



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



NOVEMBER 2023



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FINALLY Implementation

From Fred Kowal, President, UUP

I am pleased to provide you with information regarding implementation of the 2022 and 2023 salary increases which UUP negotiated in the new 2022-2026 State/UUP Agreement.

It is now official that the 2022 2% and 2023 3% across the board (ATB) increases will be paid in the November 22, 2023 paycheck. That check will include both the retroactive cash generated by these increases and the adjustment in bi-weekly base salary rates. Generally, the 2022 2% increase is retroactive to July 2, or September 1, 2022 (depending on professional obligation). The 2023 3% increase is retroactive to July 1, or September 1, 2023 (depending on professional obligation).

In addition to the above, the following increases will also be implemented in the November 22, 2023 paychecks:

Professional employees in SL 1, 2 or 3 positions and academics in the ranks of Instructor, Asst. Librarian, Lecturer, Sr. Asst. Librarian, or Asst. Professor will see annual salaries increase by the 2022 2% and 2023 3% ATBs with the November 22, 2023 paychecks. If this results in a salary that is below the new contractual minimum salary for the appropriate SL grade or academic rank, the member's salary will be further increased to match the new minimum salary for the position. This second salary adjustment will be implemented in the December 6, 2023 paychecks.

Part-time faculty who are paid on a per course basis will see the 2023-24 increase in the 3-credit course minimum to \$3,500 for comp and tech campuses and \$4,000 for university and health sciences centers, retroactive to the beginning of the fall 2023 semester. (Note that the 2022-23 increase per course minimum was negotiated in the last agreement and was already implemented in the fall 2022 semester). Part-time academic faculty whose per-course compensation exceeds the contractual minimums will receive the 2022 2% and 2023 3% across the board (ATB) increases.

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GENERAL MEMBERSHIP Meeting

Thursday, November 16, 2023 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll today:

<https://uupunion.org/myuup/Membership/>

Send us your questions or concerns. Click the mailbox at <https://uupfarm.org/>



Professionals' Corner

The 50th Delegate Assembly

By Solomon Ayo

The UUP Fall Delegate Assembly (DA) was held from October 11th to the 14th in Rochester, NY. Representing UUPF were Debbie Nilsen, Vicki Janik, Sylvia Navarro, John Masserwick, and me. This was the first DA experience for UUPF's newly elected delegate Sylvia Navarro. I hope her attendance will encourage others to attend and experience future DAs.

This meeting was especially important because it celebrated the 50th year of UUP. Videos, photographs, and guest visits from past officers told the story of the evolution and growth of our union beginning in 1973 as a small group of several hundred members. UUP now comprises over 38,000 members from 32 campuses and is the largest higher education union in the country.

Two events made this DA especially memorable for the Farmingdale chapter: two highly prestigious statewide awards were presented to Farmingdale delegates.

Dan Marrone, FSC Distinguished Service Professor

Emeritus, was presented with the **UUP Pearl S. Brod Outstanding Retiree Award**. Over the years, Dan has been a consistently strong advocate for retired members across the state and a prolific historical writer/scholar, publishing an outstanding series of articles on United States labor history in three UUP newsletters: *The Voice*, UUPF's *The Unifier*, and *The Active Retiree*.

John Masserwick, contingent faculty member in the School of Business, was presented with the **UUP Faye Samuel Award for Courageous Service by Part-Time Academic and Professional Faculty Award**. John has served as an active member of the

UUP Contingent Committee and a UUPF delegate representing our contingent members for over twenty years.

We congratulate these distinguished members of our chapter and are grateful for their contribu-

tions to our union. It is notable that both of these prominent statewide awards were created and named for two remarkable UUP members from our Farmingdale Chapter: Pearl



S. Brod and Faye Samuel. [I invite you to read about these two admirable people and their awards: [UUP Awards \(uupinfo.org\)](http://uupinfo.org)]

The entire Delegate Assembly kept us busy. We attended workshops, training sessions, and committee meetings in which we met with delegates from across the state. We learned of events and UUP actions taken to combat current problems. Some of the issues addressed at this DA were degree program closings, workplace bullying, workload increase, and hospital funding cuts. Delegates learned about student loan debt, filing contract grievances, protecting members going through the disciplinary processes, and assisting vulnerable adjunct staff members.

Major DA business took place during two plenary sessions when reports were given by statewide officers and committee chairs, elections were



President's Message

Shared Governance

SUNY: “Shared governance” in higher education refers to structures and processes through which faculty, professional staff, administration, governance boards, and sometimes students and staff participate in the development of policies and in decision making that affect the institution.

A simple Google search defines “shared governance” as transparent and inclusive decision-making. A system that reflects the shared interests and responsibilities of different groups. It should be a system where all parties share ownership and accountability equitably, and empowers even the lowest ranks charged with implementing decisions made by those above them. I like to think of shared governance at FSC as a three-legged stool — campus governance, administration, and UUPF.

Last month SUNY Trustee Keith Landa said to the FEC Committee that shared governance is not a panacea. Shared governance does not mean that we will always agree. Sometimes it means that we will respectfully disagree, and still find a way to work together and move forward on issues that matter to everyone. To me, the key word there is *respectfully*.

Shared Governance... YES! A worthwhile endeavor indeed. Let's tread lightly, but steadily; move forward thoughtfully; occasionally disagree without being disagreeable. That being said, I want to focus on the things that UUP and Governance do agree on, specifi-

cally two resolutions presented at the University Faculty Senate's spring plenary.

Resolution 194-04-1: **Increase Diversity among Faculty in the Colleges of Technology**

There are three SUNY university faculty senate requests:

- ◆ That the Chancellor work with SUNY Academic Affairs either to include the Colleges of Technology campuses in the Pipeline to PRODiG Fellows Program or to create a similar program to increase sector campuses' opportunities to hire BIPOC* faculty;
- ◆ That the Chancellor create funding and resources to help Colleges of Technology campuses to support visas for international candidates; and
- ◆ That the Chancellor direct the SUNY CDO to work closely with Colleges of Technology campuses to help create systemwide and on-campus mentorship structures and other support for BIPOC faculty.

Resolution 194-01-1: **Condemn Abusive Workplace Behavior**

There are four SUNY university faculty senate requests:

- ◆ That the Chancellor Lead an effort to foster an equitable, inclusive, and anti-bullying culture throughout the workplaces in the SUNY system;
- ◆ That the Chancellor establish a position of the SUNY Ombud-



person to lead an independent Ombuds Office;

- ◆ That the Chancellor Direct his administration, in collaboration with the unions and UFS to develop policies and procedures that ensure a fair and impartial review of abusive workplace behavior complaints;
- ◆ That Campus Senators work with their campus governance leaders to facilitate conversations about abusive workplace behavior on their campuses.

This resolution includes an appendix of definitions for relevant terms including abusive authority, abusive expression, shunning, falsehoods, favoritism, humiliation, gaslighting, retaliation, and sabotage.

If SUNY lives up to its own definition of *shared governance*, we can all look forward to progress on both of these resolutions, rather than just hoping for it.

In Solidarity
Yolanda Drakkir

FINALLY Professionals'

Implementation The 50th Delegate Assembly

From Fred Kowal, President, UUP

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Medical residents' and fellows' annual salaries will increase to the amounts provided for 2022 and 2023 in the Post Graduate Year (PGY) Salary Schedule, retroactive to July 2, 2022 and July 1, 2023 respectively (see Appendix A-18 of the 2022-2026 State/UUP Agreement).

Employees who are eligible for the Downstate or Mid-Hudson location pay adjustments will see those increase to \$3087 - Downstate and \$1543 - Mid-Hudson retroactive to July 1, 2023.

Employees who receive On-Call pay will have their on-call hourly rate increased by \$2.00 per hour retroactive to July 1, 2023

If, once these increases are paid, you have questions about how your increase was calculated, please first contact your campus payroll office for information. If you still have questions about how your salary increase was calculated, please then contact your local UUP chapter office for further assistance.

Please feel free to share this information widely with your co-workers. ♦



held, policy changes were voted on and awards were presented.

So, who are UUP Delegates? They are colleagues throughout the State who were elected by members in each chapter. Delegates are the governing body of UUP and serve a two-year term. They also serve on each local chapter's executive board. An important role of delegates is to connect with members and bring forward questions and concerns to both the chapter and the statewide leadership.

The Delegate Assembly comprises over 300 delegates. They have voting privileges and may be nominated to serve on statewide committees, or elected to the Statewide UUP Executive Board. Darleyne Mayers, a professional here at the Farmingdale LIEOC, has been member of the statewide UUP Executive Board for many years. The back of this newsletter lists our UUPF chapter delegates. Please review this list and familiarize yourself with the names.

For more information about the DA, click

<https://uupinfo.org/delegates/>. If you would like to learn about the statewide committees, check out this link. <https://uupinfo.org/committees/>. If a committee piques your interest and you are interested in serving, just click

the **red mailbox** on our website and send us a message.

I encourage you to learn more about the inner workings of UUP. It will help you to know your rights as a member of the largest higher education union in the United States.

Below are useful links shared at the professionals meeting at the DA.

UUP:

Psych Hub:

https://app.psychhub.com/signup/uup_mhp

Cambridge Credit Counseling: <https://www.cambridge-credit.org/uup/>

Carelon Achieve Solutions <https://www.achievesolutions.net/achievesolutions/en/empireplan/Home.do>

NYSUT:

Peer Support Line, call toll-free 844-444-0152

Calm App:

<https://memberbenefits.nysut.org/free-member-benefits/calm-app>

Your360care:

<https://memberbenefits.nysut.org/free-member-benefits/yourcare360>
<https://memberbenefits.nysut.org/free-member-benefits/yourcare360> ♦

Academics' Corner

Chancellor's Responses to SUNY UFS Resolutions

By Amit Bandyopadhyay

This month I am going to replicate the chancellor's responses to three out of four SUNY UFS resolutions "as is." The content of these resolutions have been discussed within UUP and UUPF at different forums over the years.

Resolution 194-01-1:
Condemn Abusive Workplace Behavior and Request that SUNY System Administration Establish a System-wide Workplace Conduct Policy

I share the Faculty Senate's commitment to establishing an equitable, inclusive, and anti-bullying culture throughout the workplaces in the SUNY system and will continue to advance this goal through System Administration's policies and procedures. Regarding the specific definitions and procedures identified in the resolution, I understand they were raised but did not advance at the state level during the most recent contract negotiations. I have informed Chief Counsel for Employee Relations Liesl Zwicklbauer about the resolution and have asked that she confer with the President of the University Faculty Senate.

Resolution 194-02-1:
Best Practices for Administrative

Searches at the Associate Dean Level and Above

Successful searches benefit from transparency and from inclusion in the interview process. While information on the importance of engaging governance in staff searches at the Assistant Dean level or above was communicated by System to campuses, this resolution points to an inability to locate related documentation on campus public websites. It is likely that information about such procedures is on campus intranets and/or distributed by Human Resources as part of search launch procedures. If campus governance leaders are unable to obtain such documentation upon request, we can explore further direction to campuses to make these resources more readily available.

Resolution 194-04-1:
Increase Diversity among Faculty in the Colleges of Technology

As you know, Diversity, Equity, and Inclusion is one of our four priority pillars at SUNY, and increasing the diversity of our faculty and staff is imperative. This resolution calls for System support of SUNY technology colleges in their efforts to



recruit and retain BIPOC faculty. Some of you may know that Ricardo Nazario-Colón began his role as Senior Vice Chancellor for Diversity, Equity, and Inclusion and Chief Diversity Officer on May 15th of this year. Now just completing his fourth month in this position, Dr. Nazario-Colón has already made remarkable strides in learning about existing SUNY programs as well as campus successes and challenges. He is meeting regularly with campus Chief Diversity Officers and has had initial meetings with campus leadership. Faculty diversity across all campus sectors will continue to be a priority for his office, with related programming and training falling under his purview. I have shared this resolution with him to consider in his planning. ◆

Did you know that all UUP members qualify for

PUBLIC SERVICE LOAN FORGIVENESS?



UUP MEMBERS
HAVE ALREADY
HAD MORE THAN
\$10 MILLION
IN FORGIVENESS!

Virtual PSLF clinics held every payday.

Presented by your Statewide Secretary-Treasurer Jeri O'Bryan-Losec, jobryan@uupinfo.org

Open to all UUP members, these 1.5-hour workshops talk you through the Income-Driven Repayment Plans AND Public Service Loan Forgiveness:

LEARN ABOUT THE NEW DOE PSLF WAIVER!

UPCOMING UUP VIRTUAL STUDENT DEBT CLINIC WEBINAR DATES:

WEDNESDAY, NOV. 8, 2023 · 5:00 PM – 6:30 PM via Zoom

WEDNESDAY, NOV. 22, 2023 · 11:30 AM - 1:00 PM via Zoom



Register through the UUP Events Calendar

[UUPINFO.ORG/CALENDAR/](https://uupinfo.org/calendar/)

Lincoln at Gettysburg—160 years later

13th Amendment, Freedmen's Bureau Act and 2nd Inaugural Address

By Daniel Scott Marrone

On Nov. 19, 1863, President Abraham Lincoln delivered his Gettysburg Address. One hundred and sixty years later, on Nov. 19, 2023, we commemorate that speech, the nation's most **altogether fitting and proper** oration in U.S. history. Lincoln then pressed for the 13th Amendment, enabled the Freedmen's Bureau Act, and delivered his 2nd Inaugural Speech—all efforts to abolish slavery and to set up a charitable pathway to post-war peace for the reunited Union.

Gettysburg Address

(Nov. 19, 1863):

The Battle of Gettysburg raged from July 1 through July 3, 1863. "Gettysburg was a pivotal battle of the Civil War, involving more than 160,000 combatants from both sides. The three days of fighting resulted in 51,000 casualties, the greatest number of any Civil War battle." (<https://www.nps.gov/articles/choices-and-commitments-soldier-at-gettysburg.htm#:~:text=Gettysburg%20was%20a%20pivotal%20battle,of%20any%20Civil%20War%20battle>).

Months later, Lincoln was asked to deliver "a few appropriate words" at the Gettysburg National Cemetery unveiling. On Nov. 19, 1863, President Lincoln spoke the following 272 words:

"Four score and seven years

ago our fathers brought forth on this continent, a new nation, conceived in Liberty, and dedicated to the proposition that all men are created equal.

Now we are engaged in a great civil war, testing whether that nation, or any nation so conceived and so dedicated, can long endure. We are met on a great battle-field of that war. We have come to dedicate a portion of that field, as a final resting place for those who here gave their lives that that nation might live. It is altogether fitting and proper that we should do this.

But, in a larger sense, we cannot dedicate -- we cannot consecrate -- we cannot hallow -- this ground. The brave men, living and dead, who struggled here, have consecrated it, far above our poor power to add or detract. The world will little note, nor long remember what we say here, but it can never forget what they did here. It is for us the living, rather, to be dedicated here to the unfinished work which they who fought here have thus far so nobly advanced. It is rather for us to be here dedicated to the great task remaining before us -- that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion -- that we here highly resolve that these dead shall not have died in vain -- that this nation, under God, shall have a



new birth of freedom -- and that government of the people, by the people, for the people, shall not perish from the earth."

13th Amendment to the U.S. Constitution

(passed Jan. 31, 1865; ratified Dec. 6, 1865):

Lincoln issued the "Emancipation Proclamation" on Jan. 1, 1863. Though a major step towards the abolition of slavery, Lincoln knew only too well that the Proclamation could be rescinded the day his presidency ended. Thus, the 16th President advocated for a permanent abolition of slavery. During the last two years of his life, Lincoln pushed for the 13th Amendment to the U.S. Constitution. Congress approved the amendment on Jan. 31, 1865. Key 13th Amendment phrase: "Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly con-

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2024 Open Enrollment Period

November 1 – December 11, 2023

Enroll online oer.ny.gov/fsa by phone 800-358-7202 or scan QR code



Lincoln at Gettysburg—160 years later

...continued from page 7

victed, shall exist within the United States, or any place subject to their jurisdiction." (<https://www.archives.gov/milestone-documents/13th-amendment#:~:text=The%2013th%20Amendment%20to%20the%20United%20States%20Constitution%20provides%20that,place%20subject%20to%20their%20jurisdiction.%22>).

Tragically, Lincoln was shot on Apr. 14, 1865 and succumbed the next day on Easter Sunday. He did not live to see the Dec. 6, 1865 ratification of the 13th Amendment—a monumental *Birth of Freedom* for his nation.

Freedmen's Bureau Act

(Mar. 3, 1865):

Against racists in the Union Army, especially MG George B. McClelland, President Lincoln issued U.S. War Department General Order No. 143, May 22, 1863, "Establishing the Bureau of Colored Troops to facilitate the recruitment of African-American soldiers to fight for the Union Army." In a crucial follow-up measure, he proposed to Congress to have a federal agency established to help newly freed slaves. Overcoming more racist

sentiment, Radical Republicans in Congress—the Progressives of that era—passed the Freedmen's Bureau Act (Mar. 3, 1865). This legislation was "An Act to establish a Bureau for the Relief of Freedmen and Refugees to provide food, shelter, clothing, medical services, and land to displaced Southerners, including newly freed African Americans."



(<https://www.senate.gov/artandhistory/history/common/generic/FreedmensBureau.htm#:~:text=On%20March%203%2C%201865%2C%20Congress,including%20newly%20freed%20African%20Americans>). After the Freedmen's Bureau Act was passed in Congress, Lincoln requested that MG Oliver Otis Howard lead this federal agency. Lincoln was assassinated in April 1865 and MG Howard's appointment was delayed until May 1865, at which time President Andrew Johnson

swore in the "Christian General" as Commissioner of the Freedmen's Bureau. In that role, MG Howard established a university in the nation's capital that would in later years be named Howard University.

Lincoln's 2nd Inaugural Address (Mar. 4, 1865):

Though Confederate General Robert E. Lee surrendered with the bulk of CSA forces at Appomattox Court House on Apr. 9, 1865, the fighting and killing in the war did not end until the Battle of Palmito Ranch, TX, on May 13, 1865. Ten weeks prior, on Mar. 4, the nation's 16th President delivered his 2nd Inaugural Address. Lincoln delineated his vision of a post-war nation emphasizing charity, justice, and

peace: *"With malice toward none with charity for all with firmness in the right as God gives us to see the right, let us strive on to finish the work we are in to bind up the nation's wounds, to care for him who shall have borne the battle and for his widow and his orphan--to do all which may achieve and cherish a just and lasting peace among ourselves and with all nations."*

(<https://www.nps.gov/linc/learn/historyculture/lincoln-second-inaugural.htm>). ◆

UUP FIGHTS FOR AND **WINS** FULLY PAID PARENTING LEAVE!

UUP's newly ratified 2022-2026 contract with New York state achieves structural gains that transform working conditions at SUNY — including fully-paid parenting leave that can be life-changing for UUP members

UUP MEMBERS NOW HAVE ACCESS TO NEW YORK STATE'S PAID PARENTING LEAVE (PPL), WHICH PROVIDES UP TO 12 WEEKS OF FULLY PAID LEAVE FOLLOWING THE BIRTH, ADOPTION, OR FOSTER PLACEMENT OF A NEW CHILD.

PPL can be taken anytime within 7 months of the child's birth or introduction to the home. In cases where two parents are SUNY employees, PPL can be taken by one or both parents, and leaves can be taken simultaneously or sequentially.

PPL can be used in addition to, or instead of, existing UUP contractual leave benefits. UUP members still have access to sick leave accruals, family sick leave benefits, Paid Family Leave (PFL), and Family Medical Leave Act (FMLA). PPL must, however, be used in one continuous block; it cannot be used intermittently.

PPL is available to all UUP represented full-time employees and many part-time employees who have worked at least six months or one semester. This means many part-time and contingent

faculty will have access to fully paid parenting leave, a nation-leading benefit.

PPL is retroactive to April 11, 2023. If you were out on leave between April 11 and September 12, 2023, you can use PPL to restore accruals or receive full salary for partially paid PPL time.

» If you are planning a parenting leave, or if you have questions about retroactive eligibility, contact your UUP chapter to find out how to structure leave benefits in ways that meet your needs.

PPL is a transformative benefit for many UUP members. For too long, SUNY employees — especially women — have been pressed to choose between their careers and family life.

Obtaining fully paid parenting leave is one way that our union improves not just our working conditions, but the whole lives of our membership.

Only in union can we create the best possible higher education and health care for students, patients, and workers!



Got questions? Want to get involved? Contact your UUP chapter office or email contract@uupmail.org for more information.

Campus Health & Safety

The Governance Health and Safety Committee has been striving for transparency of campus health and safety requests. This is an initiative that UUPF enthusiastically supports. The Committee has been successful in pursuing enhancements to the campus website to make it more transparent with respect to concerns for health and safety. To that end, the following resolution was passed at the Governance meeting last week:

Resolution regarding more frequent updating and better access to Campus Safety Reporting Form Status:

i. Whereas faculty and student

awareness of health and safety reporting tools is vital for drawing attention to health and safety issues on campus; and

ii. Whereas use of health and safety reporting tools is connected to ease of access; and

iii. Whereas unreported health and safety concerns can lead to serious effects on physical and mental health; and

iv. Whereas updating when new reports are received or at a minimum, on a weekly interval, is vital for communicating safety issues and status of issues to the campus community.

Be It Resolved that the administration publish and allow easy access via the FSC website to a running total summary of health and safety reports (e.g. XL spreadsheet) with updates re-posted when a new safety report is received or, at a minimum, of once per week. Spreadsheet should include: date/time submitted, nature of concern, location of concern, estimated response date, actual response date, final resolution.

Congratulations to the Governance Health and Safety Committee on this important step forward. ♦

NEW BENEFITS COMING IN MID-NOVEMBER



InsurChoice™
powered by NFP

UUP is excited to introduce new members-only benefits from InsurChoice. UUP members will be able to access and purchase new voluntary benefits with just a click of a button.

Please join us Nov. 16 at 12 p.m. for all the information:
<https://bit.ly/InsurChoiceUUP>



FARMINGDALE CHAPTER

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- Women's Rights & Concerns**
Vicki Janik

*Leaves are falling
Benefits are calling*

Learn about your UUP benefits and receive expert tips on how to utilize and maximize them.

Visit <https://bit.ly/UUPWelcome> for dates and to register.

NEW EMPLOYEES, JOIN US FOR:

NEOs at NOON

Learn about your UUP benefits and receive expert tips on how to utilize and maximize them.

NEW EMPLOYEE ORIENTATIONS EVERY OTHER WEDNESDAY AT NOON

Visit <https://bit.ly/UUPWelcome> for dates and to register.

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

- | | | |
|--|---|--|
| <p>https://uupinfo.org/committees/</p> <p>HUMAN AND CIVIL RIGHTS COMMITTEES:</p> <ul style="list-style-type: none"> Disability Rights & Concerns Diversity, Equity and Inclusion Opportunity Programs Gender and Sexuality Interests Veterans Affairs Women's Rights and Concerns | <p>ADVOCACY/LEGISLATIVE COMMITTEES:</p> <ul style="list-style-type: none"> Academic Medical Programs Black and Latino Faculty/Staff Legislative Environmental Advocacy and Issues Outreach <p>MEMBERSHIP COMMITTEES:</p> <ul style="list-style-type: none"> Contingent Employment Future of Public Higher Education Membership | <ul style="list-style-type: none"> Solidarity Teacher Education Technology Campuses Scholarship Development subcommittee Scholarship Selection subcommittee <p>PROCESS COMMITTEES:</p> <ul style="list-style-type: none"> Compliance/Audit Constitution and Governance Finance Grievance |
|--|---|--|

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 Drakkir at youupf@gmail.com