



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



OCTOBER 2026



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VOTE EARLY!



Your Early Vote Will Count

Early Voting is just like voting on Election Day. Early voters privately mark and scan their ballot. Early Voting results are counted, tabulated and included in (unofficial) election night totals.

Early Voting Locations

Voters may visit any of their assigned Early Voting Centers in their county, except in New York City, where voters are assigned to one early voting site.

FIND YOUR EARLY VOTING POLLING PLACE

Early Voting Days and Times

For Primary, General, and Special elections, early voters are provided with nine days to vote in person prior to Election Day. Early Voting hours of operation are provided by local County Boards of Elections.

2026 General Election Early Voting:

October 24th through November 1st

FIND YOUR COUNTY BOARD OF ELECTIONS

GENERAL MEMBERSHIP Meeting

Thursday, October 22, 2026 ♦ Gleeson 104 ♦ 11:00 am

Unsure of your active membership? Enroll [HERE](#) today:

Send us your questions, suggestions or concerns by clicking the mailbox →



Professionals' Corner

But Wait, There's More

By Solomon Ayo

For professionals, the new contract encompasses much more than direct compensation. By 2030 the non-monetary items in the contract include greater job security, and enhanced benefits for you and your loved ones.

Just like the across the board salary increases that you are entitled to are guaranteed, so are other items which your union signed off on with Governor Hochul, not with the College. Some benefits and protections are automatic, but others require action on your part.

Some require conversations with your supervisor to ensure, such as a clear and enforceable performance program. Proper documentation is how you avoid "work creep." I encourage you to familiarize yourself with Appendix A-28 before submitting an application for promotion or salary increase.

This contract includes a few new items too:

Artificial Intelligence:

A major achievement for professionals is job protections with respect to the use of AI. The new contract states, "*the ultimate accountability for work completed and actions made by, or in conjunction with, AI systems must rest with human beings.*" Ours is the first employee contract in the country that includes language hampering job losses from AI.

Retrenchment Rights:

Retrenched is something that nobody wants, but it is something that many of us still remember happening here at Farmingdale. When the program is ended or a department is closed, it sometimes results in displacement of the employees affected. The enhanced language in the contract ensures that retrenched employees receive an immediate interview and decision before an interview other candidates are considered.

Sick Leave Accrual Cap:

We can now all accrue up to 250 sick days, increased from 225. The number of sick days that can be applied toward health premiums in retirement remain capped at the current 200-day limit.

Promotion Process:

Professional employees who are denied promotion by the college president are now able to reapply after twelve months, reduced from eighteen months. Please work with your UUP chapter leaders and attend our workshops to ensure that your performance programs include the substantive changes needed to qualify when re-applying.

Professional Committees

The new contract also



requires that the contact information for the College Review Panel, the College Committee on Professional Evaluation, and the University Review Board are readily available on the Human Resources website. This should help to facilitate the appeal process for each committee.

Telecommuting:

The SUNY Telecommuting policy is now an appendix within the UUP contract (A-31), and will remain in effect for the duration of the agreement. This means you don't have to reapply every year.

To maximize the utilization of the new contract, it is essential to have a clear understanding of what it contains. I highly recommend reviewing the sections that matter to you most. ♦

President's Message

Campus Equity Week

The last week of October is a national week of action designed to draw attention to the inequities in higherEd — particularly that of adjunct faculty. Campus Equity Week was started and co-sponsored by AAUP and AFT twenty-five years ago, and sometimes it feels like we go one step forward and two steps back.

FSC is the **only** SUNY campus that is upside-down, meaning that we are predominantly contingent. FSC has relied on adjuncts for 30 years! Now we have a dangerously high number of full-time contingents as well (folks who can never receive tenure). How can we as an institution of higher learning accomplish everything that is expected when the majority of our teaching faculty are in a perpetual state of vulnerability?!

UUPF has fought for decades to secure fair wages, benefits, office space, and sometimes basic decency and respect for our part-time faculty and staff. Adjuncts only get paid for hours in the classroom. Management refuses to pay them even 5 hours/semester for all the “mandatory” webinars required by SUNY and

other regulatory agencies. Every year there seems to be something new that management considers “part of the job”.

But wait, there's more. While management claims that there is “no plan” to reduce employees, it appears that all academic departments have been directed to reduce sections — specifically, adjunct sections. I guess honesty was also too much to ask for.

Faculty Town Hall

We hear you! The faculty are up in arms about A LOT of things — workload, micromanagement, inconsistencies between policy and directives via the chain of command, and more. I am so proud of all of you for coming together to discuss them. While the Town Hall is not a UUP event, I and other members of the Executive Board will certainly be there to support you in any way that we can.

Afterwards, let's all go share a beverage across the street at our annual Oktoberfest. **Adjuncts get an extra drink ticket.** See you there!

*In Solidarity
Yolanda Drakkir*



CHANGING TIMES

TUESDAY

October 27th

4:00 — 6:00 PM

Hot Buffet

& FREE DRINK

**Compliments of
Your UUP Chapter**

Raffle Tickets on sale

(winners must be present to win)

PLEASE RSVP: uup@uupfarm.org

Subject: “Oktoberfest”

SEFA Campaign

Did you know that you can donate directly to your favorite charities via [The New York State Employees Federated Appeal](#) and payroll deduction? You can donate to the general fund or list the specific amounts and charities, such as the **UUP College Scholarship Fund** (SEFA campaign code 50-00478). Follow the step-by-step instructions, set it, and forget it. Another easy **tax deductible** way to give back.



New York State Paid Family Leave

A Nation-Leading Paid Family Leave Policy

In 2016, New York enacted the nation's strongest and most comprehensive Paid Family Leave policy so working families would not have to choose between caring for their loved ones and risking their economic security.

Paid Family Leave provides eligible employees job-protected, paid time off to:

- ♦ [bond](#) with a newly born, adopted or fostered child,
- ♦ [care](#) for a family member with a serious health condition, or
- ♦ [assist](#) loved ones when a spouse, domestic partner, child, or parent is deployed abroad on active military service.

Paid Family Leave also provides: [job protection](#), [continued health insurance](#), and [protection from discrimination or retaliation](#).



\$1,228.53

MAXIMUM WEEKLY BENEFIT



0.432%

EMPLOYEE CONTRIBUTION RATE

0.432% of an employee's gross wages per pay period, up to an annual maximum of \$411.91



\$14,742.36

MAXIMUM TOTAL BENEFIT

[UPDATE FOR 2027 —>](#)

Academic Corner

What Made FSC Special

By Vicki Janik

Maybe you have heard of what was, many years ago, the "Farmingdale Family." Here's an example of what it was like. Some background first...

In the 1990s, Farmingdale had recently become a four-year institution, so it needed to make some changes. It adopted a legally binding, so-called Reinvestment Plan. The Plan resulted in \$6,000 to \$9,000 raises for academics. But to get that pay raise, an academic had to *volunteer* to present a plan for a scholarly project and agree not to teach extra service evening classes during the academic year. Interestingly, an original version of the plan did not include raises for professionals, but the final version did.

So how does the Reinvestment Plan relate to the memorable "Farmingdale Family"? It certainly wasn't the instant pay raises or the independently created scholarly goals. It was this:

The Reinvestment Plan was created by three managers and four union members, who met almost weekly for nearly a year – *together*.

Notably, it was Barbara Maertz, the UUPF Vice President for Professional, who argued so long and hard for professionals. She made sure that professionals were included in the pay boost and in the upgrades in the

College mission. Thus, it was seven people who worked together as colleagues.

They had mutual respect and trust – really – plus loyalty to the shared goal of greater academic opportunities for both their colleagues and their students.

Obviously, disagreements arose all the time, about pay, teaching schedules, workload, seniority, adjuncts, extra service, scholarship evaluation, academic freedom, evaluations of staff at all levels. But resolutions were

found, often with humor and, regularly, with satisfaction. What did *not* plague the

creation of the Reinvestment Plan back then was the typical, ubiquitous blockage that exists at so many workplaces – the cemented-in, resentment-generating, *hierarchy* that separates employees by their job titles. Rather, at the College, any blockages were overcome by shared goals.

How impressive it was, management and staff making decisions *together*, and often laughing about it. It was the Farmingdale Family functioning for the success of everybody.

Now over the years, what became of that Family? Where has it been hidden?

Is it buried under a blanket of fear – maybe staff's fear of being *told*, by someone, that your



scholarship or service isn't up to snuff; or maybe their fear of being accused of being late for some responsibility or leaving it early [Translation: "theft of time"]. Or do too many folks at the College merely feel disdain for those at a different level of the hierarchy?

We need to change that. The College has a history of people working together at being "good to the Family". This should be the norm. Can the *Farmingdale Family* be resurrected? ♦

Important Documents

Keep any and all official documents, including emails, forms and receipts related to your position at the College. Forward to your personal email and save it *there*. Keep paper copies handy, particularly, your Appointment Letters – ALL OF THEM. Please don't let anything job-related become a forgotten conversation or a vanished virtual vision.

Bullying Revisited

By Michael Oil

FSC's Civility and Bullying Policy recently celebrated its tenth anniversary. Ten years on, it's worth asking if the policy has been a success: Has it held bullies accountable and deterred them in the first place?

Those who have been at the college for more than a decade might remember the policy's origins: How a pattern of managerial bullying led UUPF and CSEA to urge President Keen's administration to collaborate with them in creating a bullying policy. How management agreed but eventually commandeered the project after an interval of partnership. And how the policy ultimately unveiled by management fundamentally deviated from what had been envisioned and recommended by the unions. UUPF's dissatisfaction with the outcome was reflected in a Unifier column at the time:

"We did not agree to this document—didn't even see the final version before it was passed. Over the years, UUPF emphasized that a policy without a clearly stated and neutral procedure is unacceptable. We had advocated a procedure that allows both a management representative and a staff representative to investigate a problem and determine a suggested outcome. Currently, only a management representative investigates and determines a suggested outcome. This Management-Only Procedure is what the College Cabinet

wanted and what the College Cabinet agreed to accept." (September, 2016)

From the outset, then, UUPF cautioned against a policy that would be top-down (it is presided over exclusively by Human Resources) and lacking an explicit, transparent protocol. Curious as to how the policy has been working, UUPF recently asked management if employees have been making use of it. "Not very much," was the answer we received. Which of course leads to the question, "Why not?"

Two possible explanations come to mind: One is that bullying is a rare occurrence at FSC, so employees have little reason to use it—what we took to be the subtext of management's response. The other is that faculty and staff have consciously avoided using it.

Based on what UUP members have reported to us, the latter is the better explanation. When we've asked members who told us they were bullied whether they had filed a complaint, most said they had not because the policy is reputed not to work. What's more, many said they'd heard that those who have filed complaints have sometimes faced retaliation.

None of this should come as a surprise, really. To begin with, most workplace bullying—about eighty percent according to a recent study¹—is perpetrated by managers and their proxies. Research shows there is often "tacit support from senior



managers for both the bully and their actions,"² since they believe bullying is justified if meted out to advance organizational goals.³ Studies also report senior managers will often "encourage a working business model that includes bullying if the costs and risks are acceptable,"⁴ and that bullying "stems from the types of exercises of power that are learned, facilitated and legitimated in the culture of the workplace."⁵

Compounding the problem is that it is generally left to HR departments to investigate and adjudicate charges of bullying (as mentioned earlier, this is the case at FSC). According to one study, over 60 percent of HR personnel at colleges say that "workplace bullying just isn't a priority at their institution."⁶ Moreover, while HR procedures should ensure due process for

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Bullying Revisited

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victims of bullying, “policy and procedural implementation are fraught with power issues,” with “HR personnel in the unenviable position of having to develop and implement anti-bullying policy while also acting as strategic support for management.” As such, HR departments “cannot be neutral or impartial.”⁷

This rings true locally. UUPF recently learned of a case in which HR dismissed allegations of managerial bullying without ever interviewing the complainant(s). This fails not only to meet the basic requirements of fact-finding and related due process, but to run counter to best practices for administrative investigations. Complainant interviews should be a staple of HR’s bullying procedure. In addition, complainants should be told when their case has been closed, whether their allegations have been substantiated and, if so, whether in general terms corrective action has been implemented. These are components FSC’s bullying protocol appears to lack.

“Appears” because what the Unifier column highlighted way back in 2016 is still true today—it is unclear what in fact the procedure is. Indeed, it is fair to ask if a procedure exists at all. This lack of transparency and the ongoing refusal of management to include “outside” perspectives and recommendations relating to the policy call to mind what is being said about Cornell

University’s approach to administrative policy making in light of the frat-house rape allegations, differences notwithstanding. A recent news report cites the frustration of faculty members who said resolutions had been passed over the years by Cornell’s Faculty Senate insisting on changes to university disciplinary procedures—changes which might have prevented or mitigated what transpired in the frat-house—only to have its recommendations ignored by the administration.

If you have you been a target of bullying at FSC—subjected to false accusations, unjust criticism, ridicule, gossip, personal insults, slander, scapegoating, or rumor spreading—please let us hear from you. Meet with us remotely or in person, or email us at uup@uupfarm.org from a non-college email address and tell us about your experience, including whether you have used the college’s bullying policy (and if not, why not). All correspondence will be held in the strictest confidence. Your input is critical in helping UUPF push management to overhaul FSC’s existing civility and bullying policy. ♦

¹ Seifert, R. (2021). Bullies, Managers, Workers and Trade Unionists. In P.D’Cruz et al (Eds.), *Dignity and Inclusion at Work* (p.278). Handbooks of Workplace Bullying, Emotional Abuse and Harassment 3. https://doi.org/10.1007/978-981-13-0218-3_11

² Ibid.

³ Garvey, A. & Mackenzie, E. (2023). Hegemony and moralistic bullying in a contested UK



public sector. Culture and Organization, 5. Seifert, op. cit., p278.

⁵ Mannix-McNamara, P. (2021). The Contested Terrain of Power in Workplace Bullying. In P.D’Cruz et al (Eds.), *Pathways of Job-related Negative Behavior* (p. 50). Handbooks of Workplace Bullying, Emotional Abuse and Harassment 2. https://doi.org/10.1007/978-981-13-0935-9_3

⁶ Hollis, L. P. (2024, January 22). *Dying to Be Heard?* Inside Higher Ed. <https://www.insidehighered.com/opinion/views/2024/01/22/tragedy-workplace-bullying-opinion>

⁷ Mannix-McNamara, op. cit., p. 53.



FARMINGDALE CHAPTER

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DEFENSIVE DRIVING

UUP is sponsoring a VIRTUAL defensive driving class on
Saturday, November 14, 2026 at 9:30am

So much better than the online classes everyone hates. Enjoy this class in your pajamas from the comfort of your own home, with a LIVE instructor. Earn a significant discount on your car insurance or remove points from your license. This class is open to all UUP members and their families. This class can accommodate a maximum of 40 people, so reserve your seat right away.

The cost is \$40 dollars per person.

Reservations are due by Friday, October 30th

Individual registrations are required. So please drop off a check or money order made out to "UUP Farmingdale" at the UUPF Office in Ward Hall, with the full name of each person taking the class. ♦



STATEWIDE UUP COMMITTEES ♦ Contact UUPF if you are interested in joining any of these:

<https://uupinfo.org/committees/>

HUMAN AND CIVIL RIGHTS COMMITTEES:

Disability Rights & Concerns
Diversity, Equity and Inclusion
Opportunity Programs
Gender and Sexuality Interests
Veterans Affairs
Women's Rights and Concerns

ADVOCACY/LEGISLATIVE COMMITTEES:

Academic Medical Programs
Black and Latino Faculty/Staff Legislative
Environmental Advocacy and Issues
Outreach

MEMBERSHIP COMMITTEES:

Contingent Employment
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Teacher Education
Technology Campuses
Scholarship Development subcommittee
Scholarship Selection subcommittee

PROCESS COMMITTEES:

Compliance/Audit
Constitution and Governance
Finance
Grievance

The UUPF Newsletter welcomes articles and letters submitted by members of the UUP 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 Drakkir at youupf@gmail.com