



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

OCTOBER 2022



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## FSC Adjunct Pay

By Vicki Janik



As you may know, in the last UUP/ NYS Agreement, UUP was finally able to negotiate with New York State salary minima for adjunct staff. In each year of the contract, the minima were scheduled to rise.

Last year, 2021-2022, the minimum for our campus, as required in the Agreement, was \$3,000. So that meant Lecturers got a raise. Lucky for Farmingdale Management, they didn't need to raise any other pay rates since Adjunct Assistants were already earning \$41.10 over the minimum. No change was needed there!

### OLD RATES: 2014-2021 Adjunct Pay Rates for a 3-Credit Class:

Lecturer:	\$2,754.45 [raised to \$3,000 in 2021-2022]
Assistant	\$3,041.10
Associate	\$3,245.40
Full	\$3,532.05

But the Agreement says that the 2022-2023 salary minimum for a 3-credit course is \$3,250... What to do?

As you can see from the above, pay rates for newly hired adjuncts at three of the four academic ranks were too low to meet the new minimum. Pay rates needed to be adjusted (raised)! Here's Management's solution:

### NEW RATES: : 2022-2023 ADJUNCT PAY RATES:

Lecturer:	\$3,250.35
Assistant	\$3,250.35
Associate	\$3,250.35... a \$4.95 raise
Full:	\$3,532.05... no raise needed

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## GENERAL MEMBERSHIP Meeting

Thursday, October 20, 2022 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:

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



# Professionals' Corner Compensation

## Workload, Salary Increase, Promotion, Compression

By Solomon Ayo

It's that time of the year to look back and to look forward, and then ask yourself this question: "Am I doing more than I was in the last fiscal year?" If your workload has increased, what are you doing about more compensation?

As a professional, you can be recognized for the excellent work that you do. However, the way you are compensated depends on your knowing the facts in your union contract <https://uupinfo.org/contract/pdf/20162022NYSUUPAgreement.pdf>.

UUPF supports volunteerism, but not increased workload without compensation. Please understand the following: You may not be evaluated nor compensated on increased workload (volunteerism) outside of your performance program.

If your workload is increased, you and your immediate supervisor should establish certain criteria: 1) an end date of the extra work, and 2) how you will be compensated.

If the new work is significant, and is to be permanent, you should address compensation with your immediate supervisor. If there is no compensation, speak with your supervisor to determine what should be taken out of your performance program in order to accommodate the new duties, therefore maintaining your

100% effort.

If you agree to a permanent and significant increase in your responsibilities, you should discuss compensation right away. Whether you request a salary increase or a promotion to a higher rank, is your call.

### Compression Salary Increase: Are you eligible?

Currently on the radar is the fourth round of compression salary increases. "The 2016-2022 NYS/UUP contract includes a historic agreement to establish four annual salary pools, each one-half percent (.5 percent) of total basic annual salaries at each campus, for distribution to eligible UUP-represented employees to address salary compression and inversion." For more details about compression visit <https://uupinfo.org/contract/pdf/CompressionFastFactsNov2019.pdf>

Last summer, UUPF held a Workshop on Compression. Participants learned that they may ask the following questions to the Human Resources Point Person for Compression:

1. How many years of service are included in my compression analysis? This should equal the number of years in your



current SL grade plus 1/5 of the years at SUNY before current SL grade. For example, someone with 5 years as an SL 4 and 20 years prior in lower grades would have a total of nine years.

2. What is the title of my benchmark? This is particularly useful to ask if you have a vague title that does not equate to your job. For example, campus band "director" may not be benchmarked correctly because the state title is "staff associate."
3. What is the SL grade included for me in the compression analysis? If you believe your job is significantly larger than that of others in your SL grade, you can ask if your SL grade has been incremented by .5 in the analysis. It helps if you have documentation of your job being "larger." ♦

# MENTAL HEALTH AWARENESS

October 2022 Newsletter



 **TotalCare EAP**  
A division of ESI



## Don't Forget!

EAP services are available to you and your household members as well as dependent children living away from home, up to age 26.

## Mental Health Awareness

Often, when we feel fine and healthy, we take our mental health for granted. We just don't think of it as an issue that affects us. Actually, mental illness impacts everyone directly or indirectly through family, friends, or coworkers. **October 2nd–8th is Mental Illness Awareness Week**, a good time to think about and focus on our own mental health.

The most common mental illness is major depression, affecting more than 16 million American adults each year. Why not take [a quick, free, online Depression Screening](#) on October 6, National Depression Screening Day? Just as you'd regularly screen for blood pressure, heart health, or any other illness, depression screenings should be a routine part of healthcare for you and your loved ones. The anonymous, confidential screening test is sponsored by Mental Health America.

About half of those who are affected by mental health issues avoid getting help for a variety of reasons, from worry about the stigma or the cost to not knowing how to find care. Your employer makes it easy for you to get quality mental health care through your Employee Assistance Program (EAP) for you and your family:

- Telephonic in-the-moment counseling from clinical professionals 24/7/365 for anxiety, depression, mental health issues, and more. Call our toll-free number day or night—**800.252.4555**.
- One-to-one professional coaching for stress management, resilience, and wellness issues. Call **800.252.4555** to talk about Coaching options.
- Online self-help resources, assessments, and video courses for mental health issues. Login to [www.theEAP.com](http://www.theEAP.com) and click on **Emotional Wellbeing**.

## Coming Soon!

In October we launch our redesigned **Website** (also known as our **Self-Help Resource Center**), with a fresh look, easier navigation and search, more user controls, new and updated videos, articles, and tools, including excellent new Learning Centers on popular topics. We can't wait to share – we'll remind you when it's live!

## Driver & Pedestrian Alert!

According to the Governors' Highway Safety Association, U.S. pedestrian fatalities have spiked to the highest level in 40 years, accounting for 17% of all traffic-related fatalities. Most deaths are related to speeding and occur at night when visibility is poor. Be careful and be aware! Here are some driving safety resources.

- [Pedestrian Safety](#) - Excellent tips and resources for drivers and pedestrians
- [Take Steps to Avoid Injury or Death While Walking](#)
- [Winter Driving Safety](#)

## Year-End Budgeting

Between holiday celebrations and entertainment, holiday travel, and gift giving, the final few months of the year can get quite costly - and this year, high inflation is an added financial challenge. Our advice from the experts: Set a realistic holiday budget now and stick to it! Your EAP has tools to help you get through the holiday season when you log in to [www.theEAP.com](http://www.theEAP.com):



98% Employee Satisfaction Rate

[www.theEAP.com](http://www.theEAP.com) | 800.252.4555

- **Budgeting and Consumer Tools:** Tools for Tough Times offers money-saving ideas and resources to do more with less. Also, access budgeting tools and calculators at the Personal Finance and Education Center.
- **Save Money:** At your Lifestyle Savings Benefits, explore thousands of discounts, rewards, and perks in a variety of categories from your favorite brands.

## Sharpen Your Skills!

Check out our comprehensive online training library! Many courses are in short micro-learning bursts you can take at your convenience. We add new topics every month. Log in at [www.theEAP.com](http://www.theEAP.com), click the "Training Center" icon and choose "Comprehensive Training Library."

- **NEW! Windows 11 Essentials | Course ID: SVL\_205572**  
Learn to personalize and customize settings and to find and use key tools, widgets and apps in this 32-minute video.
- **Safe Driving: Avoid Aggression | Course ID: SVL\_1020018**  
In this 8-minute video, learn what aggressive driving behaviors are, what to do if you encounter them, and how to reduce your own aggressive driving behavior.
- **Personal Financial Health: Budgeting Tips | Course ID: SVL\_1020544**  
Learn helpful budgeting tips, such as saving for the unexpected, holding yourself accountable, and keeping a positive attitude in this 7-minute video lesson.

## Learn More!



Scan the QR code with your device or smart phone to explore more of your employee benefits!



### How to Scan a QR Code

1. Open the camera app.
2. Select the rear-facing camera in Photo mode.
3. Center the QR code you want to scan on the screen and hold your phone steady for a couple of seconds.
4. Tap the notification that pops up to open the link. (You will need to be connected to the internet to do this.)

### Accessing Your EAP Training Center

1. Go to [www.theEAP.com](http://www.theEAP.com) and click **Employee and Family login**.
2. If you've already created an account, log in with your User Name/Password.
3. If it's your first time, click **REGISTER** to create your User Name and Password. **You only need to register once.**
4. Click the 'Training Center' and then choose 'Comprehensive Training Library'.
5. In the **Search** bar at the top of the screen, type the course code or search for a topic.
6. Click the course icon, and click the 'Play' or 'Start' button to begin.

**To get a certificate:** View the course and take the quiz. Not all courses require a quiz, but if so, you must score at least 80% for a certificate. To get your certificate, click on the ribbon icon below the right corner of the video. The certificate will download to your computer.



98% Employee Satisfaction Rate

[www.theEAP.com](http://www.theEAP.com) | 800.252.4555

# AFL Founder, Sam Gomper's Advice on Freedom:

**"To Be Free, the Workers Must Have Choice"**

By Daniel Scott Marrone

Samuel Gompers' complete quote is: "To be free, the workers must have choice. To have choice they must retain in their own hands the right to determine under what conditions they will work." His "Advice on Freedom," proclaimed throughout his lengthy career remains unassailable wisdom. Gompers was born in Spitalfields, a grimy area of East London, England in 1850. Not to be confused with "spittle," "spital" refers to a hospice where the terminally ill were brought in their last days—not the most uplifting of surroundings. In 1863, at age 13, he immigrated with his family to the U.S.A. and settled in a Houston Street tenement building located on the Lower East Side of Manhattan. These East London and Lower East Side areas were in the 19<sup>th</sup> century aptly described as "slums." (Not true in the present day, where trendy flats



and apartments sell for millions.) There was one vast difference between these mid-19<sup>th</sup> century slums. In the U.S.A., Gompers could better utilize his natural leadership skills for advancement. A year after immigrating to America, the nimble cigar rolling fourteen-year old was admitted as a member of Local 15 of the United Cigar Makers Union. The Cockney dialect of his youth was soon replaced by the competent voice of an American organized labor leader.

Barely five feet in height, but towering in dedication and leadership ability, Gompers was elected president of his union in 1875. In that governance capacity, he began to coordinate with other union leaders. He sought economic power for workers by bringing together what he deemed "one big union." In 1880, he brought together skilled-trade workers into the Federation of Organized Trades and Labor Unions that was renamed the American Federation of Labor in 1886. The AFL quickly became the nation's largest labor union. Except for one year, Gompers led the AFL from its inception until his death on December 13, 1924. Throughout these years, the AFL practiced "pure-and-simple unionism that focused primarily on economic rather than political reform as the best way of



securing workers' rights and welfare." (Gompers' quotes are from *Seventy Years of Life And Labor: An Autobiography* published posthumously in 1925 or aflcio.org).

Gompers provided to AFL members the benefits of American capitalism. In 1894, he was defeated by an avowed Socialist. The Socialist AFL president proved to be ineffective and extremely unpopular among AFL membership. With a huge margin, Gompers was in 1895 once again elected AFL president, a position he held until the last day of his life.

In 1902, the U.S.A. faced a coal shortage crisis. On strike was the United Mine Workers of America, better known by the cropped acronym "UMW" due to the union representing both Canadian and American workers. Coal miners face—then and now—unbearably hazardous working conditions compensated with grossly inadequate wages. President Theodore Roosevelt

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# Colonial Life Aflac

## ENROLLMENT IS NOW

Please join one of the ZOOM meetings listed below to learn about the variety of voluntary insurance offered to UUP members. Policies available are Disability, Whole Life, Term Life, Hospital Indemnity, Cancer, Critical Illness and Accident.

### Zoom Meetings:

Monday, November 14, 2022 at 12pm

Wednesday, November 16, 2022 at 7pm

Monday, December 5, 2022 at 12pm

Friday, December 9, 2022 at 7pm

Your Farmingdale UUP Agent is Michael Reinhart  
M1\_Reinhart@us.Aflac.com

Topic: UUP Voluntary Benefits Member Education Meeting

Join Zoom Meeting

<https://us02web.zoom.us/j/87612743966?pwd=LzluVGpCNG1PNlZMSmRTSkRCNWltdzI>

Meeting ID: 876 1274 3966

Passcode: 439719

Find your local number: <https://us02web.zoom.us/u/k3HoedAT4>



## A GREAT TIME WAS HAD BY ALL:



## “To Be Free, the Workers Must Have Choice” ... continued from page 5

intervened in labor-management negotiations. Several weeks passed with the coal mine owners refusing to negotiate with the UMW. Fearing catastrophic coal shortages as the winter of 1903 approached, TR coerced—you may say “strong-armed”—mine owners in accepting nearly every UMW demand. Gompers widely praised TR’s actions. Subsequently, he supported TR for reelection in 1904. For that, the AFL president was criticized for favoring the Republican candidate over the Democratic candidate. Not for the first nor the last time, Gompers responded, “The AFL is not the Democratic Party. It is not the Republican Party. The AFL is the workers’ party.”

In the November 1912 U.S. presidential election, Gompers supported New Jersey Governor Thomas Woodrow Wilson, a Democrat, rather than TR and two other contenders. Close cooperation between Wilson and Gompers proved crucial 53

months later when the U.S. entered the Great War on the side of the Allies. As of April 6, 1917, the U.S.A. was at war. Gompers immediately ordered the AFL to cease workplace disruptions that would impede production of war-related goods. During the war years, the AFL leader went on whistlestop, national tours supporting Wilson and America’s pivotal role in WWI. Following the armistice, in effect as of November 11, 1918, Gompers and the AFL were viewed positively by the American public. AFL membership soared.

The interwar years saw an increasing use of assembly line industrial processes requiring lesser-skilled workers. Since the AFL focused on skilled labor, it was understandable for production line workers to desire their own union. For them, the Congress of Industrial Organizations (CIO) was formed in 1935. Twenty years later, the AFL merged with the CIO to form--

then and now—the nation’s largest organized labor entity, the AFL-CIO. The AFL-CIO presently represents 58 unions that include more than 12.5 million members. United University Professions (UUP) is one of these 58 unions.

### U.S. Department of Labor: Labor Hall of Fame

Samuel Gompers was an initial inductee into the U.S. Department of Labor “*Labor Hall of Honor*,” established in 1988. The Labor Hall of Honor recognizes “those Americans whose distinctive contributions in the field of labor have elevated working conditions, wages, and overall quality of life of America’s working families” (dol.gov). At the Labor Hall of Honor is Gompers’ determined image and “Advice on Freedom” quotation—both provided at the beginning of this essay. ♦





# FSC Adjunct Pay ...continued from page 1

## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

- Harry Espaillat**  
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 Espaillat
- Women's Rights & Concerns**  
Vicki Janik

Apparently, management managed to meet the most recent salary minimum. But we do need to ask:

- ◆ Is this the best way to attract excellent academic staff?
- ◆ Does this show respect to the majority of our academics — our adjunct staff?
- ◆ Does this encourage current staff to excel, or stay at Farmingdale, or seek a promotion? Or
- ◆ Does it almost mock the notion of respectful pay to these hundreds of people?
- ◆ If Farmingdale has a difficult time (upon occasion) of attracting adjunct staff, do these pay rates encourage skilled teachers to work here?

Keep in mind:

### 2021-2022 CUNY Minima Rates for a 3-Credit Course:

- Lecturer: \$4,459.00
- Assistant: \$6,000.00
- Associate: \$6,500.00
- Full \$6,750.00



Note: For many years, UUPF has tried to negotiate pay raises for adjuncts. Management most recently said that if pay raises could occur, UUPF must agree to required student evaluations of teachers. Needless to say, UUPF could never agree to such a change in terms and conditions as a prerequisite to possible adjunct raises. ◆

### Student Loan Forgiveness

The Governor has signed off on a PSLF bill that will increase opportunities for student loan forgiveness for our adjuncts who teach 9 credits a semester and professional members who work at least 30 hours per week. The PSLF Expansion is **set to expire on October 31, 2022**. Here is the link to the UUP Calendar so you can register: <https://uupinfo.org/calendar/>

### Defensive Driving

**9:30—3:30 Saturday, Nov. 12<sup>th</sup> via Zoom**

First 20 people receive discounted rate!

\$30 made payable to UUP Farmingdale To secure your seat, bring payment to Debbie Nilsen at Laffin 204 by Nov. 3<sup>rd</sup> **Please call or text ahead: 631-521-6311** You will receive the course manual when you bring your check.

## CHAPTER MEMBERS on STATEWIDE COMMITTEES

<b>Solomon O. Ayo</b> Comm of VPs for Professionals	<b>Vicki K. Janik</b> Women's Rights and Concerns, chair	<b>Deborah-Ann R. Nilsen</b> Public Higher Ed
<b>Amit Bandyopadhyay</b> Tech Sector	<b>Kathryn Machin</b> UUP Scholarship	<b>Ann Noss</b> Membership
<b>Michael Canders</b> Veterans	<b>Daniel Marrone</b> Retired Member Governing Board	<b>Michael Oil</b> Grievance
<b>Harry Espaillat</b> Comm of Chapter Presidents	<b>Darleyne E. Mayers</b> UUP Executive Board Diversity, Equity & Inclusion, co-chair Outreach	<b>Louis Scala</b> Comm of VPs for Academics
<b>Sandra Hustedt</b> Grievance, Membership		<b>Amy Stier</b> 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