



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



NOVEMBER 2021



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# NEXT CONTRACT

*Dear Colleagues,*

*We need your input.*

*UUP will soon begin its next round of contract negotiations with New York State. We look to UUP members for guidance in establishing priorities for a new contract. The negotiations survey linked [HERE](#) covers a range of topics likely to come up in bargaining. In it we ask you to prioritize those issues you most want to see our contract address and to add any additional concerns that you consider important.*

*We know that you get a lot of similar requests. We know that you are busy. Please, though, take a few minutes to complete this important survey. And take another minute to send a message to your colleagues asking them to do the same. A high participation rate for this survey gives us leverage at the table. On the one hand, it makes clear to our negotiations team what our members want. On the other hand, it demonstrates to the State that we have an active membership and lends the force of member-driven demands to our negotiations at the table.*

*Your voice in this process is essential. Many thanks for your time and participation in UUP.*

*Yours in solidarity,*

*Frederick E. Kowal  
President, United University Professions*

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## GENERAL MEMBERSHIP Meeting

Thursday, November 18, 2021 ◆ Ballroom ◆ 11:00 am

*Unsure of your active membership? Enroll today:  
<https://uuphst.org/myuup/Membership/RegForm.php>*



# Professionals' Corner

## Job Appointments

By Solomon Ayo

Professionals continue to ask questions about their appointments, performance program, employee rights, job protection and benefits. These questions are always welcome, so please keep sending them. Those professional questions that I cannot answer I will refer to our Chapter Labor Relations Specialist, Tammy Mays.

This article addresses recent questions on types of appointments. There are different types of appointments that determine your employment rights and benefits. It is important to know if you have a permanent, term, part-time or temporary appointment

Please make every effort to review and file your current

letter of appointment and all future appointment letters from the college president. Like the full time appointment letter, every appointment letter must include your professional rank, official state title, type of appointment (i.e., temporary or term) and annual salary or rate of compensation.

This is important because such information your rights and your job protections. For example, a temporary employee can be let go at any time, while a term appointment gets a 45 days non-renewal notice. Your letter should also include your effective date of employment and duration of employment.

For more details about different types of appointments



and about the professional appointment letter, please visit page 5 of the UUP site below for a current update. <https://uupinfo.org/reports/reportpdf/ProfessionalsGuide2021.pdf> ♦

### New Member Orientation

11:00 AM Wednesday  
November 17<sup>th</sup>  
University Club

If you joined UUP in the last two years, you are invited! Learn all about member benefits, affiliate discounts and the protections of membership. This event is for both academics and professionals. There will be light refreshments for those who attend in person.



"THEY SAY THEY'RE BUILDING A WALL BECAUSE TOO MANY OF US ENTER ILLEGALLY AND DON'T LEARN THEIR LANGUAGE OR ASSIMILATE INTO THEIR CULTURE..."

# President's Message

Recently, UUP launched a campaign asking for your participation in the negotiations process. This process—extremely important to our operations—is the only process that allows us to voice our concerns to better our working conditions via our contract. That is why, if you missed the opportunity to be heard at the November 11<sup>th</sup> townhall, you will have another shot on December 3<sup>rd</sup> @ 12pm. An email will be sent with more information as the date approaches. I cannot overemphasize the importance of your participation, and just to give a more concise example of topics of importance, think of telecommuting, workload creep, working out of title, lack of salary increases mechanism for academics other than just promotions or DSI—the last one being a joke to say the least—, lack of progressive discipline, lack of job security for contingents and adjuncts, lack of seniority lists for the purpose of class assignments, lack of night shift differential, etc. The topics are abundant and not limited to the ones I just mentioned.

UUP Farmingdale has been working tirelessly to address your concerns, and the low morale that prevails on campus is worthy of mentioning in this article. Low morale has been a resurfacing

topic reported by members across different departments; the apparent result of a failed attempt to create a competitive atmosphere. The competitive business model is suited for competing behemoth companies like Amazon, Tweeter, IBM, General Electric, Tesla, Facebook—where innovation is the culprit for the continuance of new products which results in higher revenues. This model is not well suited for academia, at least not for public state colleges—where salaries are ridiculously low and toxic environments are abundant.

Indeed, in private and public industry alike, one of the reasons for an increase in telecommuting is the result of toxic environments. These toxic low-wage environments (where long hours of work are expected, micromanaging is the main item in the menu, and addition of new tasks that become permanent duties without any salary increase) appear to be one among the many reasons for the trend of resignations. The inability to be heard, the feeling of uselessness, helplessness, and the lack of work-personal life balance only worsen the condition.

Now that the pandemic has receded from its peak and thanks to the collective effort of our scientists (vaccination and a new pill on the way), adapting to our



new normal will take some time. The return to pre-pandemic in-person activities will take time; consequently, to address your concerns, UUPF will continue its hybrid modality—not only for its convenience, but also to foster a safer environment—during our events. Keep in mind, however, that our hybrid modality will diminish as conditions continue to improve.

Lastly, I want to thank those of you who have been actively involved in union events, volunteer to selflessly assist other members, and do not lose hope of improving our working conditions. Your assistance and support are noticed and appreciated.

*In Solidarity*  
Harry Gabriel Espaillet

**Check out all your union membership has to offer!**

## Legal Service Plan

Plan benefits include:

- Crucial estate planning documents (a Simple Will, Health Care Proxy, Living Will & Durable Power of Attorney)
- Free telephone consultations
- Guaranteed maximum fees for specific legal matters

## Financial Counseling Program

Plan benefits include:

- Unbiased objective advice
- Free telephone and virtual consultations
- Assistance with retirement planning, 403(b) savings, college savings, tax planning and more

**NYSUT Member Benefits**

**Every Dollar Counts!**

These are just two of the dozens of endorsed programs & services available to union members and their families.

Whether it's insurance products, financial or legal services, or discounts, shopping or travel, NYSUT Member Benefits offers numerous programs that can help you save time and money while protecting those you care about most. Many of these programs can be purchased through payroll or pension deduction for greater convenience and savings opportunities.

Member Benefits also provides the advocacy role that is so important should an issue or concern arise. We encourage you to take the time to explore the Member Benefits website to find out how we can help you make every dollar count!



Learn more by scanning the QR code to the left,  
visiting [memberbenefits.nysut.org](https://memberbenefits.nysut.org)  
or calling 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Nov/Dec 2021

# Contingent Considerations

## Part-time Members FARMINGDALE STATE COLLEGE ADJUNCT PAY RATES

By Vicki Janik

Over the past several years, UUPF has been trying to gain higher pay for our part-time members. Since pay rates are locally set, this means UUPF has tried to meet with Management to discuss this.

We expect to have such a meeting at the end of this month. However, this does not mean that in any agreement, UUPF can accept counter arrangements that might bring potential harm to any members.

As you know, UUP has negotiated percentage pay raises for part-time employees equal to those of full-time employees. But we all realize that a 2% raise on \$3,000 (\$60.00) is not the same as 2% of \$80,000 (\$1600). [The former is about 3% of the latter.]

To refresh our memory, here's the current beginning hourly rates and three-credit course semester pay rates for newly hired adjunct teachers on campus which have been in effect since at least 2014.

Please note that *part-time professionals'* pay is often hourly, which may mean an annual income of less than \$20,000. There's also the required, unpaid 30-minute lunch hour. This means people are on campus 8.5 hours and receive only 8 hours of pay.

But wait! There's some relief for those part-time employees who need it! It's called *SNAP*. Apparently, New York State is willing to acknowledge the level of pay to thousands of SUNY academics and professionals. At Farmingdale these people are the majority of our bargaining unit members: 544 part-time academics (of a total of 824 or 66% of all academics) 130

TITLE	HOURLY RATE	3-CREDIT COURSE [RATE X 15]
INSTRUCTOR	\$61.21	\$2,754.45
EOC INSTRUCTOR	\$42.75	[rate x # contact hours]
ASSISTANT PROFESSOR	\$67.58	\$3,041.10
EOC ASSISTANT PROFESSOR	\$54.25	[rate x # contact hours]
ASSOCIATE PROFESSOR	\$72.12	\$3,245.40
EOC ASSOCIATE PROFESSOR	\$60.50	[rate x # contact hours]
FULL PROFESSOR	\$78.49	\$3,532.05
EOC FULL PROFESSOR	\$66.00	[rate x # contact hours]

part-time professionals (of a total of 390 or 33.3% of all professionals). Those of us in these above part-time groups who are eligible, can apply for the NYS Supplemental Nutritional Assistance Program (SNAP). On its website, New York State explains: "SNAP helps low-income working people, senior citizens, the disabled and others feed their families" ([ny.gov/services](http://ny.gov/services))

If you are a family of one or more, as an employee at FSC, you may be eligible for benefits if you earn the amounts stated below or less. Here's how it works:

We can draw many conclusions.

For example, a new teacher at FSC in a family of 2 could teach up to 7 classes per year (not allowed) and still be eligible for food benefits through SNAP.

We need to put adjunct and professional part-time pay into a broader social context, as the SNAP program does. Offering justifications and excuses for our part-time pay rates is embarrassing.

Is it okay that professors teaching at Farmingdale may qualify for food stamps? Does this show respect for the instruction of students—the reason for the College's existence? ◆

NYS Supplemental Nutritional Assistance Program (SNAP) Benefit Allowances			
Household Size	Monthly Gross	Annual Gross	Maximum Monthly
1	\$1396	\$16,752	\$250
2	\$1888	\$22,656	\$459
3	\$2379	\$28,548	\$658
4	\$2871	\$34,452	\$835
5	\$3363	\$40,356	\$992
6	\$3855	\$46,260	\$1190
7	\$4347	\$52,164	\$1316
8	\$4839	\$58,068	\$1504
for each additional member	\$492 +	\$5,904 +	\$188 +

# LEADERSHIP MATTERS

## Maj. Gen. Nathanael Greene, Continental Army Second-in-Command

By Daniel Scott Marrone

Having taught leadership and management courses from 1978 through 2015--the last 31 of these years at SUNY, I became highly attuned to “effective” versus “ineffective” leaders. Leaders are evaluated on their *effectiveness*. Did they get the job done—or not?

Back in 1775, about a third of American colonists were Loyal to the British Crown. Another third of the colonists were in rebellion. They were called Patriots. The final third of the colonists was neutral—they would side either with the Loyalists or the Patriots depending who won the Revolutionary War. The Patriots faced the British Army and the Royal Navy--at the time the world’s most powerful military forces. Thus, the fate of the new nation depended upon its military leaders. Former Virginia militia Colonel George Washington epitomized in appearance and character the military leader the Continental Congress desired as Commander-in-Chief of the Continental Army. Shortly after his appointment, Washington choose Nathanael Greene as his Second-in-Command. Prior to April 1775, Greene was a blacksmith. He grew up in a Quaker household firmly opposed to war. When fighting commenced at Lexington and Concord on April 19, Greene left both Quaker upbringing and blacksmith profession to become a Rhode Island militiaman. Though highly muscular from

years of blacksmithing, he walked with a noticeable lameness stemming from a childhood injury sustained while forging iron. He also had a clouded eye that resulted from an adverse effect of a small pox inoculation. Yet, Washington saw through the lameness and partial blindness and knew intuitively that Greene was a “natural born leader.”

Greene’s rise in military rank was spectacular. Based on highly positive recommendations from his fellow Rhode Island militia-men as well as from General Washington, members of the Second Continental Congress appointed Greene a Brigadier General in the Continental Army, effective June 22, 1775. This was only two months after he enlisted as a Private in the Rhode Island militia! In early 1778, Greene was promoted to the rank of Major General and made Quartermaster General of the Continental Army. He remained in that role until December 1780 when he was appointed commander of the Southern Continental Army. It was in this extremely important role, Nathanael Greene achieved leadership greatness.

### General Greene: “The Savior of the South”

In December 1780, the Rhode Islander assumed command of the defeated, demoralized, and outnumbered Southern Continental soldiers. Prior to Greene assuming command, the British were on the verge of annihilating



the Patriots in the South and taking permanent control of the newly formed states of South Carolina, North Carolina, Virginia, and Georgia. Had the Patriots lost in the South, these states would have reverted back to Crown colonies. Eventually, the British would have crushed the revolution.

This did NOT happen. General Greene turned defeat into victory in the South with his determined, persevering leadership. Upon assuming command of the Southern Continental Army, he was fully cognizant that the British outnumbered and outgunned the beleaguered American Patriots. Thus, Greene avoided direct confrontation with the larger, more powerful Crown forces. Instead, he deployed stealthy hit-and-run tactics that outwitted and stifled British Army commander Lieutenant General Charles Earl Cornwallis. In chasing without success Greene’s soldiers meandering in Georgia and the Carolinas, the Rhode Islander wore down the Crown forces through attrition. Greene intuitively knew that the

# LEADERSHIP MATTERS

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Redcoats would eventually be defeated due to the Crown forces inability to recruit replacement troops from among the increasingly disheartened Loyalists. Emphasizing bravery and resiliency, Greene urged his Continental soldiers to persevere in the war with his effective leadership. He was a role model of perseverance himself—limping and half-blind, but unwavering in his determination. He never once left his Southern soldiers to return home to Rhode Island from the day he assumed command in December 1780 until the Treaty of Paris went into effect in fall 1783. Greene kept his men combat-ready by repeating to them: “We fight, get beat, rise and fight again!”

At the Battle of Guilford Courthouse on March 15, 1781, the British Army won a pyrric victory—control of the battlefield, but with debilitating casualties. The battle site later became the center of the rapidly growing city of Greensboro, North Carolina. The furtive South Carolina militias under the command of Colonels Francis Marion and Charles Sumter were deeply engrossed in what has been deemed the First American Civil War that pitted neighbor against neighbor in deadly terrorist fighting. Though not fully under the control of General Greene, the militias further drained Cornwallis’ army because Loyalists were now fighting the South Carolina militiamen. Cornwallis’ army was being drained of fighters and in desperate need of sup-

plies. In late spring 1781, the British commander and his men were forced on a months’ long retreat. The British abandoned their Georgia outposts and fled from the Carolinas north to Petersburg, Virginia, and finally to the Yorktown peninsular. Here, Cornwallis hoped to be evacuated by the Royal Navy fleet sent by the commander of the British Army in North America, Lieutenant General Sir



Henry Clinton. However, the ships Clinton sent to rescue were damaged and at least one sunk by French naval forces under the command of Admiral François Joseph Paul de Grasse at the decisive Battle of the Chesapeake (AKA Battle of the Virginia Capes). Shortly after this pivotal September 5, 1781, naval battle, Cornwallis’ army was surrounded by French forces under the command of Marshal Jean-Baptiste Donatien de Vimeur, comte de Rochambeau, and American forces under the command General Washington.

The combined allied armies rained down withering cannon fire upon Cornwallis’ soldiers trapped on the Yorktown peninsular. The British general was forced to surrender on October 19, 1781.

After eight and one-half years of war, Greene finally returned to his family in Rhode Island. However, he certainly was not forgotten in the South. In honor of his stellar military accomplishments leading the Continental Army in the Southern Campaign, the legislatures of North Carolina, South Carolina and Georgia voted to bestow vast land tracts to Greene. Much of this land was sold off to pay debts Greene incurred while providing much needed food, clothing, and arms to his Southern Continentals. Greene, however, retained land given to him in Georgia. In 1785, he moved his family to Savannah. The southern sun and temperatures were too much for the fair-skinned New England transplant. He died from heat stroke on June 19, 1786; seven weeks shy of his 44<sup>th</sup> birthday.

In terms of legacy, Greene has been referred with reverence in the South, as the “Savior of the South.” The New Englander was highlighted in the Hollywood film, *The Patriot* (2000). Actor Andy Stahl portrayed General Greene in the biopic. This portrayal as well as the skyrocketing population growth in the southern states, especially in the Carolinas, has led to greater interest in “Southern”

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# LEADERSHIP MATTERS

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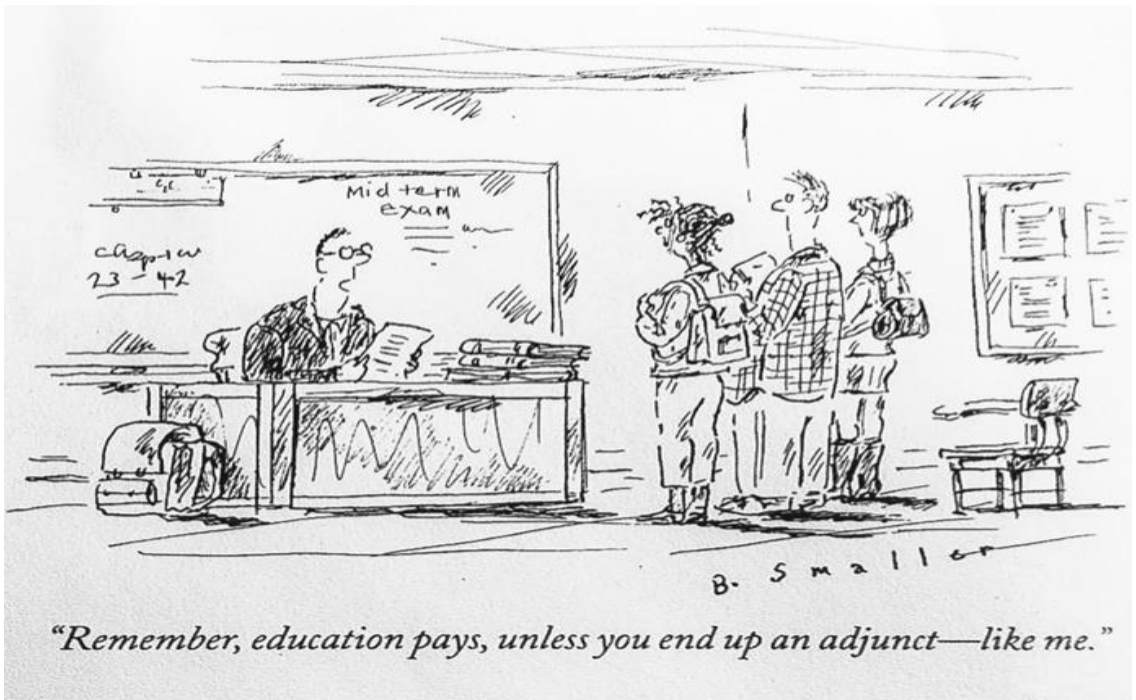
Vicki Janik

history and to renewed focus on Greene. In the past two decades, at least 10 new Greene biographies have been published. This renewed attention on Greene is justified. During the Revolutionary War, General Washington repeatedly informed the Continental Congress that if he were incapacitated or killed, Nathanael Greene was to assume the role of Commander-in-Chief. Washington added that he viewed Greene not only as his Second-in-Command, but also as his "Most Trusted General."

No less than 39 U.S. cities, counties, towns, and villages have been named "Greenville," "Greensboro," or

"Greensburg" in his honor. To date, there have been four U.S. Navy ships named *USS General Greene*. Fort Greene Park in Brooklyn and Greene Street in Manhattan are named after him. (Incidentally, Greene Street has a tragic historical significance. On March 25, 1911, 146 needle workers were killed in the Triangle Shirtwaist Factory fire. The factory was located on the corner of Greene and 4<sup>th</sup> Streets in lower Manhattan.)

Second only to George Washington, Nathanael Greene was the most effective military leader in the American Revolutionary War. He got the job done! ♦



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SOUL

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