



Unifier



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Individual Development Award Program (IDAP)

The application period for the Joint UUP/New York State Individual Development Award Program (IDAP) is now open. Applications will be accepted through **March 24, 2023**. Awards will be made for the period between July 2, 2022 – March 31, 2023.

As a reminder, the IDAP is intended to assist eligible employees to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge, and skills. Please consult the **Program Guidelines** and **Application Instructions** when completing your application to ensure that your application meets program requirements.

To be considered for an award, please submit the following via the **IDAP Application Submission link**:

- ◆ A fully completed **application form** that includes a budget summary (check the college **travel webpage** for per diem and mileage rates)
- ◆ A description of the proposed project or activity including:
 - ◇ Type of event, event site, and sponsor.
 - ◇ Whether the employee is presenting a paper or formally participating. If presenting a paper, the title of the paper and nature of the presentation must be provided.
 - ◇ A letter of acceptance of the paper being presented or other proposal. If acceptance is pending, the Campus Professional Development Committee should be notified of its receipt as soon as possible.
 - ◇ How this project or activity will further the employee's professional development or otherwise assist in preparing for advancement.

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GENERAL MEMBERSHIP Meeting

Thursday, March 23, 2023 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:

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



Professionals' Corner

By Solomon Ayo

Spring is in the air, and Union work continues! Three workshops for professionals are planned for March, April, and May:

Workshop #1
March 24, 2023

**Performance Program:
Do's & Don'ts**

Workshop #2
(date TBA)

The Taylor Law

Workshop #3
(date TBA)

Path to Permanence

These workshops were requested by the Professional Issues Committees (PIC), an advisory committee to the VP for Professionals. The PIC is composed of professionals from across the campus who volunteer to meet monthly to address campus-related union issues. The

committee makes recommendations to UUPF's Executive Board who then suggest further action, including adding the recommendations to the Labor Management agenda, or bringing them directly to members — through events like these workshops.

The PIC's *voluntary* membership reminds us that member participation is essential to union strength and success. We need union service *by* all members in order to gain benefits *for* the all members.

Bringing your concerns to our attention is crucial in addressing underlying problems before they become overwhelming. Your first line of communication with the Union is your Department Representative (DR). If you don't know who that is, contact the UUPF office. Your DR can refer you to the appropriate person to assist you. You can also contact UUPF elected officers who are



listed on the back page of *The Unifier*. We are here to help you.

We encourage you to attend union activities. For updates, visit the UUP website. And especially with ongoing negotiations for your next contract, be sure to participate in every political activity that promotes our Union strength and your success. ♦

Pension Is Not Guaranteed

CHECK YOUR PAYSTUBS

Retirement plan enrollment is not automatic. Some members have found when they apply for retirement that they have no pension. Do not let this happen to you! Check your paystub to confirm that contributions are

being processed.

All full-time employees are required to choose a retirement system within 30 days of date of hire. For part-time employees, membership is optional. Options are NYS Employees' Retirement System, NYS Teachers' Retirement

System, or the Optional Retirement Program.

After you elect a retirement system, deductions will be taken from your paycheck. If you have any questions, please contact Human Resources or the UUP Benefits office. ♦

Contract Negotiations

By Vicki Janik

As you are well aware, we have not had a contract since July. That means we still don't know about our future pay increases, job security, benefits, healthcare-- everything that makes our work here satisfying, safe, and secure. So here's the situation...

We might — that means *might* — have a good proposed contract this spring. But there's a catch:

The State needs to know that we — that means all 38,000 of us — demand that this happen.

We need to make that clear. And ten UUP negotiators in a room cannot do that.

The State must hear from all of us — in postcards, in statements, in placards, but most of all *in person* — at union rallies and marches. Our physical presence must be seen so that we impress upon the State that *we want a contract!*

Over the years during past negotiations, Farmingdale union members have been terrific in participating in rallies, and even in marches down route 110.

We shall do that again. And announce appropriate time and place.

PLEASE NOTE: We understand that if we don't do this, the



State may well stall until spring 2024 to negotiate a resolution. ♦

Recognizing Women's History

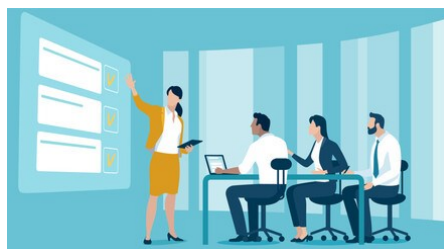
By Vicki Janik

We are pleased to invite you to our **Annual UUPF Celebration of Women's Scholarship**. It will take place on Thursday, March 30th at 11 a.m. in Ward Hall.

Three Farmingdale College professors who are members of UUP will present summaries of their current research to our entire campus community.

We are extremely fortunate to have such outstanding scholars as our UUP members and as our academic colleagues.

This Year's Presenters:



Dr. Shohana Iffat:
Civil Engineering Technology

Low Concentration of Oxidized Multiwalled Carbon Nanotubes In Cement Paste with Altering Morphology

Dr. Kim Riegel:
Physics

Secondary Sonic Booms and Their Impact on US Coastlines

Dr. Amanda Shore:
Biology

Detecting Human Pathogens in Long Island Grown Sugar Kelp

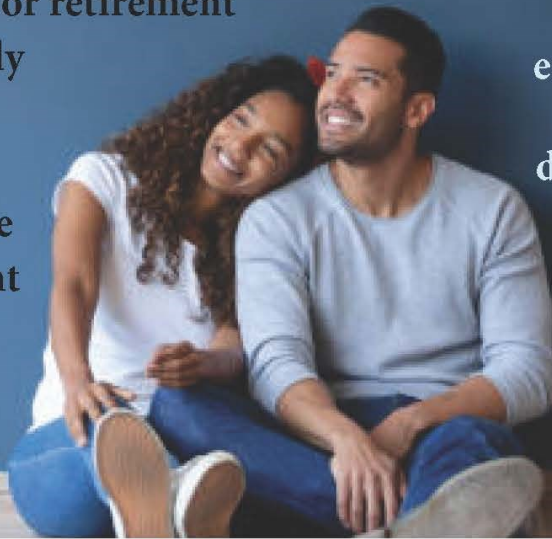
Lunch will be served, so please RSVP. We look forward to seeing you at the event! ♦

CHECK OUT ALL YOUR UNION MEMBERSHIP HAS TO OFFER!

When you're planning for the future, what's at the top of your list?

- A comfortable nest egg for retirement
- Providing for your family
- Purchasing a new home
- Home improvement
- Purchasing a new vehicle
- Travel and entertainment

NYSUT Member Benefits offers dozens of endorsed programs to help turn those dreams into reality.



When it comes to saving you money, protecting your family and helping you plan for the future, NYSUT Member Benefits has a variety of programs and services to help with your goals. Whether you are just starting out on your journey, well into your career or enjoying a well-deserved retirement, there is a Member Benefits-endorsed plan that may be of assistance featuring value-added extras unavailable to the public.

Get started by first bookmarking the Member Benefits website at memberbenefits.nysut.org. There, you will find numerous tools and resources available to you as a NYSUT member – including a **Financial Learning Center** with articles designed to help educate you on financial decisions and topics. Member Benefits also endorses important **legal and financial services** along with an **online savings program** featuring some of today's most competitive interest rates.

Next up would be looking in the “Shopping, Travel & Personal” section of our site for **MB Discounts & Deals**. This program utilizes the nation's largest private discount network to provide NYSUT members with exclusive access to savings of up to 50% on restaurant dine-in or take out, groceries and food delivery, clothing and shoes, hotels and flights, car rentals, theme parks, vehicle maintenance, and much more.



Learn more by scanning the QR code to the left, visiting memberbenefits.nysut.org or calling 800-626-8101.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Mar-Apr 2023

Celebrating Black History Month

— Part 2: Tuscaroras: Heroes of Lewiston, NY

By Daniel Scott Marrone

The following is part 2 of my article celebrating “Black History Month.” The sizable Oneida tribal nation shared their ancestral lands with the Tuscaroras, a tribal nation that also fought—and suffered—while fighting for Americans freedom during the Revolutionary War and the War of 1812. Over the centuries, Tuscarora history would sometimes get subsumed within Oneida history. On their own merit, the Tuscaroras were true American heroes.

Woodson Researched the Oneidas and Their Brethren, the Tuscaroras

As noted in the February 2023 “Unifier” article, Dr. Carter Godwin Woodson released a 1920 sociological study titled: “The Relations of Negroes and Indians in Massachusetts,” published in the *Journal of Negro History* (Vol. 5, No. 1). In his research, he found a similar paucity of recognition shown by “whites” toward both African Americans and Native Americans. Woodson did not mince words when he wrote (1920), “Negroes and Indians were generally neglected for the reason that they were considered beyond the pale of Christianity despite professions to the contra-

ry” (<https://blackfreedom.proquest.com/the-relations-of-negroes-and-indians-in-massachusetts/>) and (<https://www.journals.uchicago.edu/doi/10.2307/2713501>). The “Father of Black History” supported recognizing the achievements of Native Americans. Woodson specifically studied the Oneida tribal nation. Since the Tuscaroras dwelled among the Oneidas since 1713, countless intermarriages over the centuries can be expected. Thus, it is reasonable to assume Woodson’s research of the Oneidas also encompassed study of the Tuscaroras.

Unlike the Oneidas, who have long occupied their same central New York settlements in aptly named “Oneida County,” the Tuscaroras were migratory in nature moving from the Great Lakes to the Carolinas, then fleeing north to Oneida tribal lands, and finally, post-Revolutionary War, resettling to the western New York State Niagara region. The ancestral Tuscaroras tribal communities were first established in the Great Lakes region of North America. Amid the 17th century “Little Ice Age,” the Tuscaroras left the Great Lakes and migrated south to the eastern areas of what today are the moderate climate states of



North Carolina and South Carolina. By the third decade of the 17th century, the Tuscaroras were firmly settled in the Carolinas. Later that century, the Spanish had established small settlements in this area. Still later, the English established huge settlements comprised of immigrants from across the British Isles. The English were bent on empire building and mercantile trading, two key factors causing conflict with the agrarian Tuscaroras. By 1710, the English and the Tuscarora were in armed conflict over land and resources. The Tuscaroras, by this point in time, were defending tribal lands on which they had occupied for nearly a century. In 1713, the more militarily powerful English drove the Tuscaroras out of the Caroli-

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Tuscaroras: Heroes of Lewiston, NY ... continued from page 5

nas. Thus, the Tuscaroras sought new lands on which to live. The Oneidas, at the center region of what decades later would be New York State, graciously accepted the Tuscaroras into their territory. In 1722, the Tuscaroras joined the Iroquois Confederacy enlarging the grouping, now six tribal nations in number, that also included the Oneidas, Mohawks, Cayugas, Onondagas, and Senecas.

The Revolutionary War erupted in 1775 with American colonists divided into two opposing groups—Tories loyal to the British Crown and Patriots, who sought their own independent nation. The Iroquois Confederacy also divided into two warring groups—the Mohawks, Cayugas, Onondagas, and Senecas allied with the British and the Oneidas and Tuscaroras allied with and, in fact, joined the Continental Army. The Continentals had an average of 48,000 soldiers per any given day. Bolstering the army were thousands of militiamen, who were citizen soldiers called to action when needed. What is *not* well known is that within the Continental Army were 5,500 Oneida and Tuscarora warriors (<https://www.nlm.nih.gov/nativevoices/timeline/660.html>). The Tuscaroras participated in the defeat of the British in the Revolutionary War. Thus, the Tuscaroras are among the founders of the United States of



America.

Tuscaroras Saved European Settlers in the War of 1812

Following the Revolutionary War, many Tuscaroras, seeking their own territory, resettled to the Niagara River region of western New York State. Here, the Tuscaroras established a village near European settlers quite new to the region. This location would officially be known in 1818 as “Lewiston” (named after Morgan Lewis, who served as N.Y. governor from 1804 to 1807). On December 19, 1813, British troops, Canadians, Tories, Senecas, and Mohawks staged a sneak attack on the European and Tuscarora villagers. The marauders sought to burn the village and kill everyone in the region. Since this was a surprise raid, few New York militiamen happened to be

there to ward off the invaders. Displaying much valor Tuscarora warriors fought off the marauders and saved many villagers—both European and Tuscarora. This event is poignantly commemorated with a monument honoring the heroic Tuscarora fighters—an action in accord with Dr. Carter G. Woodson’s quest to recognize African American and Native American accomplishments. On December 19, 2013—two centuries after the British troop raid—the Tuscarora Heroes Monument plaza was unveiled. The monument features three, 110% life-size bronze figures—a Tuscarora man extending a helping hand to a European settlement woman, who is clutching her baby, while another Tuscarora guards them holding a rifle. The Tuscarora Heroes Monument is the largest War of 1812 monument in the U.S.A. ♦

UUPF Officer for Retirees Post Available

By Daniel Scott Marrone

Any UUP member — especially a Pre-Retiree or a Retiree — is welcome to submit your name to fill this vital role for a two-year term beginning on June 1, 2023. Officer for Retirees are part of

the UUP Retired Member Governance Committee (RMGC). The RMGC meets at the start of UUP's Delegate Assemblies. UUP reimburses all your hotel and travel expenses

for attending RMGC meetings. Please contact Yolanda Drakkir (youupf@gmail.com) if you are interested in serving as UUP Farmingdale's Officer for Retirees. ♦

SUNY @ 75/UFS @ 70/UUP @ 50 Event

11:00 am Tuesday, April 4, 2023, at the Radisson Hotel, Hauppauge

By Daniel Scott Marrone

UUP President Fred Kowal has been invited as keynote speaker at the UUP Long Island Region Retirees brunch scheduled for April 4, 2023. The year 2023 marks the 75th Anniversary of the 1948 founding of the State University of New York. The year also denotes the 70th year since the SUNY University Faculty Senate (UFS) was established in 1953. UUP started representing all SUNY faculty and professional staff beginning in 1973. Representing the SUNY

UFS is Professor Michael Motta, Ph.D., JD, Chair of the UFS Governance Committee. RGMC Chair Charlie McAteer will also be there with UUP news and explaining the new ability to use credit cards to pay UUP retired member dues. The Radisson Hotel will be serving "Chefs Choice Buffet Lunch with Beef." A full "Vegetarian Buffet Lunch" may also be selected.

Food and room costs are being financially subsidized by UUP Retired Membership

Governance Committee funds. Thus, UUP members only pay \$10 and non-UUP members pay \$20 for the brunch. Parking is free.

The Radisson Hotel Hauppauge is located at 110 Vanderbilt Motor Parkway, Hauppauge, NY 11788 (County Route 67; just north of the LIE). (Hotel: 1-855-516-1090 or 1-631-305-2835). Contact the UUPF Chapter Office for reservation information. ♦

Individual Development Award Program ... continued from page 1

- ♦ An updated brief curriculum vitae
- ♦ Any relevant documents regarding the activity, and documentation on projected costs
- ♦ For activities that have already taken place, please

include copies of receipts and expenses.

Applications missing required documentation will be rejected. Please note, that pursuant to the 2016-2022 Agreement between the State and UUP, this nine-

month funding extension ends on March 31, 2023, and all activities funded by the Program must be completed by that date.

Please email any questions to FarmIDAP@farmingdale.edu. **Applications will be accepted until Friday, March 24, 2023.** ♦



HigherEd Unions

Students Rally Against SUNY Underfunding

March 10, 2023

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Daniel Marrone
- Webmaster**
Harry Espailat
- Women's Rights & Concerns**
Vicki Janik

Hundreds of public higher education unionists and SUNY and CUNY students filled the Capitol's Million Dollar Staircase March 9 for a rally that demanded better funding for public higher education—and without the tuition increases.

The rally was part of NYSUT's annual Committee of 100 advocacy day, when education unionists meet with lawmakers in advance of the release of the one-house budget bills.

The one-house bills are the state Senate and Assembly's responses to the governor's Executive Budget proposal, and NYSUT, UUP and the Professional Staff Congress/CUNY see this as a time to press for the restoration of cuts and better all-around funding for the state's public colleges and universities.

"The proposed 2023-2024 Executive Budget provides some funding for SUNY, but what's budgeted falls far short of the investment desperately needed by our campuses and our three

public teaching hospitals," said UUP President Fred Kowal, who, along with NYSUT President Andy Pallotta and PSC President James Davis, spoke at the rally. "Nineteen campuses are facing multimillion-dollar structural or projected deficits, caused in large part by more than a decade of budget cuts and austerity. And there is no mission funding for our hospitals.

"SUNY desperately needs this aid to stabilize our campuses and our hospitals," Kowal said. "We urge the governor and legislative leaders to make this year the year to truly invest in SUNY."

More than a dozen lawmakers lined up to speak at the rally, including Sen. Toby Ann Stavisky, Senate Higher Education Committee chair; Sen. Shelly Mayer, Senate Education Committee chair; Sen. John Liu, chair of the New York City Education Committee; and Assemblymember Jessica Gonzalez-Rojas.

UUP members also took part in the rally, including UUP statewide officers Jeri O'Bryan-Losee, Carolyn Kube and Alissa Karl; statewide Executive Board members Rich Veenstra and Kelly Keck; Charlie McAteer, chair of the Retired Membership Governing Board Committee; and Stony Brook Chapter President Andrew Solar-Greco. ♦



CHAPTER MEMBERS on STATEWIDE COMMITTEES

- | | | |
|--|---|--|
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Comm of VPs for Professionals | Vicki K. Janik
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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