



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



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About Lou Scala

By Vicki Janik

Recently Lou Scala told us that he would need to resign his position as UUPF Vice President for Academics. Of course, we in UUPF accept this and send Lou our best wishes for his continued work as a professor and his continued friendship as a colleague here at Farmingdale.

But we also send Lou our thanks and our gratitude for his outstanding contributions to UUPF over these many years. Lou has volunteered to serve all of us through his union work, not because such work serves as some sort of valuable and shrewd career move. Hardly so! Here's the actual reason...

Lou serves us in the union because of his desire — his need — to make sure that all of us in the union — his colleagues, his fellow union members — are treated with honesty, respect, and kindness by one another, and by others. On September 4th, I read in *Newsday* that union support on Long Island is growing, perhaps because pay is 12%-13% higher for unionized employees. But unions also exist to ensure opportunity, safety, and health, as well as compensation, for all workers. This is exactly what Lou does.

If all of us were to follow Lou's example in working toward these union goals, imagine how excellent our union and our workplace could be--how friendly, collegial, and loyal we all might be to one another!

So, thank you, Lou, for your service, of course. But even more than that, thank you for the example you continue to set as a goal for all of us. ◆



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GENERAL MEMBERSHIP Meeting

Thursday, September 15, 2022 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:
<https://uuphst.org/myuup/Membership/RegForm.php>



Professionals' Corner

By Solomon Ayo

Welcome Back to the 2022-23 Academic Year. It has been a pleasure serving you.

Much has happened over the last academic year in the world of professionals. I encourage all professionals to begin this academic year by staying informed about your employee rights and your contractual obligations.

Please familiarizing yourself with the following UUP member websites:

- ◆ UUP Homepage:
<https://uupinfo.org/#>
- ◆ The Professionals Guide
<https://uupinfo.org/reports/reportpdf/2022ProfessionalsGuideFINAL.pdf>
- ◆ UUP Members only portal for specific information
<https://uupunion.org/myuup/MembersOnly/>
- ◆ The Resource Guide on Member Concerns
<https://uupinfo.org/resources/>
- ◆ Resource Guide: Workload Creep
<https://uupinfo.org/resources/pdf/UUPOverTimeEligibleRequirementsFacts.pdf>
- ◆ Resource Guide: Overtime Eligibility
<https://uupinfo.org/resources/pdf/UUPOverTimeEligibleRequirementsFacts.pdf>

At the top of the agenda for this semester are professionals' educational workshops (dates to be announced). The big challenge last year was the promotion and salary increase process. UUPF and management continue working on a new and improved application form to expedite notification at various stages of the application.

UUPF is also monitoring and addressing professionals' concerns and contractual rights. These include bullying, workload creep, salary compression, alternate worksites (or remote work), and demand for work outside of the Performance Program. UUPF continues to encourage members to call the office with questions that raise concerns so they can be addressed expeditiously.

An important goal this academic year is increasing member participation. Please join us at union-sponsored events and be sure to bring questions. UUPF has been successful in increasing Professionals' participation as we all reach out to new members.

Last spring, we held two professional elections for the College Review Panel (CRP) and the Committee on Professional Evaluation (CPE). Congratulations to those who have won these two-year-term appointments.



CRP Members

Amanda Cataldo
Davinder Kaye
Michael Londis
Sylvia Navarro-Nicosia
Amy Stier

CP Members

Yolanda Drakkir
Sandra Hustedt
Debbie Nilsen

If you have questions or concerns about any professional issues, or if you are interested in serving UUPF, please feel free to contact me directly. ◆

SAVE THE DATE:

Professionals Workshop
Gleeson 104 @ 11:00
Thursday, October 13th

President's Message

Welcome back to the start of the fall semester. This summer was a mixed bag of good news and bad news. The Good news: low COVID transmission, unrealized fear of monkeypox pandemic, an extension of the telecommuting program until December 31st, and the passing of the Student Debt Forgiveness Program. The Bad news: extreme heat, droughts, flash flooding, inflation and the war in Ukraine.

During all this, UUP continued to work on advocating for better working conditions, for the equitable treatment of contingent

faculty and staff, and advancement toward a new contract. You can access such progress in negotiations via the members-only web page at www.uupinfo.org.

I also want to invite you to our *Breakfast with UUPF* in Quintyne Hall on Thursday, September 29th from 8:00am – 10:00am. You are welcome to join us for a delicious breakfast and great conversations. Don't be shy ... join us! Bring your questions.

In Solidarity
Harry Gabriel Espaillet



SAVE THE DATE



Supervisors Meeting

With Tammy Mays and UUPF Officers
11:00 am
Thursday
September 29, 2022

Details to follow

SAVE THE DATE



Department & Area Reps Meeting

11:00 am
Tuesday
October 4, 2022

Details to follow



CHANGING TIMES

TUESDAY

October 18th

4:00 — 6:00 PM

Hot Buffet

& TWO FREE DRINKS

Compliments of

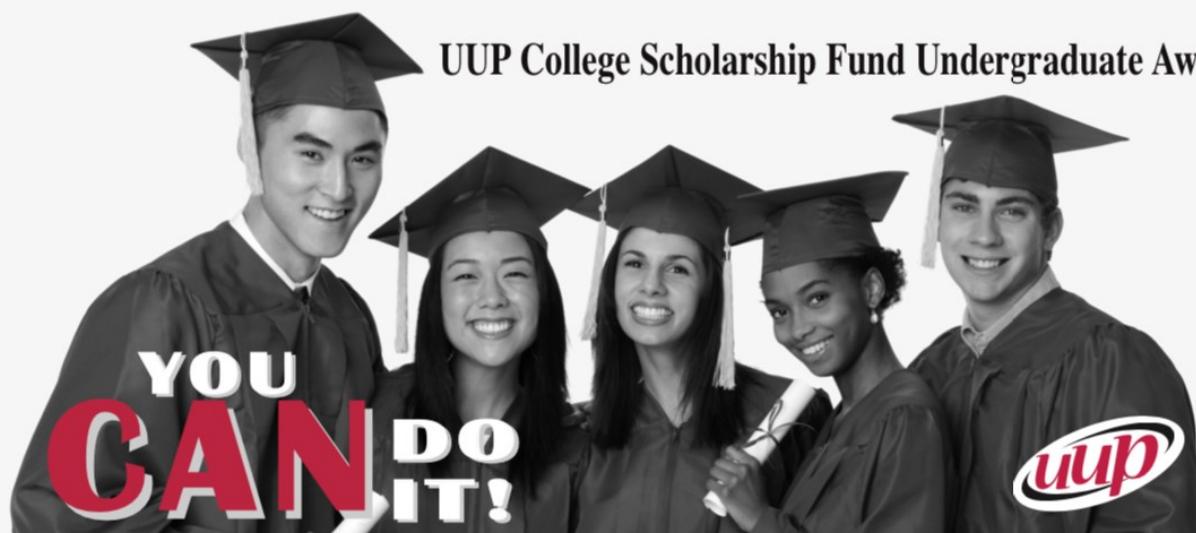
Your UUP Chapter

Raffle Tickets on sale
(winners must be present to win)

PLEASE RSVP:

amatod@farmngdale.edu

UUP College Scholarship Fund Undergraduate Award



UUP College Scholarship Fund Undergraduate Award

The UUP College Scholarship Fund was created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice.

The UUP College Scholarship Fund gives scholarships in honor of UUP members and their families who have donated generously—in time and money—to the scholarship fund. UUP awards scholarships to recognize:

Eugene P. Link — A SUNY Plattsburgh professor emeritus of history who taught in New York's state university system for 35 years, the late Eugene Link was a highly regarded and respected professor. He dedicated his life to working families and to students who demonstrated an interest in unionism and the larger labor movement.

Robert F. Carter and Katherine K. Carter — The late Robert Carter was a SUNY Oswego associate professor of history and a UUP member for more than 25 years. His late wife, Katherine, made several generous donations to the scholarship fund in his memory.

Gertrude A. Butera — The late Gertrude Butera's unrelenting fundraising efforts helped the scholarship grow since its inception in the mid-1980s to a sustained fund that rewards exemplary SUNY undergraduates. She was named an honorary trustee in 1993.

One-time scholarships of \$3,000 are awarded to SUNY undergraduates who demonstrate a commitment to academic excellence, social justice issues and labor ideals. The union gave its first undergraduate scholarships in 1988.

Who's Eligible

UUP College Scholarship Fund undergraduate applicants should:

- *Be full-time undergraduate students at a state-operated campus of SUNY who have completed at least 18 credits and have a cumulative grade-point average of at least 3.75;*
- *Exhibit dedication to the goals of the trade and labor union movements. In addition, applicants must demonstrate high integrity, a tireless quest for excellence in both academic and personal endeavors, and service to the community;*
- *Submit a copy of their official transcript(s) from each college/university attended;*
- *Be in active, full-time attendance carrying a current load of at least 12 credits; and*
- *Demonstrate dedication to labor union values and social justice.*

In addition, applicants must show evidence of good character and service to SUNY and the community through letters and other documents.

A Selection Committee will review all applications and choose candidates to be interviewed. The number of scholarships awarded will be determined by the Trustees of the UUP College Scholarship Fund.

Finalists will be interviewed by the Trustees or their designees.

How to Apply

A complete list of UUP scholarship eligibility requirements and applications may be obtained from campus **financial aid offices**; on the UUP website at <https://uupinfo.org/awards/>; or by writing to **UUP College Scholarship Fund, P.O. Box 15143, Albany, N.Y. 12212-9954.**

Official Personnel File

By Vicki Janik

If you want to look at your official personnel file...

Over the years, other officers and I have accompanied members when they make an appointment to view their personnel files. Some changes, however, have been made in this process.

Here are some facts, based on recent experience, that you need to remember if you want to view your official personnel file.

As in the past, you must make an appointment. Call 934-420 2107.

As in the past, you can request copies of pages.

But there are some changes:

In the past academic staff examined their personnel files in the Provost's Office. Now if you

are an academic, you shall view your personnel file in the Human Resources office.

In the past, Management agreed that you could be accompanied by a UUP representative when you viewed your personnel file. HR now no longer allows this.

In the past, the price of a copy of each page was ten cents. HR now says that the price is 25 cents.

In the past, Management gave you these copies immediately. HR now says that you may need to wait, perhaps an hour or a week.

In the past, you could to pay



for copies easily. HR now requires that you cannot pay with either a credit card or cash. You must pay with a *paper check*.

Please remember all of this before you view your file. ♦



Telecommuting Extension

September 9, 2022

UUP's telecommuting agreement with the state has been extended through the end of 2022.

The agreement, which allows UUP bargaining unit members to telecommute "where it is reasonable to do so based on the University's mission," has been extended to Dec. 31.

The extension includes no new changes to the previous telecommuting agreement. UUP was one of the first unions in the U.S. to secure a telecommuting policy for its members; the initial

program was signed March 13, 2020.

"The continuation of this policy is necessary given the unpredictability of COVID and the ability of this highly infectious disease to mutate and create variants," said UUP President Fred Kowal. "We will continue working with SUNY to implement this agreement, and we will continue to fight for it to be extended further as we progress in talks for a new contract with the state."

According to the policy, the telecommuting program was put in place "to support implementation of telecommuting programs, where desired, establish guidelines designed to clearly articulate employee and campus expectations, and provide an additional vehicle for employee development while offering campus management the flexibility to operate a successful telecommuting program and plan for future workforce needs." ♦



UUP College Scholarship Fund Post Baccalaureate Award



UUP College Scholarship Fund Post Baccalaureate Award

The UUP College Scholarship Fund was created by the union to celebrate its members' commitment to academic excellence and the life of the mind, and to their endeavors in the promotion of social justice.

In 2010, Trustees of the UUP College Scholarship Fund established the William E. Scheuerman Post Baccalaureate Scholarship. Scheuerman served as UUP president from 1993-2007.

One-time scholarships of \$3,000 are awarded to SUNY post graduate or professional school students who demonstrate a commitment to academic excellence, social justice issues and labor ideals.

Post baccalaureate students from the following colleges and universities are eligible to apply:

Albany	Maritime
Alfred	New Paltz
Binghamton	Old Westbury
Brockport	Oneonta
Buffalo State	Optometry
University at Buffalo	Oswego
Cortland	Plattsburgh
Downstate Medical Ctr.	Potsdam
Empire State College	Purchase
Env. Sci. and Forestry	Stony Brook University
Fredonia	SUNY Polytechnic
Geneseo	Upstate Medical Univ.

Who's Eligible

UUP College Scholarship Fund post baccalaureate applicants should:

- *Be registered, full-time graduate or professional school students at a SUNY state-operated campus;*
- *Possess the qualities and values represented by UUP: A dedication to the goals of the trade and labor union movements; integrity; a quest for academic and personal excellence; and service to the community;*
- *Have completed at least nine credits and hold a cumulative grade-point average of 3.95; and*
- *Applicants for law and health sciences programs must have completed at least one semester.*

In addition, applicants must show evidence of good character and service to SUNY and the community through letters and other documents.

A Selection Committee will review all applications and choose candidates to be interviewed. The number of scholarships awarded will be determined by the Trustees of the UUP College Scholarship Fund.

Finalists will be interviewed by the Trustees or their designees.

How to Apply

A complete list of UUP scholarship eligibility requirements and applications may be obtained from campus **financial aid offices**; on the UUP website at <https://uupinfo.org/awards/>; or by writing to **UUP College Scholarship Fund, P.O. Box 15143, Albany, N.Y. 12212-9954.**

Ending Gender Pay Inequity and Fostering Gender-Neutral Careers — U.S. Navy Aviators Example

By Daniel Scott Marrone

Major progress has occurred during the past decades in eliminating gender pay and career inequities. More needs to be done. A man and a woman are different in so, so many ways. However, if they perform the same tasks and undertake equal responsibilities and workloads, they should be compensated equally. Regrettably, this has not always been the case. Besides gender pay gaps, there is also the impenetrable “glass ceiling”—a term coined by writer Marilyn Loden in 1978 to denote the lack of advancement for women in the workplace. This problem exists in many career fields. An article in *Newsday* (June 26, 2022), titled: “70 male execs made more than top female exec,” describes copious “glass ceiling” examples among Long Island region firms. Regrettably, gender pay and career opportunity inequities also persist nationwide.



The Society for Human Resource Management (SHRM) publishes results from its “Gender Pay Gap Improvement Rate Survey” each year on March 15 in recognition of “Equal Pay Day.” SHRM survey results indicate that the gender pay gap narrowed from 25 percent to 18 percent from 2015 to 2020. However, 2021 and 2022 survey results indicate a “lull” in the reduction of the gender pay gap. SHRM attributes this lack of progress to COVID pandemic aftereffects and especially to the current “Recession” as per the U.S. Department of Commerce Bureau of Economic Analysis. This federal agency has defined “Recession” as *two* consecutive calendar quarters of *negative* U.S. GDP growth. With these economic woes, social progress such as the narrowing of the “gender pay gap” grinds to a halt. Hopefully, the U.S. economy will soon recover and progress will resume in the narrowing of the gender pay gap.

U.S. Navy Encourages Career Opportunities for Women

Another area requiring attention is the creation of “Gender-Neutral Career Opportunities.” In this regard, private firms and state/local government entities should follow the example of the Department of Defense (DOD)



that is offering increased gender-neutral career opportunities in the U.S. military. The DOD has made progress in “smashing through the glass ceiling” by dramatically expanding gender-neutral military career opportunities. For example, the U.S. Navy has gone a long way in removing gender restrictions in aviation careers. Let us compare two official Defense Department photographs, one taken in 1969 and the other in 2022. The first is titled: “U.S. Navy anti-submarine patrol squadron near their Lockheed P-3 Orion.” (Standing far right in the 1969 DOD photo is E-9 Master Chief Petty Officer Daniel C. Marrone a year before retiring after proudly serving in uniform from 1938 to 1970.) Compare this snapshot devoid of female naval aviators with the 2022 photo showing an entire squadron of female pilots in the present-day U.S. Navy. As seen in these photos, taken 53 years apart, the new, prevailing message is

...continued on page 8



Ending Gender Pay Inequity ...continued from page 7

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Women's Rights & Concerns

Vicki Janik

simple, yet profound: "Gender is not an issue: A naval aviator is a naval aviator."

What Labor Unions Can Do to Eliminate Gender Pay and Career Inequities

Ken Green, CEO & Founder of UnionTrack, Inc., a firm specializing in discerning trends and advising labor unions, writes that "Gender equality is an unresolved issue that continues to impact economies and societies" (Uniontrack.com). Green recommends five actions that unions must take to battle sexism: (1) Fight for Equal Pay; (2) Negotiate Equitable Wages in Contracts; (3) Move Towards More Sectoral (Wider Scale) Bargaining; (4) Advocate for Women in the Workplace; and (5) Lobby for Passage of Legislation that Promotes Gender Equity in the Workplace. It is *our* fundamental responsibility as organized labor leaders to strive for the goal of eliminating gender pay inequity and for fostering gender-neutral career opportunities. ♦



Accrued Vacation Time

September 9, 2022

Use, don't lose accrued vacation time!

If you have leftover 2021 vacation time that you couldn't use because you were busy at work responding to the coronavirus pandemic, it's time to use it or risk losing it.

Last year, UUP and the state agreed to suspend the annual 40-day vacation accrual cap for UUP-represented employees for 2021. Under the Memorandum of Understanding, signed Oct. 22, 2021, workers who delayed vacation due because of the emergency conditions of the pandemic are allowed to carry vacation time over the 40-day cap past the Dec. 31, 2021 deadline.

Without the extension, employees would have lost those vacation days—which normally expire at the end of the year. The agreement also stipulates that any unused vacation time from 2021 will be forfeited at end of business on Dec. 31, 2022. ♦

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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