, and campus police.

Although we are not a campus with a high percentage of dormitory students, still, Farmingdale has met serious challenges with well-planned remote work and classes, masking, cleaning, social distancing, and testing. As the winter brings increasing danger, we are confident that safety and health will continue to be given highest

priority.

UUPF Elections

Local UUPF elections begin next semester. If you wish to nominate your colleague or yourself for a local UUP position as an officer or delegate, please follow the calendar printed below.

Our UUP members are an active group. We welcome your involvement in UUP's efforts to protect and support our bargaining unit members.

- ♦ Chapter Requests to C&G Committee Due 12/07/20
- ♦ Election Certification Date 01/14/21
- ♦ Mail Chapter & Affiliate Nomination Forms 01/21/21 - 01/22/21
- ♦ Chapter & Affiliate Nominations Close 02/17/21
- ♦ Chapter Nomination Lists Posted to Web 02/19/21
- ♦ Mail Chapter Elections Ballots 03/10/21 - 03/12/21
- ♦ Chapter Elections Ballots Due 04/14/21
- ♦ Count Chapter Elections Ballots 04/15/21 - 04/16/21
- ♦ Conduct Run-off Elections as required

This information is also posted at <https://uupinfo.org/elections/chapter.php>.

Two Extra Service Issues

First, understand that Extra



Service is not addressed in the Agreement; thus its implementation is defined by SUNY, in Article 8800, a policy approved by the SUNY Board of Trustees in 1986. Recently, we have questioned a new local alteration to this document as it defines extra service for full-time bargaining unit members. Our campus has followed the 1986 SUNY policy for decades. But, suddenly, our local management adopted its own, alternate rules, which severely limit opportunities for full-time members to have extra service duties. We question this change:

- ♦ Can the campus arbitrarily cease to follow the SUNY policy, especially when the change causes financial harm to members who are suddenly denied extra service work?
- ♦ Is the new campus policy being followed consistently? Or are only some bargaining unit members denied extra service

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AUTHOR WORK MADE FOR HIRE
ACKNOWLEDGEMENT AND AGREEMENT

Author Name: _____

Author Address: _____

State University of New York and Farmingdale State College (hereinafter "SUNY")

Employer: _____

Detailed Description of the Work: _____

By signing below, I acknowledge, understand and agree to the following:

- (1) I have read and understand the SUNY copyright [policy](#).
- (2) SUNY has employed me, or directed me within the scope of my employment, to perform certain services, including the creation or development of copyrightable work(s) described above (the "Work").
- (3) The Work shall be a "work made for hire" jointly owned by SUNY and the faculty course developer. Each has the right to publish the Work (in whole or in part) without copyright or to copyright the Work in SUNY's own name. Without limitation, SUNY may publish, distribute, store, broadcast, display, perform or otherwise use the Work (including derivative works), in whole or in part, in any form or format, tangible or intangible, known or unknown, for any purpose whatsoever.
- (4) The services will be performed by me and any Work will be my original work and will not violate or infringe upon the intellectual property rights of any third party.
- (5) SUNY is not required to publish the Work or offer any courses incorporating the Work.
- (6) I have the right to teach the course created or developed from the Work at SUNY at the discretion of SUNY. SUNY has the right to hire or permit other faculty members to teach any course incorporating the Work, in whole or in part. Course teaching assignments continue to remain at the discretion of the institution.
- (7) Without limitation, SUNY may edit, revise, shorten, lengthen, divide, create derivative works, or otherwise change the Work, in whole or in part, without my permission.
- (8) **[IF APPLICABLE]** I will be compensated [\$_____] for performance of the services (i.e., creation of the Work.) I understand that such compensation is contingent upon successful completion of the services and delivery of the Work in accordance with agreed upon specifications and timelines dictated by the College.
- (9) **[IF APPLICABLE]** These services are in addition to my regular professional responsibilities to SUNY and will be deemed "extra service" for which I have obtained prior written approval from my supervisor and SUNY institution (using the prescribed UC-8 form).
- (10) **[IF APPLICABLE]** I irrevocably grant to SUNY permission and a non-exclusive, royalty-free, worldwide, perpetual right and license to use my name, image and likeness in or about the Work, in any form or format, tangible or intangible, known or unknown **[provided, however, that the Work is not materially or substantively changed]**. Nothing herein shall require SUNY to use my name, image or likeness in or about the Work or be deemed to limit SUNY's rights with respect to the Work.

BY SIGNING BELOW, I ACKNOWLEDGE AND AGREE THAT I AM THE AUTHOR IDENTIFIED ABOVE, THAT I HAVE READ AND FULLY UNDERSTAND THE TERMS OF THIS AGREEMENT, AND INTEND TO BE LEGALLY BOUND.

"Made for Hire" Online Teaching

By Vicki Janik

Of the hundreds of Farmingdale's online classes, 204 of them were created by authors who signed a Made-For-Hire (MFH) agreement.

Among the ten items in the agreement, which must be signed by the author and notarized, is an authorization of payment to the author, currently, \$2,500. That sounds sort of good.

But recently UUP has been examining these documents, which are generated locally at each campus. Farmingdale's document is one of those

examined.

FSC's MFH, rewritten in 2018, became the subject of a recent UUP workshop, arranged by UUPF Vice President Lou Scala and presented by Jamie Dangler, UUP Vice President for Academics, and Tammy Mays, Labor Relations Specialist. In addition, we gathered more information at our last Labor Management meeting. Among our questions:

- ◆ Who wrote it and approved to it; how many staff members have and have not signed it, and when during the writing

process are writers asked to sign it.

- ◆ About the agreement items:

- #3. Who owns the course?
- #6. Who teaches the course?
- #8. When does the author learn of specifications and timelines?
- #9. What is the nature of the extra service approval?

The "Made for Hire" document is printed on page 4. We will have comments soon. Read it carefully. If you have questions, contact UUPF. ◆



President's Message ...continued from page 3

while others continue to benefit from it?

- ◆ Why was this change made after decades of past practice, particularly when it harms many of our members?

Second, here's another extra service issue for our (majority) part-time members. Again, for decades, many of our part-timers have been offered second and sometimes third work assignments with extra service appointment letters which a) increase their meager pay, b) allow them extra work at a campus they often think of as home, and 3)

offer to the college and to our students the high level, experienced skills of our experienced part-time staff members.

Last year it was revealed that part-time NYS workers are not among those employees who can be given extra service assignments *through extra service appointment letters*. At other SUNY campuses, part-time staff members receive a single appointment letter with both primary and additional duties listed along with accompanying pay rates. Farmingdale did not have such a letter.

However, such an appoint-

ment letter--used for many years at another SUNY campus — has been provided to management. Both that campus and ours have a large number of part-time staff.

We are hopeful that now Farmingdale will adapt this letter to our part-time staff so that they may once again be allowed to have additional duties.

As a result, our part-time staff can continue to enjoy additional work at Farmingdale—a campus where many feel deep loyalty and offer valuable service.

In Solidarity
Vicki Janik



NYS/UUP Joint Labor-Management Committees

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- Generating Creative and Innovative Ideas
- Bouncing Back with Perseverance and Resilience
- Take a Deep Breath and Manage Your Stress
- Optimizing Your Work-Life Balance
- Establishing Effective Virtual Teams
- Facing Virtual Team Challenges
- Leading Your Team Through Change
- Being an Effective Manager with Times are Tough
- Contributing as a Virtual Team Member
- Encouraging Team Communication and Collaboration

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Reinstate Stock Transfer Tax

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"The Stock Transfer Tax is the most painless way to close the budget hole and restore faith in state government," Steck said. "This is a sales tax of 1/4 of 1 percent that is in use all over the world (including London since 1700) and was in use from 1905 to 1981 in New York state. When adopted, it never caused one ounce of harm anywhere in the world, including New York.

"It will also solve a problem often highlighted by Governor Cuomo," Steck said. "New York exports tax revenue to other states. Since this tax will mostly be paid by non-New Yorkers and foreign nationals, it will bring that lost revenue back to New York, just as New Yorkers pay excise taxes to oil-producing states."

Sanders echoed Steck's statement. "This one tax alone would cover most of the deficit, without hurting the wealthy," he said. "This little tax would allow the rich to join the sacrifice that working people have been undergoing due to COVID-19."

Speakers at the virtual rally also included Sen. Robert Jackson, Assembly members Pamela Hunter and Ron Kim, Black Nurses Coalition Chief Executive Officer Brenda Robinson and SUNY Student Assembly President Bradley Hershenson.

Five state legislators—Assembly members Marianne Buttenschon, Jeffrey Dinowitz, Donna A. Lupardo and N. Nick Perry—also joined the rally.

Speakers commented on the necessity to rescind the Stock Transfer Tax:

Sen. Robert Jackson said, "It's time for our state to step up

and address the needs of every family that lives here. People are crying out for help. Look at the long lines at our food banks. Millions more children have fallen into poverty and spend their days hungry. Look at the increasing COVID rates across our city and state. We need to strengthen our health care system, particularly our public hospitals, which serve everyone. Our unemployment numbers are still sky high and those families, particularly people of color in the service industry, need help now.

This is another example of why we must ask the wealthiest sectors of New York's economy to contribute to the needs of the people whose work, whose careers and whose lives are essential. That is why I'm glad to be here today with the heroic members of the state Nurses Association and United University Professions to turn this hope for a Stock Transfer Tax into reality."

Assembly Member Jeffrey Dinowitz said, "For too long, the wealthiest among us have not been asked to pay for their fair

share of our societal costs. We are seeing the deleterious impacts of this neglect in the form of mass transit systems that are on the verge of collapse, public housing that fails to maintain livable conditions, and much more. The Stock Transfer Tax would generate billions of dollars for these critical infrastructure investments while putting this cost on the shoulders of people who are most able to bear that burden. Thank you to Assembly Member Steck, State Sen. Sanders, UUP, NYSNA, and everyone who is supporting this effort to fund infrastructure by taxing the uber-rich in New York state."

Assembly Member Pamela Hunter said, "At a time when the stock market is rallying, we know that most New Yorkers are hesitant to give into that optimism. The pandemic has been a struggle for most and it will take years to fully recover. This small tax that is commonplace through much of the world would get our public services back on track and help our health care workers have the resources they need to

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WHO WE ARE AS OF NOVEMBER 10, 2020

CATEGORY	NON-MEMBERS	UUP MEMBERS	GRAND TOTAL
Academics F/T	6	273	279
Academics P/T	113	434	547
Professionals F/T	0	259	259
Professionals P/T	20	72	92
Academic Retirees		118	118
Academic Professionals		48	48
GRAND TOTAL	139	1204	1343

The part-time academic staff comprises 62.2% of the entire academic staff.
The part-time professional staff comprises 26.2% of the professional staff.



FARMINGDALE CHAPTER

EXECUTIVE BOARD

Vicki Janik

President

Lou Scala

VP Academics

Harry Espailat

VP Professionals

RoseAnn Byron

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Thomas Germano

Secretary

Doug Cody

Officer for Contingents

Daniel Marrone

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Kathryn Machin

Membership

Tom Germano

Newsletter

Yolanda Segarra

Outreach

Darleyne Mayers

Active Retirees

Daniel Marrone

Webmaster

Harry Espailat

Women's Rights & Concerns

Dolores Ciacio

Reinstate Stock Transfer Tax ...continued from page 7

get through any remaining case surges."

Assembly Member Ron Kim said, "In the milieu of the worst economic distress this country has seen since the Great Depression, and with many essential social services in critical danger of severe budget cuts, we must not allow our state to plunge into an era of artificial austerity and continued suffering for working families. New York must stand for tax justice, mandate that wealth inequality cannot continue in the midst of a global pandemic and insist that the most vulnerable people in our communities have the material dignity and basic human rights that they are entitled to."

Bradley Hershenson, SUNY Student Association president, said, "As we fight to preserve and enhance the affordability and accessibility of public higher education in New York it is imperative that the leaders of our state pass and sign legislation that ameliorates the economic crisis our state is facing. SUNY campuses across the state are engines of economic opportunity, and revenue-generating policy such as the implementation of the Stock Transfer Tax will help provide the critical support needed during this uncertain time. The return on investment for the state in SUNY is \$8.17 on every dollar - the choice for New York is clear."

Blair Horner, NYPIRG executive director, said, "The state's budget crisis is causing real damage to New York's colleges and universities, non-profits, and local governments. Instead of cuts to vital services, New York should hold onto its Stock Transfer Tax. The state collects billions of dollars from that tax and then gives it back to Wall Street. If it's cuts to services or keeping a tax on Wall Street stock sales, New York should collect the tax."

Michael Kink, Strong Economy for All executive director, said, "It's clearer than ever that Washington won't help New York with our big budget needs; we've got to help ourselves, and we're all in it together. Albany lawmakers must tax the wealthy and Wall Street to protect jobs, strengthen schools and universities and

prevent evictions and foreclosures. The stock transfer tax is an essential element in the revenue package that can close this year's budget gap and fund investments in racial and social equity to overcome our worst-in-the-nation economic inequality." ♦



CHAPTER MEMBERS on STATEWIDE COMMITTEES

Solomon O. Ayo

Affirmative Action

Grievance

Amit Bandyopadhyay

Contingent Employment

Douglas S. Cody

Contingent Employment

Susan Conforti

Finance

Harry Espailat

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