



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER ◆

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UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

uupfdamato@gmail.com

www.uupfarm.org

Pre-Retirement Workshops This Week!

By Tom Hoey, UUP Statewide Membership Development Officer

We still have some open spots for this month:

Tuesday, September 21st 12:00—1:00pm, Part 1: Medicare, Healthcare

Thursday, September 23rd 12:00—1:00pm, Part 2: Union Benefits

We split the workshop over two days so we could cover the items covered in an hour so it can be done at lunchtime. Part 1 deals with Medicare and trading in sick days to pay for health insurance and Part 2 deals with the available benefits such as Vision and Dental care that staying a member of the union provides. The Chair of the Retiree Membership Committee Charlie McAteer usually attends this session and will give you information on maintaining membership when you retiree and why it is important.

You may take these workshops as many times as you like as the information is rather complex especially with Medicare. Also you can take these two workshops in any order as they don't depend on each other. These Workshops have been very popular over the past year and we have had over 2,000 members attend and I encourage every member to attend, even new members so you understand the great benefits we have negotiated for you over the past 45+ years. Walter Apple does a great job at running these workshops and is able to answer individual members questions. We do not record these workshops because of privacy concerns and because the information does change and we want to make sure you have the most current instructions. Let me know if you have any questions or concerns.

To register for the workshop use the below link and Lisa McNeil will get you the info you need to join (usually the day before): For September use this link: <https://forms.gle/NHM2j4EdHRK1Bd9s9> ◆

Virtual GENERAL MEMBERSHIP Meeting

Thursday, September 23, 2021 ◆ 11:00 am

Unsure of your active membership? Enroll today:

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



Professionals' Corner

By Solomon Ayo

Welcome back everyone! It is with great pleasure that I thank you for electing me to a new term as your Vice President for Professionals. The job is not new to me. However, with Covid-19 in the mix the paradigm has changed. I look forward to working with everyone in these new and challenging times. In spite of the Covid-19 pandemic, the Union work never ends.

With a great deal of help from our new Labor Relations Specialist, Ms. Tammy Mays,



professionals' issues continued to be addressed throughout the shutdown. As always, one of the reasons that I continue to work for our union is its recognition of the very important work professionals do on this campus and across SUNY. Professionals are a formidable part of the fabric of FSC and our college's progress in serving our students.

As we all know, with the new Delta Variant, the battle against Covid-19 is not yet over. To those members who lost loved ones, my sincere condolences. To those of us who were affected during the long period of shutdown, please continue to stay safe and follow all recommended safety protocols (<https://www.cdc.gov/coronavirus/2019-ncov/index.html>).

In light of this, you are encouraged to take advantage of the opportunity SUNY provides for Telecommuting. It is a life-saving measure, especially for the professionals who are concerned about their health and can operate effectively through telecommuting. Familiarize yourself on telecommuting by visiting the FSC web site. Apply for your opportunity to telecommute. If there are challenges in being approved, please contact the UUPF office.

On our local level, UUPF continues to highlight and address the needs and concerns of its professional members. UUPF continues its advocacies to improve working conditions of all members. It looks out for the provisions of several support mechanisms to understand your rights stipulated in our contract. We are working on the logistics of virtual or on-site educational workshops on several issues. These include: promotion and salary increase, performance



programs and evaluation process. Knowing your union rights comes down to being informed, I encourage all professionals to pay a regular visit to the UUP website uupinfo.org and the UUPF website uupfarm.org. There you can find updates on what your Union is doing and activities you can participate in. ♦

VIRTUAL
Defensive Driving
Course
Saturday, October 23rd
\$30

To reserve, please email or text
 Debbie Nilsen directly @
 516-962-1919
nilsendr@farmingdale.edu

Sponsored by UUPF

President's Message

Welcome back to a new semester. Eighteen months have passed since the first strain of Covid was declared a pandemic. Since we have been back on site, UUP has advocated for safe working conditions, childcare accommodations, and telecommuting just to mention a few of the measures for keeping us safe. As the spread of the virus continues its slow ascend, we encourage the unvaccinated to reconsider inoculation where permissible. Here are some statistics for consideration:

- ◆ Of the nearly 180 million people who've been fully vaccinated in the US, at least 125,000 (or 0.69%) have tested positive for Covid-19 and 1,400 (less than 0.01%) have died, according to an NBC News analysis of infections in 38 states. The numbers show that the vaccines are highly effective in preventing serious illness from Covid-19.
- ◆ A new CDC report found that unvaccinated people were roughly 11x more likely to die of Covid-19 than vaccinated people, and 10x more likely to be hospitalized. The unvaccinated are also 5x more likely to contract Covid-19 in the first place, the report says.

This data speaks well for the effectiveness of the Covid vaccine. It seems to be only a matter of time before vaccination becomes a requirement for access to stadiums, concerts, bars, entertainment parks, among other venues.

The **Covid Hub** is a good starting point for answers to your Covid-related questions. I had the opportunity to consult with Kevin Murphy, Director of Campus Health & Wellness, regarding proper procedure for faculty. He said that if a student tells his instructor that he's tested positive, the student should be advised to self-report the Covid results. The instructor should also send an email to wellness@farmingdale.edu with the course CRN #, the student's name, and their Ram ID. Contact tracing is then conducted by the Health & Wellness Center.

The concern expressed by most members is that in the meantime, those exposed are free to roam the campus. We have been told by some faculty that no one has contacted them for tracing. Please let us know if that has been your experience.

FSC faculty should have the flexibility to change their class modality to adjust to volatile conditions. Ideally, if faculty test positive and need to quarantine, they should be able to transition to remote teaching — even if temporarily. This ensures the protection of their health and that of our campus community.

On Telecommuting

Since the Telecommuting pilot program began this summer, most of the applications submitted have been from professional staff. Unfortunately, most applications



across all campuses have been denied, and seemingly for the same reason — the positions have been deemed “front-facing”. If you have been approved, or if you have been denied for any other reason, please let us know.

According to the Provost, FSC academics are ineligible to apply for the program. UUPF would love to hear from our librarian members who may have applied.

The UUPF office has been handling a high volume of questions and concerns on myriad issues. Chapter officers have diligently worked around the clock to respond to them all. Please continue to use our UUPF mailbox, keep your questions coming.

In Solidarity
Harry Gabriel Espallat



Back to School

FREE PROFESSIONAL DEVELOPMENT FOR UUP-REPRESENTED EMPLOYEES

Access anywhere, anytime, on any device!

Online eLearning is perfect for busy professionals and academics seeking training presented in a convenient, easy to use environment. Benefit from courses on subjects ranging from:

- writing
- communication
- dealing with difficult people
- supervisory skills
- Microsoft Products
- project management
- and more.

Empire Knowledgebank (EKB) eLearning Program allows UUP-represented employees to access eLearning products provided by Enterprise Training Solutions, Inc. through the EKB license. ***If there is a subject that you are interested in, we can bundle a group of courses to fit those needs.***

For more information and application, please visit the NYS/UUP JLMC website at:

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

Phone: 518-486-4666

Email: nysuuplmc@goer.ny.gov

*New York State/United University Professions
Joint Labor-Management Committees*

UUPF's Got Your Back

By Lou Scala

Welcome back everyone!

To quote the great Louis "Satchmo" Armstrong, "it's good to have you back where you belong" - on the FSC campus - despite the annoyance of mask wearing, hand washing, physical distancing, and the many other aspects of living in the "new normal" of a Covid-19 pandemic world. In a strange way, I can empathize with Washington Irving's character - Rip Van Winkle; because when I returned to campus, I was greeted by a Spring 2020 class schedule posted outside my office door, and by the March 2020 calendar on my desk. It felt like awaking from an 18-month pandemic hibernation.

Well, now on to union business. This summer and early fall have been extremely busy. UUPF has been dealing with a broad range of issues such as - UUPF election, the importance of communicating with UUPF, upcoming contract negotiations, SUNY's telecommuting policy, work-for-hire concerns, workload inequity concerns, and the recent academic workload survey. I have arranged this "checklist" of topics below with some brief comments and/or takeaways I believe you should consider:

Academic Delegates

One of the essential responsibilities of a UUP academic delegate is to be an active participant in one-on-one communication with members. If you have any concerns, it is imperative to

communicate with me and/or one of the academic delegates listed below. We can be reached by calling the UUPF Office, or by clicking the mailbox on the front page of this newsletter. Our UUPF chapter delegates are:

- ♦ Amit Bandyopadhyay
- ♦ Michael Canders
- ♦ Tom Germano
- ♦ Vicki Janik
- ♦ Daniel Marrone (Retirees)
- ♦ Michael Oil
- ♦ Michael Smiles

Career Decisions

If you are making any important decisions that may affect your future at FSC (ex: approaching tenure, retirement, etc.) please reach out to UUPF first for advice and counsel. To use an airplane analogy, it's better to catch a problem on the ground than dealing with it in the air!

Collective Bargaining Agreement.. the "Contract"

The contract between the State of New York and UUP expires on July 1, 2022. I would encourage you to review it and be prepared to make suggestions for improvement when UUP seeks your input in the near future.

SUNY Telecommuting Policy

If you filed a Telecommuting Program application, it is very important to let UUPF know. We cannot provide feedback to UUP on this pilot program without input from you. The Provost's office has suggested that faculty are not eligible, but UUPF would like to hear from librarians and other calendar-year academics.



Distance Learning Incentive for & Course Development

There was a recent announcement inviting faculty to submit proposals for the development of new online courses, with faculty electing joint ownership of course content by signing a work-for-hire agreement compensated by \$2,500. UUPF recognizes your right to participate in this program, however, please be advised that UUPF raised concerns with management about the work-for-hire form, and suggested changes to protect your intellectual property rights. Without a "right of first refusal" clause to *teach* the course, you might just be handing over your hard work to others.

Workload Inequity

If you have concerns about class/course capacity limits, it should be noted that class size is not a mandatory subject of negotia-

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Student Debt Clinics

By Jeri O'Bryan-Losee, UUP Statewide Secretary/Treasurer

Over 12 million people in the United States are struggling to make their monthly student loan payments, and millions more see economic and personal opportunities pass as they prioritize paying down their debt. Does this sound like you or someone you know?

Many of these people may qualify for free federal programs that can help reduce their monthly payments and eventually lead to student loan forgiveness, but these lifeline programs are significantly under-enrolled. In an effort to help our

members get access to these programs, United University Professions and the American Federation of Teachers are proud to host a Student Debt Clinic which will provide information on how to enroll in Income-Driven Repayment plans and Public Service Loan Forgiveness.

We will be offering virtual Members Only Student Debt Clinics on the following dates:

**Wednesday, October 13, 2021
from 5:00 PM – 6:30 PM via
webinar.**

**Wednesday, October 27, 2021
from 11:30 AM – 1:00 PM via
webinar.**

To attend one of the virtual **Members Only** Student Debt Clinics, you must pre-register here: <http://go.aft.org/StudentDebtClinicRSVP>. From the “student debt clinic” drop down menu, please select the UUP clinic that you are interested in attending – they are labeled “UUP [Virtual Student Debt Clinic] [date] [time].” In the affiliate field, type in the full

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UUPF's Got Your Back

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tions. However, faculty can advocate for a sound and consistent policy through various alternative means such as – communicating with your department chair, departmental committees, and FSC Governance (Farmingdale Executive Committee)

Workload Survey

During the Spring 2021 semester about 150 UUPF members took a 50-question academics workload survey. Some of the takeaways of this survey are as follows:

- ♦ Faculty stress level and workload generally increased as a result of the Covid-19 pandemic
- ♦ The workload of department chairs has been heavily impacted by the pandemic – e.g., transition to online

learning, overseeing the training of teaching faculty, and the scheduling and rescheduling of classes to accommodate covid limits in the classroom

- ♦ Faculty workload has generally increased as a result new department level/service committee, externally imposed demands on the department, and the adopting of new technology
- ♦ That UUPF be involved in the Fall 2021 plan

If you would like a copy of a PowerPoint I created, please contact the UUPF Office and I'll send it to you.

Closing thoughts

Watching the opening of the NFL football season, I saw a cool commercial which stressed the

importance of unity and teamwork. In this commercial, a player calls out to his comrades, “Whose got my back?” – the response from his teammates is, “I got your back!”

As we start this new academic year, I encourage you to guard your fellow UUPF colleagues' back, because, as I've observed this summer and during the beginning of the fall semester, some who serve in various supervisory and/or managerial positions are not necessarily acting in good faith towards UUPF members. In other words, they do not have our back!

I close with a thank you for reelecting me as your Vice President of Academics. As mentioned above, please do not hesitate to contact me with any of your questions and/or concerns. ♦

UUP Pay Increase

By Vicki Janik



On the late afternoon of September 14th, UUP bargaining unit members received an email with the heading "Message from Payroll." When opened, the message led with the obviously provocative underlined head and message:

"United University Professions (UUP) Dues Increase

All SUNY employees represented by UUP in Bargaining Unit 08 will have a union dues increase starting with the paycheck dated September 15, 2021.

The deduction for employees with a base annual salary of \$32,437 or less is .9% of the adjusted biweekly gross.

The deduction for employees with a base salary of \$32,438 or more is 1% of the adjusted biweekly gross.

Please contact payroll with any questions at payroll@farmingdale.edu.

This is one really disappointing email that I can't remember ever having received before.

Presumably, we already know that union dues have always been, remain, and continue to be 1% or .9% of our base salary, as the email continues. This has been the case ever since 1973 when UUP began. The \$32,438

break point, which rises with each pay raise, is a *benefit* negotiated for those members earning less than \$32,438. For example:

Member A earns \$80,000, gets a \$3,200 raise; and annual dues increase \$32 (\$1.23 per check)

Member B earns \$25,000, gets a \$1,000 raise; and annual dues increase \$9 (\$.35 per check)

Administration felt the need to alert us to this. But I think we get it. So why is this Administration email so unprecedented, so disappointing? To repeat:

We all know dues are 1% or .9% of gross pay. We all know enough arithmetic to understand that *if we earn more, then we pay more dues*. [I'm avoiding the obvious reference to "not rocket science."]

But we also know an almost embarrassingly misleading heading when we see one. And we can hypothesize — with great disappointment, I may add — why this administration might send us an email with a headline

so misleading and provocative as "*Union Dues Increase*." Obviously, if there were an *actual* dues increase, it would have been negotiated in the current contract. Any such negotiated change would have been communicated *by UUP* — not by a campus Payroll Office.

There are two final takes for all of this, one bad, one good. First the bad: The \$32,438 break point for .9% dues forces us to acknowledge that in past years and probably in this year also, the majority of our members pay .9% dues, or, *the majority of us earn less than \$32,438*. That's unacceptable, especially in a county where the median home sale price is over a half million dollars.

Now the good: When our actual dues increase, then we must, over and over again--*thank UUP*. Without all of us, as a union, negotiating with New York State, our raises--along with our benefits and pensions-- would be far more arbitrary, inconsistent, infrequent, and paltry. Just look at states with non-unionized educators. So, to clarify:

1) There's no change in the rate of our dues payment--never has been.

2) The more our own actual dues increase, the better off(\$) we are.

And those pay increases can continue to be strong, but *only* if we continue to have strong support from union membership — that's *all of us*. ♦



Federalist No. 51 “Checks and Balances” and the Crucial Need for Labor Unions

By Daniel Scott Marrone

Federalist No. 51, referred to as “Checks and balances in limiting government power,” begins: “If men were angels, no government would be necessary. If angels were to govern men, neither external nor internal controls on government would be necessary. A dependence on the people is, no doubt, the primary control on the government; but experience has taught mankind the necessity of auxiliary precautions to guard society against the oppression of its rulers” (*Federalist: A collection of essays written in favour of the New Constitution, September 27, 1787*; See image of Thomas Jefferson’s copy of the *Federalist*.)

The nation’s first administrative pact was the 1777 “Articles of Confederation,” a governance document that was prepared with exigency during the American Revolutionary War. In the years that followed, the “Articles” were found to be deficient. The document lacked an establishment of a sufficiently strong central government that could unite the states into one cohesive nation. Thus, those seeking to correct the “Articles” soon realized that an entirely new governance document was needed. Leading this effort was Alexander Hamilton. Born on the Caribbean Island of Nevis, the teenager immigrated to the New York Colony in 1772. When warfare commenced three years later, Hamilton joined the Continental Army. With bravery and leadership skill, he quickly rose in rank. In December 1776, the 20-year-old Captain fronted

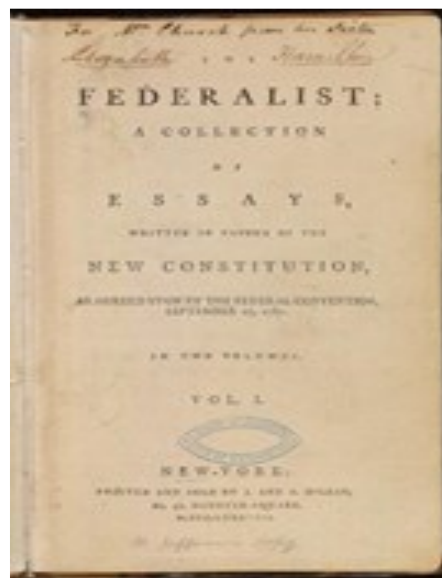
the assault on the Hessian garrison at Trenton. Less than five years later, in October 1781, Colonel Hamilton led the bayonet charge to capture Redoubt 9—a major military objective forcing the surrender of Lord Cornwallis and his British Army at Yorktown.

In post-war years Hamilton became a prominent New York politician. His vision for the new nation included a strong central government. Thus, the weak-structured “Articles” had to be replaced. At the September 1786 Annapolis “Meeting of Commissioners to Remedy Defects of the Federal Government,” Hamilton proposed a powerful federal government framed within a constitution. Among submissions proposed at the May to September 1787 Constitutional Convention held in Philadelphia was Congressman James Madison’s “Virginia Plan.” Like Hamilton, Madison advocated for a strong federal government. In opposition were those, referred to



as Anti-Federalists, who were vehemently opposed to a constitution that would establish an all-too powerful governing entity. To counteract the Anti-Federalists, Hamilton began writing essays explaining and justifying the need for a federal constitution that would truly unite the states while at the same time provide a roadmap for a vibrant capitalist nation. He enlisted as co-essayist legal scholar John Jay, author of the New York State Constitution (1777) and the Treaty of Paris (1783).

In fall 1787, the duo began submitting their writings to the *Independent Journal*, *New York Packet*, and *The Daily Advertiser*. Hamilton wrote the first essay and Jay followed with four of his own. However, in December 1787 Jay became bedridden due to rheumatism. In selecting another co-essayist, Hamilton wisely chose Madison, a scholar of past governments and of “effective vs. non-effective” government practices. Jay recovered in March 1788 to author one more essay. However, the bulk of the 85 essays, in



Federalist No. 51

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fact 80, were written by Hamilton and Madison, individually or in collaboration. Madison authored Federalist No. 51. The full title of his essay is: “The Structure of the Government Must Furnish the Proper Checks and Balances Between the Different Departments.” No. 51 explains and justifies the need for a central government to be limited in power by “checks and balances.” This tenet became a key element within the U.S. Constitution that went into effect on March 4, 1789.

Labor Unions Provide “Checks and Balances” to Limit Big Government and Big Corporations

Unlike in the U.S.A., “checks and balances” are deliberately absent in Right Wing extremist autocratic and theocratic nations. The same is true in Communist totalitarian regimes. Without “checks and balances,” citizens in these nations suffer immense oppression. Human rights are not respected, and labor unions

are either prohibited or exist as sham entities. As with big government, multinational corporations need “checks and balances” on their use of power. Without these limitations workers and consumers are harmed.

Abuses at Amazon, for example, appear nearly daily in the news. “How unions smooth the way for Amazon worker protests” was published in *Reuter News* on May 21, 2020. The article highlights the concerns of Amazon employees in at least 11 states regarding unsafe working conditions, inadequate compensation, and denial of sick benefits. The firm’s founder and CEO (until July 5, 2021), Jeff Bezos, has been vilified in *The Wire*. In its July 21, 2021 issue, Christy Hoffman writes that “Bezos’ Dystopian Legacy Goes Far Beyond Amazon.” She adds that Bezos has run “a corporate empire built on the backs of workers that relied on a dystopian vision where employees are relentlessly monitored, evaluated, and subjected to high-

pressure and grueling conditions.” Efforts to unionize Bezos’ high-stress company have thus far been unsuccessful. However, if workers continue to be mistreated, the likely consequence will be a unionized Amazon.

At the core of Federalist No. 51 is the tenet “If men were angels, no government would be necessary.” In present-day circumstances, the phrase should read: “If big government, big corporations, big media, big pharma, and big tech were angels, no labor unions would be necessary.” Thankfully we have labor unions that provide counterweight “checks and balances” to these powerful, self-aggrandizing entities. Echoing No. 51, President Abraham Lincoln professed the crucial need for “checks and balances” to protect “the people.” In his “Gettysburg Address,” delivered on November 19, 1863, Lincoln avowed “that a government of the people, by the people, for the people, shall not perish from the earth.” ♦

Student Debt Clinics

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name of our local (United University Professions), and it will autofill after a few key-strokes.

Registration is first come, first serve, and we must cap attendance for a single clinic at 75 participants in order to ensure that we are able to provide maximum assistance to attendees. Registration will close 48 hours

prior to the virtual clinic. Webinar login information will be provided prior to the clinic to all who register. [If you can’t make one of these virtual clinics, don’t worry – we’re planning on offering them every payday. If you want to help host a chapter-specific virtual clinic, please let us know!]

Managing your student loan

debt is the first step in taking on the inequities which plague our system of higher education, and we look forward to seeing you at the virtual Student Debt Clinic and working together to find a collective solution to the problems of student debt and college affordability!

Register now! ♦



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Check out what your union membership has to offer!

Member Benefits Discounts & Deals

Below are the most popular vendors that NYSUT members have shopped with using MB Discounts & Deals this past year -- with a potential savings of almost \$900,000! Have you been missing out?

EAT	PLAY	SHOP	TRAVEL
HelloFresh	Six Flags Theme Parks	Samsung	TripBeat
Burger King	Hersheypark	Apple	Great Wolf Lodge
Subway	Sky Zone Trampoline Park	Dell	Carnival Cruise Lines
Domino's	Bronx Zoo	Lenovo	Sandals Resorts
Jersey Mike's Subs	LEGOLAND New York	Advanced Auto Parts	Norwegian Cruise Lines

MB Discounts & Deals offers NYSUT members exclusive access to savings of up to 50% on restaurants, groceries and food delivery, theme park tickets, hotels and flights, oil changes and vehicle maintenance -- with more than 21,000 New York State deals and thousands more nationwide.

You can even refer your favorite local business (restaurant, coffee shop, workout facility, etc.) to join the network and provide NYSUT members with a special discount. Don't miss out... register your account today!

Member Benefits is proud to endorse MB Discounts & Deals along with dozens of other programs and services that may be able to benefit you and your family members. Take some time to explore our 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
or calling 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Sept/Oct 2021

CHAPTER MEMBERS on STATEWIDE COMMITTEES

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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 youpupf@gmail.com