



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



SEPTEMBER 2020



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UUP Webinars

Save the dates!



PRE-RETIREMENT:

Thursday, October 22, 2020 at 11:00 AM

Walter Apple, UUP Specialist on Retirement

Learn what to do (and what not to do) and when

INTELLECTUAL PROPERTY:

Thursday, October 29, 2020 at 11:00 AM

Jamie Dangler, UUP Vice President for Academics

Be careful about what you sign

We will send information about easy online access as the dates approach. For more details, please contact Lou Scala about the intellectual property webinar and Dan Marrone about the pre-retirement webinar.

Over the summer, UUP presented webinars to assist members during the Covid crisis to various groups on campuses, such as members in EOC, Athletics, Healthcare, and Admissions, and members who are chairs. Members can submit questions and problems directly to UUP before each webinar. ◆

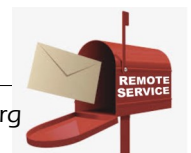
Virtual GENERAL MEMBERSHIP Meeting

Thursday, September 17, 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

Welcome back to a very different semester. The pandemic has redefined the way we make purchases, how we interact with our love ones, where we dine, how we learn, and how we perform our professional responsibilities. As the pandemic persists with no end in sight, we are faced with new challenges, new fears, and unanswered questions. The Telecommuting Agreement is due to expire on October 2nd. Its approaching expiration date has created an environment of uncertainty. Some important questions were answered at a UUP meeting for Professional Vice Presidents.

Is the Telecommuting Agreement being renewed?

UUP is in favor of extending the agreement until sometime next year. The Union is currently engaged in talks with the Governor office. Given the current conditions, it is expected that the Governor will extend the agreement.

If the Telecommuting Agreement is not renewed, do we return to the workplace on October 5th?

If the agreement is not extended — something very unlikely given the uptick in reported cases by the campuses — the administration at each individual campus will be tasked with making decisions on how to bring the staff back to a safe working environment. UUP expects that safety precautions

will be in place to prevent the spread of COVID-19. UUP and GOER are planning discussions regarding the gradual return of the staff to the campuses, and a full workforce return-to-work timeframe scenario as the pandemic subsides. The return to work scenario requires intensive planning and can take some time to be safely implemented. Staff can expect to return to work in gradual phases.

Will there be mandatory COVID-19 testing for returning staff?

Many members have expressed resistance to uncomfortable Ethmoid Sinus swab tests. There is growing preference for the mouth swab test. There is also general opposition to legally mandated testing. I encourage anyone returning to work, please get tested. The test is free of charge, and promotes a safer working environment.

I have an underlying medical condition. Will I be permitted to work remotely once the Telecommuting Agreement expires?

The Telecommuting Agreement has been honored differently across SUNY. The answer to this question comes down to the local campuses. At FSC, decisions are made on a case by case basis. To date, we have not heard of anyone's request for remote service being denied. We do not expect that to change given the current climate.



UUP's position on this issue is that, wherever applicable, in-person campus presence of staff should be limited to the greatest extent possible. This position is shared by UUPF and the FSC management.

Mask compliance and workplace sanitation:

These too vary among campuses. The rules seem to be determined by environmental settings and distances. While on campus at Farmingdale, masks are required to be worn at all times, unless occupying an unshared office or your personal automobile. Common sense should be used in outdoor settings. We have not heard of any cases of non-compliance. Staff can request a face mask—free of charge—via their immediate supervisor. UUP will also be sending masks to all UUP member via USPS.

If you have any questions or concerns, feel free to contact us via the remote services mailbox in our webpage: www.uupfarm.org



President's Message

Welcome to the Fall 2020 Semester. Even if we must meet remotely, it's good to be in touch with everyone. Some of us are new to Farmingdale; some are here for decades; some have the same positions, some have new responsibilities, and others have suffered the removal of various responsibilities. But given this Covid world, which has been allowed to metastasize with abandon in this country, it's good that we are here, living in New York, a state that has been responding pretty seriously to the virus's devastating consequences.

There are many topics to discuss that are in separate articles, but here are summaries of UUP's position on two subjects: (1) the Covid crisis SUNY and (2) social justice in SUNY and the systemic racism that once yet again, has been screaming at us this summer.

On the Covid crisis, UUP advocates

- ◆ Continuation of the telecommuting agreement signed by New York State and UUP in March. Scheduled to extend through October 2 and given the closure of in person classes at Oneonta along with positive cases and quarantine

of scores of students throughout SUNY, the extension of this agreement is urgent.

- ◆ Remote duties for anyone who wants them wherever possible. This obviously thwarts the spread of the virus.
- ◆ Testing of anyone who comes on campus.
- ◆ Enforcement of mask wearing and social distancing for everyone on SUNY campuses and throughout the state.
- ◆ Hazard pay and compensation for those UUP members who worked to create student and System success during the pandemic.

On social justice and systemic racism, UUP advocates

- ◆ 25% of total faculty, staff, and administration to be members of the Black, Latino, and Native American communities by 2025. Hiring is, after all, obvious evidence of social justice.
- ◆ A cap on tuition through 2025.
- ◆ A doubling of funding for opportunity programs (EOP, EOC, etc.).



- ◆ Closure of the TAP gap.
- ◆ Use of SUNY as a catalyst to remedy climate change. This leads to hundreds of thousands of new jobs and a healthier environment in all areas of the State.
- ◆ Criminal justice programs emphasizing the social needs of communities of color.
- ◆ Inclusivity training for UUP and all those persons who surround us. This means more than yet another a webinar.

These are inarguably excellent goals. We must make them happen.

In Solidarity
Vicki Janik

Dr. Jim Malatras Named 14th SUNY Chancellor

Although UUP had strongly advocated for a nationwide search, advocating diversity, for the new Chancellor, the SUNY Board of Trustees decided against that and named Dr. Jim Malatras as the fourteenth Chancellor of SUNY, replacing Dr. Kristina M. Johnson who became the President of the Ohio State University on September 1.

Dr. Malatras, 42, has recently served as the director of state operations to Governor Cuomo and has been the President of Empire State

College. A graduate of SUNY Albany for three degrees--BA, MA, and PhD, all in Political Science—Dr. Malatras has also served as Chief of Staff and Vice Chancellor for Policy at SUNY System Administration. He is said to be a close advisor to the Governor.

Often consulting with UUP, Dr. Malatras has supported many UUP positions during the current pandemic. UUP is optimistic that Dr. Malatras will continue to be an advocate for UUP goals, which always serve student and SUNY success. ♦

FSC Updates

Faculty Observations

The waiver of observations for academics seeking tenure is no longer in place. All observations for tenure, reappointment, first year full-time and part-time academics, and part-time academics eligible for term appointment or promotion after the fourth semester have the same observation requirements as always.

Campus closings of in-person activities

Currently the statewide SUNY closing decision says that a campus must have 100 or more Covid cases or a positive number of cases equaling 5% of all tests. We also hear of statewide closings when tests in a locale show positive rates of 5% or higher.

Discretionary Salary Increases (DSI)

We understand that the negotiated discretionary salary increase (.5%) of the total of basic annual salaries, and an equivalent amount of salary increases addressing salary compression, equity, and inversion (.5%) will be awarded by the end of 2020.

Pay Raises

Keep in mind that the 2% pay raise professionals didn't receive in July and the 2% raise scheduled for academics in September that may also be delayed will be paid in full retroactively. They are neither forgotten nor eliminated. UUP has filed a class action grievance. ♦

SUNY & Revenue

As you know, on March 27, Congress passed (with bipartisan support) and the President signed the Coronavirus Aid, Relief, and Economic Security (CARES) Act, which provided \$2.2 trillion in support to help the country with economic survival through the pandemic. This brought \$6.1 million to FSC, a lifeline for our campus and its students. The CARES Act funding ended on July 31.

On May 15, the House passed the \$3.4 trillion Heroes' Act (H.R. 6800) by a 217 to 189 majority, a second block of funding to respond to the economic and health devastation of the virus. But as of this writing, the bill is at an impasse in the Senate. Needless to say, the \$15

billion deficit that has grown in New York State desperately needs to be shrunk by Heroes' Act funding.

A UUP Request!

Please continue contacting your members of Congress, demanding that the Heroes Act be debated and passed.

Many corporations have made enormous profits during this pandemic. But prosperity occurs when revenue *moves* through an entire economy, not when it is accumulated for personal power and pleasure by Jeff Bezos, Scrooge McDuck, or Mark Zuckerberg. The Heroes' Act will enliven the economy, provide personal stimulus

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COVID News from other SUNY Campuses

- ◆ The number of Covid cases is growing at many campuses: Oneonta, Fredonia, Upstate Medical, SUNY Buffalo, Binghamton, Stony Brook, Cortland, Delhi (off campus), and dozens of students are quarantined throughout SUNY.
- ◆ Comprehensive testing is being done at Binghamton and SUNY Buffalo.
- ◆ Various campuses have invited and included UUP representatives in “Reopening Committees.”
- ◆ Cortland is holding in-person classes for a maximum of only 55 minutes.
- ◆ Several campuses are ending the semester at Thanksgiving.
- ◆ Several campuses, like Canton, have suspended students who give or attend parties which do not follow state guidelines.
- ◆ Several campuses have contracted with Enzo labs for testing, such as Stony Brook, Old Westbury, and New Paltz (and us).
- ◆ FARMINGDALE: Covid cases completed at the Health and Wellness Center are posted on the website. That’s very good. And so far, the number is zero. That’s even better.

For daily statewide tracking totals in all of SUNY, see:
<https://www.suny.edu/covid19-tracker>

Intellectual Property

Who owns teaching and other printed materials that you create? This is a consequential question. If you sign any sort of agreement about something you have written and created, can the College use it without including you? What about any compensation you may be offered? Can you create material at Farmingdale and use it elsewhere?

These are questions that UUP can answer, but there are many details to understand. In order to learn more about this, UUPF has scheduled a UUP webinar on intellectual property in October. Be sure to attend!

In the meantime, we urge you not to sign any documents regarding material you create and any compensation you may receive without first consulting with UUPF. We are always available and can get appropriate information to you. ◆

IDAP Update: Save Your Receipts!

By Kathryn Machin

Congratulations to the recipients of the Individual Development Awards Program (IDAP) for the year 2019-2020! The Individual Development Awards Program Committee awarded \$17,569 to 24 applicants, which included full time and part time employees. Due to the small amount of applications received, the entire amount was not expended. This is a great opportunity to recoup some of your professional development expenses, especially during this time of our budgetary crisis. Reminders to save all your receipts, programs and publications will be in the Unifier. This program begins taking applications in the Spring. Do not miss this opportunity!

IDAP is designed to assist eligible FSC employees in developing their full potential and preparing for advancement. Fifteen percent of allocated funds will be initially reserved for eligible part-time employees. All expenses for this award must

be incurred and expended during the award period. A maximum of

\$1,000 per person may be awarded. IDAP funding cannot be awarded for the purchase of equipment or supplies. IDAP awards can be used towards:

- ◆ Registration fees for conferences or workshops.
- ◆ Travel and related expenses (includes lodging and meals).
- ◆ Tuition at the maximum allowable SUNY rate at the time of application. (Fees that tuition remission does not pick up)

Here is the link for more information as to what is covered, and the application. It never hurts to apply; you might have a little money put back into your personal budget!

<https://goer.ny.gov/grant-opportunities/#professional-development>



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Observations About Higher Education

By Vicki Janik

In this extremely challenging time, we make some observations about higher education:

Here at Farmingdale we have a history of success in achieving our goals for student achievement. And today, besides that, our college has made some wise decisions in response to the Covid pandemic.

These successes are not because we are all such indisputably brilliant scholars, or because we have an enviable endowment, or because we have an ideal location and price (which we do have) or even because we have had magical management.

No. What we have had is an unusually agreeable community of hard-working and creative people who show respect and decency to students and to one another—academics, classified staff, management, police, and professionals. (I've worked at other places.)

But this is a fragile circumstance. It can easily be endangered when, because of something like the current health crisis, greater top down management evolves, perhaps as an

apparent necessity. Then *that* can somehow become the norm. (I've worked at other places.)

How might this Top Down Structure be manifested? What could Top Down changes look like?

We might see the Top Down Structure decide to *name* department committee members, disallowing others who wish to serve on such department committees.

We might see the Top Down Structure decide to name department committee chairs or even department chairs, without consultation.

We might see the Top Down Structure decide to offer extra service assignments in an apparently arbitrary manner.

We might see the Top Down Structure decide to demand summer work from part-time staff members who are actually neither currently employed nor drawing compensation (although they hope to be). Adjuncts might even hear comments like, "Hey, be glad. At least you'll probably have a job [and health insurance] after this."

We might see the Top Down Structure decide to ignore past practice in creating faculty teaching assignments; that is, refusing requested classes to senior academics—even though past practice has honored expertise and experience.

We might see the Top Down Structure decide that department curriculum committees no longer determine approval of online courses.

We might see the Top Down Structure decide that the successful completion of a staff member's professional responsibilities is determined not by a supervisor but rather by a camera.

We might see the Top Down Structure decide that our written observations of one another will be online "reports" with pre-written statements and five possible choices for us to fill in the blanks.

We might see the Top Down Structure appear to constrain our academic freedom, not about our political views, but rather about our grading practices and our attendance policies.

We might see the Top Down Structure in *public* higher education place greater importance on, and give greater support to, the quest for more *private* funding rather than the quest for more math instruction.

Will we guard against these ominous possibilities at Farmingdale?

Standardization, streamlining, surveillance, and a capricious top down hierarchy are not the friends of higher education.

Actually, they're not really anybody's friend. ♦

UUP Regional Tele-Town Halls

Join your regional tele-town hall to ask questions and share concerns.

September 15, 12 PM – Western NY

September 16, 12 PM – Capital District

September 17, 12 PM – Central NY

September 22, 12 PM – Long Island

September 23, 12 PM – Hudson Valley/Metro-Downstate

September 24, 12 PM – North Country

Register at: <http://bit.ly/UUPTownHall>





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Dolores Ciacio

SUNY & Revenue

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payments, help relieve debt, cover the enormous costs of the pandemic, and stop proposed cuts to our local governments and schools. States cannot print money; rather, it seems that, lately, they just keep accumulating way too much short term debt.

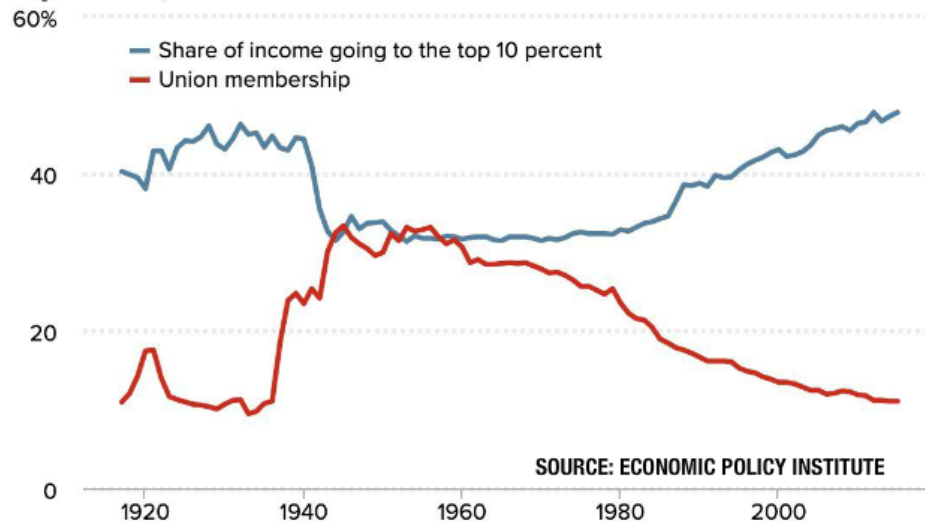
Another Request!

Please contact your New York State

Senator and Assemblyperson to support two proposed NYS taxes: the billionaires' tax and the stock transfer tax.

If these state bills pass, they can remediate about one-third of the growing state deficit. And you'll surely agree that those who would be taxed will still be pretty much okay. ♦

Union membership and share of income going to the top 10 percent, 1917–2015



The most important chart you'll see this
**Labor Day: As union membership in America
declined, the share of income going to the
top 1% has skyrocketed. SUPPORT UNIONS!**

RO KHANNA DEMOCRAT FOR CONGRESS

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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