



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



NOVEMBER 2022



In this issue

- ◆ Professionals' Corner
PAGE 2
- ◆ Workload Intake Form
PAGE 3
- ◆ The Common Laborer
PAGE 4–6
- ◆ Environmental Bond Act
PAGE 7



UUPconnect
A Newsletter for Members of United University Professions

NY Election Results

Familiar Faces and a Few Changes

November 10, 2022



Governor Kathy Hochul, Attorney General Tish James and Comptroller Tom DiNapoli—all strong supporters of the labor movement who have also supported UUP—have been reelected. Senator Chuck Schumer stands a good chance of keeping his job as Senate Majority Leader.

North Country Rep. Elise Stefanik, a Republican who has had a meteoric rise in the House leadership, will serve another term. A Republican wave did hit Long Island, and Rep. Sean Patrick Maloney will soon be out of a job. ◆

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, November 17, 2022 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:

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



Professionals' Corner

Tidbits: What's New?

By Solomon Ayo

The election has come and gone, but for unions, both national and local, the job continues. UUP and UUPF remain committed to ensuring that our elected officials also remain committed to the needs of UUP members, both local and state-wide. For an update on political activities, I encourage you to visit <https://uupinfo.org/> and click on the "Take Action" button on the lower right corner.

Good news from the UUP Fall 2022 Delegate Assembly, which I attended in October. The main issues affecting professionals statewide were discussed. Highest among them was the topic of "Workload" across the SUNY campuses. To address this, UUP has produced the Workload Issues Assessment Intake Form (see page 4) for members to fill out. This intake form is very helpful. It covers questions each member can use to

document their workload increase, and to justify a correction performance program or compensation. It could also help UUPF to help direct you on appropriate steps to take. Please save a copy for your files, and future reference.

Update:

Are you eligible for compression and inversion pay increase? UUPF requested and management now has a point-person that will answer your individual compression and inversion compensation questions according to the guideline between NYS and the UUP. Please remember that your "extent of salary compression and inversion will be measured by multiple regression analysis, a statistical technique that can measure the relationship between salary and several factors that potentially impact it". This year is the last compression award from our



2016 contract. For more details about your compression eligibility, please contact HR and request to speak to the designated point-person about your eligibility. For more details about compression visit <https://uupinfo.org/contract/pdf/CompressionFastFactsNov2019.pdf>

If you have any questions regarding the above, please do not hesitate to contact the me ♦

Important reminder: Please remember to periodically update your Beneficiary Card. Cut, complete and mail directly to UUP.

PLEASE RETAIN FOR YOUR RECORDS

Unum
Life Insurance Company
 Group Policy Number: 118668-36

Description of Eligible Class:

All active UUP-represented employees in the Professional Services Negotiating Unit are eligible.

Amount of Group Term Life Insurance: \$6,000

Beneficiary: _____

UUP Benefit Trust Fund
 PO Box 15143
 Albany, NY 12212-5143
www.uupinfo.org
 800-887-3863 (Phone) or 866-559-0516 (Fax)

04/19

UUP Benefit Trust Fund Group Term Life Insurance Beneficiary Card

United University Professions, PO Box 15143, Albany, NY 12212-5143
www.uupinfo.org
 800-887-3863 (Phone) or 866-559-0516 (Fax)

Please print carefully

Employee Information

Name (Last, First, MI) _____ Date of Birth _____ NYS Employee ID _____

Home Address—Number & Street _____ City _____ State, Zip Code _____

Work Location (Name of Campus or Institution) _____ Department _____ Non-SUNY Email _____

Beneficiary Information

Name (Last, First, MI) _____ Date of Birth _____ Relationship _____

Home Address—Number & Street _____ City _____ State, Zip Code _____

Signature _____ Date _____



Workload Issue Assessment Intake Form

Instructions: This form is to be completed by any UUP member who believes that there is an issue related to their individual workload warranting review by a chapter officer and the assigned NYSUT Labor Relations Specialist. To ensure your issue is properly addressed, please complete the form, attach all required documentation, and send all your materials to a chapter officer and your NYSUT Labor Relations Specialist.

Please attach the following required documents:

1. Any related appointment letters.
2. Your current performance program or academic expectations.
3. All previous performance programs or academic expectations.
4. Any related evaluations, performance reviews, or end of year reviews establishing whether the work performed is at a particular rank, SL grade, or specific campus title.
5. Evidence of a unilateral assignment of a substantial increase in workload (particularly when it has occurred within the preceding four months).

Name: _____

Official Title: _____ Local Title (if different): _____

Hire Date: _____ Appointment Date for current position (if different): _____

Please provide detail as to how your workload has substantially increased in recent months:

When did this workload increase occur? _____

Did you ask for a decrease in other obligations? YES NO

Are you receiving Extra Service pay for this new work increase? YES NO

Are these new duties temporary or permanent? TEMPORARY PERMANENT

Have you already requested assistance from UUP in addressing this workload increase? YES NO

Did you volunteer to accept this increase in duties? YES NO

Were you directed by a supervisor to accept this increase in duties? YES NO

Please estimate what percentage your workload has increased because of this assignment: _____%

How many more hours are you now required to work because of this unilateral assignment? _____

Have you attempted to self-adjust your schedule to accommodate this assignment of duties? YES NO

FOR PROFESSIONALS ONLY:

Did you submit a request for promotion or salary increase under A-28 of the Agreement? YES NO

FORM SUBMISSION DATE: _____

The Common Laborer New York Militiamen, Who Sacrificed at the Battle of Oriskany, August 6, 1777

By Daniel Scott Marrone

We owe much to common laborers. They work endless hours for little pay. In August 1777, blacksmiths and indentured servants as well as those toiling in the fields, dairies, gristmills, and sawmills assembled to form the New York Tryon County Militia. Joining them to rescue those trapped in Fort Stanwix were Oneida and Tuscarora warriors. Together they became the nation's "First" First Responders. Contrary to the natural tendency to flee from danger, First Responders rush into peril to save others. Thank the FDNY, Port Authority PD, NYPD, and other uniformed heroes, who sacrificed their lives rescuing those in the World Trade Center towers on September 11, 2001.

The American Revolutionary War commenced in Massachusetts on April 19, 1775. By 1777, warfare had spread to all 13 colonies, now newly formed states. In January of that year, British General John Burgoyne Crown devised a "Grand Plan" to divide the New England states from those in the mid-Atlantic and the South. His plan encompassed two massive invasions into U.S. territory. The larger of the two expeditions was led by Burgoyne and the other by Brevet Brigadier General Barrimore Matthew "Barry" St. Leger. This essay covers the St. Leger Expedition in central New York and briefly, Burgoyne's invaders and their climatic surrender at Saratoga (October 17, 1777).

St. Leger's invasion army

disembarked from Montreal on June 23, 1777, with 1,000 heavily armed British Regulars, Hessians, French Canadiens, and expatriate American Tory Loyalists. They sailed upstream, geographically southwest, along the Saint Lawrence River to reach Fort Oswego on the southern shore of Lake Ontario. The invaders landed on July 25 and were bolstered in fighting strength by 100 indigenous Iroquois warriors from the Mohawk, Cayuga, Seneca, and Onondaga tribes. With a combined force of 1,100, the St. Leger Expedition headed southeast to Fort Stanwix, located near the headwaters of the Mohawk River. Along this 60-mile overland distance from Fort Oswego to Fort Stanwix, the invaders denigrated into marauders by destroying everything and murdering anyone in their path.

The marauders reached and simultaneously surrounded Fort Stanwix in the early hours of August 2, 1777. St. Leger ordered those within the fort to immediately vacate. Knowing the horrors they faced outside the wooden stockades, the settlers prudently remained in the fort. In a bold act of defiance, the new nation's flag, the "Stars and Stripes," was hoisted atop Fort Stanwix. This was the first time the U.S. flag was flown in land battle! Upon eyeing the U.S. flag, St. Leger, an incensed Briton, commenced an all-out attack upon the fort. A company of 100 Continental Army soldiers stationed within Fort Stanwix



returned fire. However, the blue-uniformed Continentals were hopelessly outnumbered and out-gunned by the St. Leger invaders and the British-allied Iroquois warriors. Help was needed immediately!

Urgent messages requesting "relief" (old term for "rescue") were assigned to fleet-footed messengers assigned as "Scout Runners," who dashed surreptitiously from the fort. Tragically, many valiant messengers were caught and then tortured by fire. One Scout Runner got through, Adam Frederick Helmer, who reached Brigadier General Nicholas Herkimer to deliver the dire message for help. The militia general summoned all men ages 16 to 60 in central New York to assemble at Fort Dayton (present-day Village of Herkimer). Obeying Herkimer's summons, 800 common laborers from farms and mills gathered at Fort Dayton. It should be emphasized that approximately 50 warriors from two Iroquois tribes, the

...continued on page 5

The Common Laborer New York Militiamen ... continued from page 4

Oneidas and Tuscaroras, joined the militiamen. At this juncture in time, the six-nation Iroquois Confederation had now permanently severed with the Mohawks, Cayugas, Senecas, and Onondagas allied with the British Crown and the Oneidas and Tuscaroras allied with the Americans. The laborers, Oneidas, and Tuscaroras now comprised the New York Tryon County Militia. On the morning of August 4, 1777, Herkimer ordered his combined force of 850 on to Fort Stanwix. At the notable New York State Military Museum and Veterans Research Center (Saratoga Springs, NY), a huge display at its entrance acknowledges “The New York Tryon County Militia as the exemplar for the later New York National Guard, officially formed the 4th of April, 1786.”

The Battle of Oriskany

After covering 22 miles of their 28-mile trek to Fort Stanwix, the 850 militiamen were ambushed at Oriskany Creek by Crown-allied Iroquois warriors led by Joseph Brant (Chief Thayendanegea) combined with a small contingent of Tory Loyalists led by Sir John Johnson and John Butler. This bloody encounter became known as the Battle of Oriskany, August 6, 1777. The citizen soldiers lacked military uniforms, but Herkimer was clad in his blue-buff-and-red New York State militia general’s uniform. An obvious target for snipers, he was one of the first to be shot. Though bleeding profusely from a leg wound, Herkimer refused to be taken to

the rear. Instead, he propped himself against a tree in the line of fire in FRONT of his militiamen. For more than five hours, the militia commander ordered his men to “Stay and fight!” The militiamen obeyed their general and did not retreat from the battlefield. These common laborers along with their Oneida and Tuscarora “brothers-in-arms” were now fighting and sacrificing for their new nation.



Inexperienced in military tactics, many of Herkimer’s common laborer militiamen were killed during the initial hours of battle. Soon, however, they learned to fight by “pairing”--one loaded while the other fired. This tactic proved extremely effective. After several hours of horrendous hand-to-hand combat it was now the ambushers, who were suffering huge casualties. By that night, nearly 600 militiamen, Iroquois warriors (on both sides), and Loyalists--all former neighbors of central New York--lie dying or dead at Oriskany Creek. Among

Herkimer’s 850 militiamen, 465 (55 percent) were killed or seriously wounded. A week after the battle, the general’s leg wound became gangrened. Though his leg was amputated on August 13, Herkimer nevertheless died of blood loss on August 16, 1777. In terms of Crown-allied Iroquois casualties, it has been estimated that dozens of chiefs and warriors were killed or seriously wounded. These huge losses were unexpected and deeply resented. Feeling betrayed by St. Leger, the tribal warriors soon began abandoning the invaders that had surrounded Fort Stanwix. Without the warriors, the siege of the fort could not be sustained. On August 22, 1777, the invaders were forced to flee in abject defeat back to Canada. The common laborers and Iroquois allies of Herkimer’s New York Tryon County Militia dearly sacrificed to end the siege of Fort Stanwix. With the siege ended, 1,000 men, women, and children trapped in the fort were saved!

Artist Frederick Coffey Yohn depicts the unfaltering 49-year-old militia general in a 1901 painting entitled, “I will face the enemy—Herkimer at Oriskany.” Yohn shows the uniformed Herkimer directing his civilian-clothed militiamen while buttressed against a beech tree. The tree was cut down when the Oriskany battlefield site was leveled to enable farming. However, an oak tree was planted on Flag Day, June 14, 1912, by the Oriskany Chapter of the Daughters of the American Revolution. Additionally, a

...continued on page 6

The Common Laborer New York Militiamen

... continued from page 5

stone marker was erected where the bleeding Gen. Herkimer directed his militiamen. The marker has the following inscription:

“Near this spot stood the beech tree which during the Battle of Oriskany sheltered the wounded Gen. Herkimer while he gave orders that made Saratoga possible and decided the fate of the nation.”

After the Revolutionary War, Fort Dayton, the location where the Tryon County Militia maintained its staging headquarters, became the Village of Herkimer—named in honor of the militia general. The village grew and separated into several municipalities becoming the Town of Herkimer. In 1791, the State of New York bestowed much deserved honor and gratitude upon the general by naming this region in the center of the state, “Herkimer County.” On January 13, 1966, the New York Board of Regents approved the establishment of Herkimer County Community College, a SUNY campus. Its campus symbol is the iconic “Herkimer tricorn hat” that is often on display at the Rome (NY) Historical Center.

The Battle of Oriskany, August 6, 1777, occurred centuries ago in the New York frontier and thus could have been forgotten in history. This oversight did not occur due to the 1936 bestselling historic novel, *Drums Along the Mohawk*, authored by Walter Dumaux “Wat” Edmonds. The book and 1939 technicolor film of the same title depict the Fort Stanwix siege and the Battle of Oriskany. The

“Drums” in the title refer to the call-to-arms used to alert the militiamen for assembling at Fort Dayton. The movie features Danish-American actor Roger Imhof portraying German-accented Gen. Herkimer, whose original surname was Hershheimer. Henry Fonda portrays a fictional character similar to Fort Stanwix Scout Runner Adam Frederick Helmer. The best scene in the film occurs at the end when the “relieved” (that is, rescued) settlers gaze at the “Stars and Stripes” atop the fort while “America (My Country, ‘Tis of Thee)” is heard as background music. Though this patriotic song was composed in 1831, 54 years after the August 1777 Fort Stanwix siege, the flag is historically correct. The “Stars and Stripes” flag was officially adopted at the Second Continental Congress, in Philadelphia, on June 14, 1777. Seven weeks later, on August 2, our glorious “Stars and Stripes” was seen atop Fort Stanwix. According to the U.S. National Park Service, this was most probably the first time the U.S. flag was displayed in land battle!

The Battle of Oriskany and the Battles of Saratoga

The August 6, 1777 Battle of Oriskany had a significant effect on the outcome of the subsequent September 19 and October 7, 1777 Battles of Saratoga that occurred 100 miles further to the east. Since the marauding invaders were routed at Oriskany, they could not join and bolster British General John Burgoyne’s

invasion army at Saratoga. Without reinforcements, Burgoyne’s Redcoats and Hessians were outnumbered by the Americans and forced to surrender at Saratoga on October 17, 1777. This significant British Army defeat is deemed the “turning point” of the Revolutionary War because the French government, now sensing an ultimate American victory, thus began “openly” supporting the newly formed United States of America.

Gen. Herkimer and his citizen soldier New York militiamen—common laborers, Oneidas, and Tuscaroras—should never be forgotten. They deserve much credit for bravery and sacrifice for defeating the St. leger invaders and for saving those in peril within Fort Stanwix. At the entrance of the Oriskany battlefield site, an official “Historic New York” bronze plaque was erected by the New York State Historic Preservation Commission with the following inscription:

The Battle of Oriskany was one of the bloodiest engagements of the American Revolution. General Nicholas Herkimer, though wounded, rallied his militiamen until the enemy fled. Defeated at Oriskany and unable to force the surrender of Fort Stanwix, the British retreated to Canada. These reverses, with their defeat at Saratoga, thwarted General Burgoyne’s grand plan to divide the colonies by conquering New York. ♦



Environmental Bond Act

Wins Solid Approval

November 10, 2022

FARMINGDALE CHAPTER

EXECUTIVE BOARD

Harry Espailat

President

Vicki Janik

VP Academics

Solomon Ayo

VP Professionals

RoseAnn Byron

Treasurer

Ann Noss

Secretary

Mike Oil

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

Yolanda Drakkir

Sandra Hustedt

Darleyne Mayers

Debbie Nilsen

Amy Stier

Committee Chairs:

Diversity, Equity & Inclusion

Darleyne Mayers

EOC

Michael Oil

Grievance: Academic

Amit Bandyopadhyay

Grievance: Professional

Sandra Hustedt

Health & Safety

Michael Canders

Library Concerns

Danielle Apfelbaum

Membership

Tom Germano

Newsletter

Yolanda Drakkir

Outreach

Darleyne Mayers

Active Retirees

Daniel Marrone

Webmaster

Harry Espailat

Women's Rights & Concerns

Vicki Janik



UUP was part of a strong coalition of environmental organizations, labor unions and social justice advocates that backed the Clean Water, Clean Air, and Green Jobs Bond Act.

The good news out of Election Day: Voters resoundingly supported the bond act, which was on the ballot in the Nov. 8 statewide general election. UUP President Fred Kowal joined other coalition members in claiming victory for this \$4.2 billion measure that will reinforce the New York harbor against ever-stronger storms, invest in electric public vehicles, strengthen infrastructure against devastating floods and—the most important thing of all—help save lives. At least 46 people died in the New York City Metro Region during Hurricane Ida, 11 of them by drowning in basement apartments that were overwhelmed with flash floods. ♦

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 Espailat

Comm of Chapter Presidents

Darleyne E. Mayers

UUP Executive Board
Diversity, Equity & Inclusion, co-chair
Outreach

Louis Scala

Comm of VPs for Academics

Sandra Hustedt

Grievance, Membership

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