



# Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER

◆ FEBRUARY 2022



## In this issue

- ◆ Professionals' Corner  
PAGE 2
- ◆ President's Message  
PAGE 3
- ◆ Contingent  
Considerations PAGE 4
- ◆ Higher-Ed March  
in March PAGE 6
- ◆ UUPF's Got Your Back  
PAGE 7

## UUP Celebrates Black History

Fred Kowal (adapted)

February is Black History Month. Given our union's long tradition of fighting for racial justice, and given the readily apparent need for our society to have a deep conversation about race and the long history of violent racism targeting people of color in our nation, UUP has taken up the important work of celebrating the history, culture, and contributions of African Americans to our nation. At UUP, we are committed to ensuring a diverse, equitable, and inclusive system for all, as exemplified by the work of so many of us over the decades.

Our Statewide Diversity, Equity & Inclusion Committee has put together a fascinating series of events to participate in and resources for all to explore. We hope you have been able to attend these dynamic and meaningful virtual events and we hope that you will take the opportunity to utilize the material to help further your understanding of power, privilege, supremacy, oppression, and equity, and how this impacts your colleagues and students.

We kicked off our series of events with a virtual panel, ***UUP Celebrates Black History, on Wednesday, February 9<sup>th</sup>***, with speakers including New York State AFL-CIO, Secretary-Treasurer Rev. Terrence L. Melvin; UUP's Diversity, Equity & Inclusion Statewide Committee Co-Chairs, Darleyne Mayers & Patrick Roman; and UUP SUNY New Paltz Member, Anthony Dandridge.

Our ***21-Day Racial Equity Habit Building Challenge*** and resources were developed by Seema G. Pothini, the Minnesota chapter of the National Association for Multicultural Education (MN-NAME), Eddie Moore Jr. and Marguerite Penick-Parks. This program was designed to help to shine a light on systemic inequities in education, but also provides some general awareness for your own personal development.

On February 16<sup>th</sup> the UUP also hosted ***Why Black America Should Get Vaccinated Against COVID-19***, and on February 22<sup>nd</sup> ***Health, Economic & Environmental Justice for Healthy Communities***.

To all who participated, thank you for your support. ◆

## UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

uupfdamato@gmail.com

www.uupfarm.org

## GENERAL MEMBERSHIP Meeting

Thursday, February 24, 2022 ◆ Gleeson 104 ◆ 11:00 am

Link for virtual participation will be sent via email

Unsure of your active membership? Enroll today:

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



# Professionals' Corner

## In Elections, Numbers Matter

By Solomon Ayo

Welcome back everyone. As always, our union's admiration and acknowledgment of the very important work professionals do across SUNY and FSC, prompts a continued struggle to improve working conditions. It's important that our members understand provisions in the contract. So far this year, we have hosted two workshops; one for all professionals, and one for those who supervise professionals. Both workshops were very informative. Our Labor Relations Specialist covered a lot of ground, from appointment to promotion and salary increase. UUPF continues to highlight and address the needs and concerns of its professional members. This Semester, we will have more workshops.

The Professional Issues Committee (PIC) will conduct elections for two critical professional committees: the Committee on Professional Evaluation and the College Review Panel. The election for these committees will be conducted in the month of

April. I encourage all professionals to participate in the election. Stay tuned for further details.

### Professionals Accrued Time:

UUP part-time and full-time professionals can accrue vacation and sick days as described in the contract. These are calculated based on your length and type of employment. If you have a problem with your accrued vacation and sick days, please contact Human Resources ASAP for clarification. If you are not satisfied, please contact me. There is a difference between accrued vacation days, sick days and accrued compensatory time (comp-time).

### Professional Comp-Time:

If you work over 40 hours a week you are entitled to comp-time. If you are an hourly worker and over-time eligible, you are entitled to comp-time or over-time pay. It is very important that before you engage in working extra time (over 40 hours), you should have a clear



understanding from your supervisor on how you will be compensated and when. If you are denied your comp time, you have only 45 days to file a grievance. To avoid "work creep", you and your supervisor should both have a clear understanding about how long the "extra work" will last. "Work creep" is the work you are asked to do without a specified-end-date or changes to your professional obligation as specified in your performance. Please contact me if you have any concern. ◆

### College Review Panel:

The Panel reviews applications for promotion or salary increases requested by professional staff, which have been denied by any level below that of the College President. If it determines that the increase or change in duties and responsibilities under consideration do not warrant promotion, the Panel notifies the employee. If the Panel determines promotion is warranted, it forwards its recommendation to the College President. A copy of the recommendation is sent to the applicant.

### Committee on Professional Evaluation:

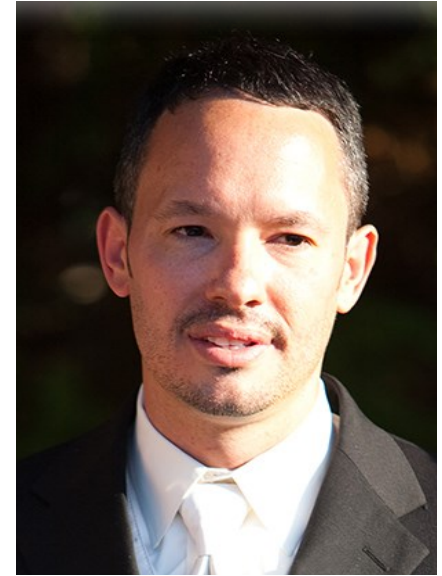
This committee consists of three professional employees, elected at large by all of the professional employees in UUPF. The remaining members are selected by the College President. The chair of the committee is elected from among its members. The Committee on Professional Evaluation reviews, at the request of the employee, a final evaluation report characterized as "unsatisfactory." The Committee review addresses both the procedures and substance of the unsatisfactory evaluation. At the conclusion of its review, the Committee submits written recommendations directly to the College President.

# President's Message

Negotiations will soon kick into full gear and with inflation hovering at 7.5%, the highest in forty years, there has never been a more important time to get involved with the union. The unionizing effort of many at big corporations is the subsequent effect of the conditions endured by the labor forces over the last few decades; conditions like, endless working ours, low wages, loss of retirement benefits, disappearing medical coverage, discrimination, despot managerial practices and a lack of work/life balance plague non-unionized companies. And when someone ask why we need unions, the answer is simple, "Because it's VERY unlikely three spirits will appear and scare your boss into doing the right thing, that's why we need unions."

On the dates of Feb. 4-5, the UUP negotiations team gathered virtually with chapter presidents and their negotiations committees from across all SUNY campuses to discuss the upcoming negotiations. The main emphasis was the processing of feedback by the general membership across campuses. More than 250 suggestions were compiled, then categorized, tallied, and compressed to nearly 150. Below you will find some of the top suggestions from across campuses:

1. Longevity-pay increases (steps, longevity awards, service awards, milestones, salary compression remediation)
2. Remove/increase 200 sick day accrual cap, allow accrual above 200 sick days while still employed (but not for use for retirement health insurance savings)
3. Negotiate pathways to permanency for contingent academics (e.g., teaching tenure, instructor title, etc.) with conversion requirement to prioritize current employees
4. Increase per-course minimum salary for part-time contingent academics on a pro-rata (or pro-rata plus) basis
5. Increase/expand downstate/Mid-Hudson location pay differentials (higher rate, broader geographic area—Ulster County—, include part-timers)
6. Provide for free or heavily discounted tuition at SUNY schools for employees and dependents
7. Expand benefits coverage (e.g., ensure better mental health coverage, expand access to mental health providers, improve hearing aid coverage, long-term care options, long-and short-term disability, etc.)
8. Expand Paid Family Leave provisions
9. Maintain/expand eligibility for benefits (credit/contact hour issue, include summer/winter sessions, count courses over academic year and cross campus appointments, actual salary—not annualized—for new professional hires, those waiting for immigration status to be finalized, etc.)
10. Improve Article 33 protections for tenure/permanent appointment review
11. Reclassify MACCC titles to better identify job duties and to provide promotional ladders
12. Establish a 2-person coverage enrollment option (in addition to current individual and family coverage options)
13. Negotiate progressively longer-term appointments based on length of service
14. Maintain/expand salary compression remediation (with revisions as needed)
15. Provide promotional ladders for full- and part-time academic and professional contingents, and conversion pathways from part-time to full-time employment



Other topics of concerns included workload creep, term

...continued on page 4

# Contingent Considerations

## Local Pay Rates and UUP Statewide Benefits

By Vicki Janik

We all know that Farmingdale's *locally created* pay rates for part-time staff are very low, actually, the same as they were in 2014. UUPF continues to bring this to the Labor-Management table.

Here's an update: For

academics, UUP and New York State negotiated a \$3,000 required minimum for a 3 credit course in 2021-2022; in July 2022, that will rise to \$3,250 (*Agreement*, 2016, Art.20.15.b); Keep in mind that this is a

*minimum wage required by the contract*--the lowest pay a teacher can earn for one 3 credit course.

◆ Right now, the Farmingdale beginning pay rate for an Adjunct Assistant Professor is

*...continued on page 8*

## President's Message *...continued from page 3*

appointments abuse, tenure appointments, academic freedom, programs deactivation and retrenchment, bullying, replacement of retired faculty, academic freedom, and Discretionary Salary Increases. As you can tell, the negotiation team is working hard at condensing suggestions and ideas into reasonable demands, and with inflation at an all-time high, higher salaries is explicitly at the top of the list. Moreover, a sense of urgency has been emphasized regarding adjuncts/contingents' pay and job security.

The announcement by local countrywide governments to relax or totally scrap the use of masks is an indication that the worst of the Covid pandemic is behind us—or at least so we hope. The return to normalcy and more in-person interactions is anticipated to follow. However, we need to acknowledge that the progress made in the fight against Covid is a product of an aggressive vaccination campaign. UUP encourages all its

members to become fully vaccinated whenever possible.

The announcement by Governor Hochul to end the mask mandate (excluding schools until further reassessment) and the decision of not enforcing a booster shot mandate on Feb 21—which would have required health care workers to get boosted or face possible termination – brings a sigh of relief to many in the SUNY system. UUP is actively engaged in negotiations regarding masks and booster shots mandates. Fred Kowal, UUP President, has expressed that progress has been made regarding the booster shot mandate and an agreement is within reach in the foreseeable future. Throughout the pandemic, UUP has supported and continues to support the wearing of masks in indoor settings. The decision of whether or not to enforce the wearing of masks on campuses, appear to be heading to the campuses' presidents' list of responsibilities.

UUP has been actively involved at the creation of a civility policy for its represented campuses. And with the resignation of Chancellor Malatras, the proposed policy has been welcomed by the newly appointed interim Chancellor. The civility policy is a collective effort by UUP to address bullying, incivility, and harassment in the workplace. UUP expects to have it finished and ready to be presented to SUNY by the end of this week.

Finally, I would like to encourage you to participate in the UUP/PSC Joint rally on Sunday, March 6<sup>th</sup> at 12pm. The march will start at the Brooklyn Borough Hall and conclude at Foley Square in Manhattan. If you are able to participate, prepare to walk across the Brooklyn Bridge along with students and activists. The march is a call for the legislature and the governor to enact a budget that delivers \$500 million in funding for our higher education systems.

*In Solidarity*  
*Harry Gabriel Espailat*

| BENEFITS   | WHO CAN GET IT?  | WHEN DOES IT START?  | HOW MUCH DOES IT COST?   |
|--|--|--|--|
| Health Insurance   | Academics teaching six or more credits, contact hours, or credit equivalents.<br>Professionals (hired after 2019) working at least half time with a minimum app't. of at least 3 months. | 42-day waiting period. A one-semester app't covers insurance for 13 pay periods. | For those earning up to \$47,024:<br>Individual: \$50.89/mo<br>Family: \$219.75/mo<br><br>For those earning over \$47,024:<br>Individual: \$67.85/mo<br>Family: \$261.73/mo                              |
| Vision & Dental  | Anyone who is eligible for health insurance  | 42-day waiting period  | No cost for individual or family benefits  |
| Retirement Systems: ERS, TRS, or ORP   | Any part-time or temporary employee can elect to join.   | Beginning at date of appointment.  | Tier 6 Employees (those enrolling after 4/1/2012):<br>The cost is based on salary:<br>>\$ 45,000: 3%<br>\$45,000 - \$55,000: 3.5%<br>\$55,000 - 75,000: 4.5%<br>%75,000\$100,000: 5.75%<br><\$100,000 6% |
| Flexible Spending Accounts:<br>. Dependent Care (DCAA)<br>. Health Care (HCAA)<br>. Adoption (AAA)                       | Anyone who is eligible for health insurance and receiving biweekly paychecks   | Enrollment must be within 60 days of appointment; DCAA effective immediately.    | Employee determined amounts. 2022 limits:<br>DCAA: MAX: employee \$5,000/ employer \$800<br>HCAA: Employee MIN/MAX: \$100/\$2750<br>AAA: MAX EMPLOYEE: \$14,440  |
| Tuition  | Any part-time member on a space available basis: one free SUNY [state operated campus] course/semester of appointment  | Beginning at date of appointment.  | No cost.<br>Partial assistance is also available for additional courses through SUNY Tuition Waiver program. Fees not included.  |
| Scholarship Program  | Any part-time member   | Beginning at date of appointment.  | \$500/semester for SUNY undergraduate tuition for employee dependent children.   |
| SUNY Voluntary 403B Savings Plan and NYS Deferred Compensation 457 Plan  | Available by choice to part-time staff   | Beginning at date of appointment.  | Voluntary pre- and post- tax contributions subject to IRS limits: \$20,500; for those age 50 and over: additional \$6,000.<br><br>Employees may make maximum contributions to both plans.                |
| Disability: 60% of covered monthly salary up to \$7,500 /month. Benefits to begin following 6 months of total disability | Anyone eligible for health insurance   | First of month following one-year anniversary.                                   | No cost.   |
| Vacation & Sick Leave  | Academic year employees accrue only sick leave. Calendar and college year employees earn vacation and sick leave.  | Beginning at date of appointment   | Days earned depend on courses taught or pay earned. See the <i>Agreement</i> : Article 23: "Leaves" for details and annual changes.  |
| Life Insurance: \$6,000 Group Insurance Plan   | Employees represented by UUP   | Beginning at date of appointment   | No cost  |
| Holidays (falling on regularly scheduled workdays)   | Part-time workers eligible for up to 13 holidays   | Beginning at date of appointment   |  |

Fund New York  
Public Higher Education!

/// **SUNDAY**  
**MARCH 6!**

Brooklyn Boro Hall (209 Joralemon Street)

12:00 Noon

March across Brooklyn Bridge to  
Foley Square (Centre & Lafayette Streets)

**MASS**  
**MOBILIZATION!**



After decades of austerity, the COVID crisis has left CUNY and SUNY severely understaffed and our students struggling to succeed. Now is the time to transform higher education and all of NYS with major investment in quality education & infrastructure.

**#Allin4SUNYCUNY**

{ **REGISTER TO ATTEND HERE** }



# UUPF's Got Your Back

By Lou Scala

I'm sure you have been extremely busy with the start of the new semester, which of course was not made any easier by the ongoing pandemic and the Blizzard of 2022.

As you know, the UUPF's leadership has also been very busy addressing our members concerns and my report covers a variety of topics:

- ◆ UUP Guide for Academics at SUNY
- ◆ Intellectual Property
- ◆ Academic Workload
- ◆ UUP Leadership Education Action Institute (LEAD) Workshops
- ◆ UUP Spring 2022 Delegate Assembly Proposed Constitutional Amendments
- ◆ UUP Advocacy Efforts
- ◆ UUPF Solidarity with the Poor Peoples Campaign
- ◆ Upcoming UUP Events
- ◆ Statewide VPA Meetings

## UUP Guide for Academics

UUP has a newly updated version of its *Guide for Academics at SUNY*. The guide covers many topics of interest such as: combating workload creep; special issues affecting part-time faculty; professional workload for academics; stopping the tenure clock to delay a tenure review; how UUP can assist with faculty career growth at SUNY; how to prepare for reappointment or tenure review, and more! UUPF strongly encourages you to review this document and reach out to us if you have any questions. UUPF is planning to host an academic workshop to review this guide in March.

## Intellectual Property

Faculty were recently invited by the Provost's Office and Office of Distance Learning, "to develop a new high-quality online course to enhance degree attainment, student success, and build additional capacity for on-campus options for students... with faculty electing joint ownership of course content (Work for Hire agreement) ... supported at \$2,500."

While UUPF recognizes the right of faculty right to develop courses as mentioned above, we respectfully suggest that you refer to the aforementioned UUP Guide for Academics at SUNY (see pg. 10) and also read the articles listed below before entering into a Work-for-Hire Agreement.

## Academic Workload

It goes without saying that our workload, especially during the Covid-19 pandemic, has increased greatly for faculty and department chairs. UUP has developed an Academic Workload Toolkit to help you manage your workload. The workload log may be especially helpful to you. UUPF is also planning to meet with department chairs sometime this semester to address their workload and compensation concerns.

## UUP Leadership Education Action Institute (LEAD) Workshops

UUP is offering members online based workshops to "introduce and reinforce union concepts to maintain and grow UUP and



assist members in developing their careers." With the later point in mind, UUPF recommends that non-tenured faculty take the LEAD On-Demand Workshops entitled, *The Path to Continuing Appointment*.

## UUP Advocacy Efforts

UUPF encourages you to review UUP's legislative agenda and consider getting involved in UUP's advocacy efforts at both the statewide and local level. UUPF Outreach Chair is Darlyne Mayers.

## UUPF Solidarity with the Poor Peoples Campaign

UUP's Constitution, and the charge of its Statewide Solidarity Committee clearly states its deep respect for democracy, and the human rights of others. UUP has stood alongside many other labor unions, groups, and organizations standing with them in their struggle for social justice.

With that being said, at a

...continued on page 8



## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

**Harry Espaillat**

President

**Lou Scala**

VP Academics

**Solomon Ayo**

VP Professionals

**RoseAnn Byron**

Treasurer

**Ann Noss**

Secretary

**Vicki Janik**

Officer for Contingents

**Daniel Marrone**

Officer for Retirees

### DELEGATES

#### Academic

Amit Bandyopadhyay

Michael Canders

John Decarlo

Terry Esnes-Johnson

Thomas Germano

Vicki Janik

Michael Oil

Kathryn Machin

Daniel Marrone

John Masserwick

Lou Scala

Mike Smiles

#### Professional

Solomon Ayo

Sandra Hustedt

Darleyne Mayers

Debbie Nilsen

Amy Stier

Yolanda Segarra

#### Committee Chairs:

**Diversity, Equity & Inclusion**

Darleyne Mayers

**EOC**

Michael Oil

**Grievance: Academic**

Michael Oil

**Grievance: Professional**

Sandy Hustedt

**Health & Safety**

Michael Canders

**Labor/Management**

Yolanda Segarra

**Library Concerns**

Danielle Apfelbaum

**Membership**

Tom Germano

**Newsletter**

Yolanda Segarra

**Outreach**

Darleyne Mayers

**Active Retirees**

Daniel Marrone

**Webmaster**

Harry Espaillat

**Women's Rights & Concerns**

Vicki Janik

## Contingent Considerations...continued from page 4

just barely at the \$3,000 minimum. This *must* be raised in July. The Farmingdale beginning Instructor pay rate is even lower--\$2,754.45, well below \$3,000. Adjuncts in EOC earn far less--about 3/5 of the above rates per hour.

Part-time professionals have a less orderly pay scale. Often pay is hourly, and the College must confess that the rate is regularly considerably below \$25/hour, along with an *unpaid, required lunch break*. Attending a union meeting would cost an hour's pay.

The *Good News*, however, is that *UUP's statewide benefits*, negotiated over the years, are impressive for our part-time staff. Please remember, the State doesn't just hand us these benefits because of bureaucratic beneficence. UUP has fought for all of them. When you have questions about benefits, be sure to contact someone in the following

offices:

◆ UUPF office: 631-694-8873; amatod@farmingdale.edu

◆ UUP Benefits office in Albany: 1-800-887-3863; 1-800 342-4206; uupinfo.org

◆ College Human Resources Office: hr@farmingdale.edu; 631-934-2107

If you need to know more, please call again.

On Page 5 is a summary of some of the benefits that UUP has won for adjuncts and part-time professionals. While these benefits are commendable, UUPF continues to fight for obviously necessary pay increases for part-time staff. Their pay should...

◆ be as good as their statewide UUP benefits

◆ recognize their absolutely essential service to the College. ◆

## UUPF's Got Your Back ...continued from page 7

recent UUPF Executive Board Meeting, I briefed the group about my involvement with the Poor People's Campaign on Long Island, and the PPC upcoming Moral March on Washington D.C., on June 18, 2022. I am preparing a resolution to show UUPF's Solidarity with the Poor People's Campaign, similar to one that was recently adopted by our colleagues at SUNY Stony Brook. It is my hope that SUNY Old Westbury and other UUP Chapters throughout NYS will consider writing similar resolutions

and join the Poor People's Campaign on their Moral March on D.C. on June 18, 2022. If you want to learn more about this movement, and how you can get involved, please visit the NYS website @ <https://www.nysppc.org/>

UUPF is here to serve you. Details on everything that I mentioned is available on the UUP website: [uupinfo.org](http://uupinfo.org) If you have any questions or concerns, please reach out to the UUPF Office. My can also email me directly at [louscalaevolv@yahoo.com](mailto:louscalaevolv@yahoo.com). ◆

### CHAPTER MEMBERS on STATEWIDE COMMITTEES

**Solomon O. Ayo**

Comm of VPs for Professionals

**Vicki K. Janik**

Women's Rights and Concerns, chair

**Deborah-Ann R. Nilsen**

Public Higher Ed

**Amit Bandyopadhyay**

Tech Sector

**Kathryn Machin**

UUP Scholarship

**Ann Noss**

Membership

**Michael Canders**

Veterans

**Daniel Marrone**

Retired Member Governing Board

**Michael Oil**

Grievance

**Harry Espaillat**

Comm of Chapter Presidents

**Darleyne E. Mayers**

UUP Executive Board

**Louis Scala**

Comm of VPs for Academics

**Sandy Hustedt**

Grievance, Membership

**Darleyne E. Mayers**

Diversity, Equity & Inclusion, co-chair

Outreach

**Amy Stier**

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](mailto:youupf@gmail.com)