



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

OCTOBER 2023



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## 2022–2026 Contract Effective & Implementation Dates

### Across the board salary increases:

- 2% - 7/1 or 9/1/22 (depending on obligation)
- 3% - 7/1 or 9/1/23 (depending on obligation)
- 3% - 7/1 or 9/1/24 (depending on obligation)
- 3% - 7/1 or 9/1/25 (depending on obligation)

The State has not yet announced the official pay date for implementation of these increases. However, we anticipate that the 2022 and 2023 increases will be paid in the **11/22/2023 paychecks**. Checks will include both retroactive cash and increases in base salary rates.

### On-base DSI distributions:

- ◆ 0.5% pools for discretionary salary increases (DSI) in each year (12/23-12/26)
- ◆ Effective 7/1 or 9/1 (depending on obligation), paid in December.
- ◆ The 2023 DSI is a \$400 ATB on-base adjustment for full-time employees, pro-rated for part-time employees.

The 2023 DSI will be paid in either the **12/6/2023 or 12/20/23 paycheck**.

### Retention Awards:

- ◆ Builds on the existing eligibility criteria for the \$500 Service Award for attaining tenure/permanent appointment, etc. (generally at or around 7 years)
- ◆ Increases existing 7 year award to \$1,000 on base and expands eligibility to include qualified academic rank titles. – **effective beginning July 1, 2024.**
- ◆ Second award of \$800 on base for those who previously received the 7 year award at completion of 12 years of service – **effective beginning July 1, 2025.**

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## UUPF Office

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First Floor, West Wing

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## GENERAL MEMBERSHIP Meeting

Thursday, October 19, 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

## Organized Union Workers are Important to Both Local and US Economy

By Solomon Ayo

*"You made a lot of sacrifices. You gave up a lot. You should be doing incredibly well too. It's a simple proposition."* President Joe Biden. Michigan, September 26, 2023 at the United Auto Workers (UAW) Picket Line

Oh yes! It speaks volumes when the President of the United State shows up to support a Union rally and reemphasize that organized union workers matter to the local and the US economy. It's also worth noting that President Biden walked the picket line with the UAW in Michigan; the first time ever that a president does so in American History.

The demands of the UAW and the Writers Guild of America (WGA) for equitable recognition of employee contributions to the progress of the organizations they work for is a great example for all unions in the United States. The common goal regardless of the political inclination of members is to improve workers' rights and the socio-economic welfare for all members.

President Biden's words resonate for professionals here at Farmingdale too, *"You made a lot of sacrifices. You gave up a lot. You should be doing incredibly well too. It's a simple proposition."* You should be proud of

making FSC a better place for all. Keep up the good work.

If you have not been acknowledged for the work you do or rewarded for the contributions you've made, you are welcome to share your story with UUPF. Visit our website and click the red mailbox.

UUP represents workers in academia, but new share common goals with the UAW and the WGA. We fight for greater job security, pensions, health benefits, fair wages, cost-of-living adjustments, and restrictions on the use of temporary workers. Like the UAW and the WGA, UUP relies on membership involvement. Read the contract. If you see something, say something, call your union office. And donate to the VOTE COPE! (*see page 12*)

As you know, union dues cannot be used for political networking. The Vote Cope fund is used to compete with corporations and other parties whose interests are not in line UUP. Vote Cope is how we prevent reverting back to the era where workers live in fear of losing their livelihood for speaking out. UUP has come a long way in its 50 years of representing us. To remain informed, check our websites regularly. ♦



## Mark your Calendar

### Meeting for Professionals

11:00 a.m. Thursday  
November 9, 2023  
Gleeson 104

We want to hear from You!

Click the red mailbox on our UUPF website and submit your questions or concerns in advance. Please reference this meeting in your message.

Box lunch available

# President's Message

## What's Goin' On?!

I've heard Marvin Gaye in my mind all week...

*Mother, mother  
There's too many of you crying  
Brother, brother, brother  
There's far too many of you dying  
You know we've got to find a way  
To bring some lovin' here today*

As wars erupt around the world threatening to envelop neighboring nations, it is difficult to complain too much about whatever we are experiencing here. This is not a time for loud celebration, but we *do* have a lot to be thankful for.


I am thrilled by what the UUP Negotiations Team was able to accomplish, and eternally grateful for the hard work of our dedicated Chapter delegates — all

volunteers who go out of their way to serve ALL of YOU. They have returned from a working weekend at the Delegate Assembly in Rochester with a ton of information that we will share in the coming weeks. Please join me in thanking them.

I am also very happy to announce that our new Chapter Assistant, Jessica Luning has joined us. I am confident that you will all soon agree what an asset she truly is.

There is A LOT going on! This issue of the Unifier is chock full of information. We had a labor-management meeting a few weeks ago (stay tuned for the report) and our "inbox" is consistently filled with questions that occasionally require research or calls to external resources. We are doing our best to keep up.



We have three events this month where I hope to see many of you: Oktoberfest at Changing Times, our General Membership meeting and our Meeting for Academics. Come, enjoy a bite and a beverage, and let's  *...find a way.*

*In Solidarity  
Yolanda Drakkir*

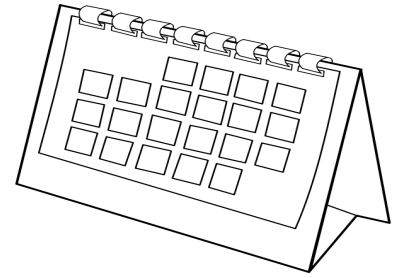


**CHANGING TIMES**  
**TUESDAY**  
**October 17<sup>th</sup>**  
**4:00 — 6:00 PM**  
**Hot Buffet**  
**& FREE DRINKS**  
**Compliments of**  
**Your UUP Chapter**

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

PLEASE RSVP:  
uup@uupfarm.org

# 2022–2026 Contract Effective & Implementation Dates



## Increase minimum salaries for academic rank and professional SL grades:

- ◆ Salary minimums for SL 1-3s and Instructor, Lecturer, and Asst. Professor ranks increase beginning in 2023 -- \$2000 per year for calendar year obligations; \$1,667 for academic year obligations.
- ◆ Individual employees will receive either the new minimum or an ATB increase (whichever generates a higher salary for them).

We understand that eligible employees should receive the 2022 and 2023 across the board percentage increases in the **11/22/2023 paycheck**. Then, anyone whose new salary (as increased by the ATBs) is below the new minimum salary for rank should receive an additional adjustment to move them to the new minimum in the **12/6/23 paycheck**.

## Per course salary minimums for part-time academic faculty:

- ◆ Effective the semester beginning after July 1, 2022: — University Centers and Health Science Centers \$3,750 — Comprehensive and Technology Colleges \$3,250
- ◆ Effective the semester beginning after July 1, 2023: — University Centers and Health Science Centers \$4,000 — Comprehensive

and Technology Colleges \$3,500

- ◆ Effective the semester beginning after July 1, 2024: — University Centers and Health Science Centers \$4,500 — Comprehensive and Technology Colleges \$4,000
- ◆ Effective the semester beginning after July 1, 2025: — University Centers and Health Science Centers \$5,000 — Comprehensive and Technology Colleges \$4,500
- ◆ Effective the semester beginning after July 1, 2026: — University Centers and Health Science Centers \$6,000 — Comprehensive and Technology Colleges \$5,500



Individual part-academics who are paid on a per-course basis will receive either the new per course minimum (per 3 credits or credit equivalents) or the applicable across the board percentage increase (whichever generates the higher salary for

them).

We anticipate that the 2022 ATB increase (for members with per course rates about the current minimums) and the 2023 increase will be paid in the **11/22/2023 paycheck**.

## Location Pay:

- ◆ The Downstate Adjustment (currently \$3026) will increase as follows:
  - ◆ 7/1/23—\$3087
  - ◆ 7/1/24—\$3400
  - ◆ 7/1/25—\$4000
- ◆ The Mid-Hudson Adjustment (currently \$1513) will increase as follows:
  - ◆ 7/1/23—\$1543
  - ◆ 7/1/24—\$1650
  - ◆ 7/1/25—\$2000

We anticipate that the 2023 increase will be included in the **11/22/2023 paycheck**.

## Lump Sum Bonus:

- ◆ Employees on-payroll (or on authorized leave without pay) at the date of ratification through April 30, 2024 will earn a \$3000 lump sum bonus, not added to base salary, pro-rated for part-time employees.
- ◆ Full-time employees will receive **\$1500 on July 1, 2024**, and **\$1500 on July 1, 2025**.
- ◆ Eligible employees who separate from service after April 30, 2024 will receive

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# Diversity Among College Faculty

## How Do We Measure Up?

By Amit Bandyopadhyay

National conversations on diversity in colleges usually focused on student population diversity. But who will be teaching these diverse student body? Should the faculty composition reflect the student body composition?

Considering full-time faculty only, in fall 2021, according to the National Center for Education Statistics, nationally breakdown by race were:

- ◆ 73 percent of faculty were White, specifically 35 percent White female and 38 percent White male;
- ◆ 12 percent of faculty were Asian, specifically 5 percent Asian female and 7 percent Asian male;
- ◆ 7 percent of faculty were Black, specifically 4 percent Black female and 3 percent Black male;
- ◆ 6 percent of faculty were Hispanic, specifically 3 percent each Hispanic female and Hispanic male;
- ◆ 1 percent were of Two or more races;
- ◆ less than one-half of 1 percent were American Indian/Alaska Native; and
- ◆ less than one-half of 1 percent were Pacific Islander.

The racial/ethnic and sex distribution of full-time instructional faculty varied by academic

rank at degree-granting postsecondary institutions in fall 2021. Professor and associate professor are higher academic ranks, which are usually tenured, meaning that they cannot be terminated without just cause. Assistant professor is typically an entry-level position, which can lead to higher ranks. Instructor and lecturer are typically lower ranks with no potential for tenure.

In 2021, White male and Asian male faculty made up higher percentages of faculty in the higher ranks (tenure-track) than they did in the lower ranks (non-tenure-track). Specifically, 40 percent of tenure-track faculty were White males. 5 and 8 percent were Asian males.



Meanwhile, 34 percent of non-tenure-track faculty were White males and 5 percent were Asian males. Other groups made up



similar or lower percentages of faculty in the higher ranks than in the lower ranks. For example, Hispanic females made up 2 percent of faculty in tenure-track ranks and 4 percent in non-tenure-track ranks.

In the same year according to published data in the Chronical of Higher Education, Farmingdale faculty breakdown by race (total 275 FT faculty):

- ◆ 70 percent of faculty were White
- ◆ 14.5 percent of faculty were Asian
- ◆ 6.1 percent of faculty were Black;
- ◆ 5.4 percent of faculty were Hispanic;
- ◆ 1.1 percent were of Two or more races;
- ◆ 0.0 percent were American Indian/Alaska Native; and Pacific Islanders
- ◆ Female faculty by race

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# Back to school can mean a lot of different things:

- Starting a new career
- Planning for the future
- Balancing work and home life
- Making difficult decisions
- Enjoying your final year before retirement
- Recalling memories of a proud career



Regardless of what you might be doing this fall, **NYSUT Member Benefits** offers a variety of endorsed programs and services that could help make you as prepared as possible for whatever the new school year may throw at you.

Whether you are looking to save money, protect your family, or plan for the future, **NYSUT Member Benefits** is a great place to start. With dozens of endorsed insurance, legal, financial, shopping, travel, and discount programs, you are certain to find something of interest that could benefit you or your loved ones.

And speaking of savings, the **Member Benefits Discounts & Deals** program utilizes the nation's largest private discount network to offer all NYSUT members (both in-service and retiree) exclusive access to savings of up to 50% at 850,000 locations -- including more than 21,200 New York State deals. If you have not already done so, head over to [mbdeals.enjoymydeals.com](https://mbdeals.enjoymydeals.com) to create your account with your NYSUT ID number, preferred email address, and password.

You'll then be eligible to save on restaurant dine-in or take-out, flowers and gift baskets, Bose electronics, clothing and shoes, oil changes and vehicle maintenance, sporting events, hotels and flights, car rentals, theme parks, movie tickets, and much more. Members are encouraged to download the MB Discounts & Deals mobile app for the best user experience with this program.

Check out all your union membership has to offer!



Learn more by scanning the QR code to the left, visiting [memberbenefits.nysut.org](https://memberbenefits.nysut.org), or calling 800-626-8101.

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

# To Retire or Not? That is the Question

By Daniel Scott Marrone

Many individuals will offer advice on the benefits for retiring—freedom from bosses and stress, opportunities to start a new career, and extra time with the grandkids. In fact, there are many advantages and disadvantages on retiring versus remaining at your current job. Ultimately, it is *solely your decision to retire or not!* Below are reasons for *not* retiring followed by a few valid reasons for, indeed, retiring.

## Reasons Not to Retire:

Stay at you SUNY job for as long as possible to: (1) continue receiving paychecks; (2) have your Medical, Dental, and Eyeglass expenses subsidized; and (3) provide to you a continuing, meaningful way to contribute to society. You contribute to society providing essential services as a classroom educator or as a professional staff member. Your also derive many workplace benefits while CURRENTLY employed. These benefits have been attained by virtue of NYS contracts negotiated by UUP over the years. Holding off retiring allows you to enjoy these workplace benefits and, if needed, UUP legal protections for as long as possible.



**Retirement can be a traumatic experience.** Besides the cessation of receiving a paycheck, retirement may be the end of one’s social interactions, focus, and even life purpose. The following is from *The Power of SUNY Retirees: Lessons Learned from over 100 Retirement Stories* (2018):

*“Moving from a full-time structured life to an unstructured one can be a challenging and stressful period for most retirees. How a retiree deals with this structural change can make retirement an enjoyable experience—a time filled with new opportunities and challenges—or it can be a painful transition that brings boredom, lack of purpose, discouragement and even a disruption of family life.”*

*The Power of SUNY Retirees* may be accessed free by Googling: “power of SUNY retirees.”

Click on the result and then read the book online. Use the book as a resource.

On-the-job disputes are not good reasons to retire. All-too-common reasons for retiring involve chronic

disagreements with your supervisor or with high-level campus administrators. Disputes of this kind include conflicts over salary,



schedules, tenure, and promotion issues. These difficulties are often resolved, or at least more fully understood among the parties, through communication and compromise. Even then, some disputes fester. Beyond the ability to “file a grievance,” UUP has staff attorneys, whose purpose is to represent members in SUNY workplace disputes.

## Reasons To Retire:

Sometimes events in life compel your retirement. Career change is a valid reason to retire from the current job position to one that pays more with less stress, closer to home, or simply a “breath of fresh air.” My friend, a tenured Biomedical Engineering Professor, retired from Stony Brook University a decade ago, at age 60, to become a builder of furniture. I last spoke with him on September 12, 2023, and he remains content with his decision to retire to be free to craft furniture. Another valid reason to retire concerns health issues. Medical problems may be

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For further information  
contact NYS/UUP JLMC

Email:  
[nysuuplmc@oer.ny.gov](mailto:nysuuplmc@oer.ny.gov)

Phone:  
(518) 486-4666

Mail:  
2 Empire State Plaza  
8th Floor  
Albany, NY 12223

October 2023

**To apply for an EKB license:**  
Click here to access the EKB guidelines and application:

[EKB License Guidelines \(ny.gov\)](#) and [EKB License Application \(ny.gov\)](#)



# Diversity Among College Faculty

## How Do We Measure Up?

By Amit Bandyopadhay ...continued from page 5

breakdown was not available publicly, but total female faculty were 48 percent

No further breakdown of faculty characteristics by ranks were available.

In general, our faculty composition were about at par with the national averages.

However, when we consider our student composition (as

available for fall 2022):

- ◆ Total Students = 9314
- ◆ White = 4118 (44%) (42% Nationally)
- ◆ Black = 975 (10.5%) (11% Nationally)
- ◆ Hispanic = 2542 (27%) (17.5% Nationally)
- ◆ Native American/Alaskan/Pacific Islanders = 44 (<1%) (<1% Nationally)
- ◆ Asian = 1100

- (12%) (6% Nationally)
- ◆ Two or more races = 296

We see the disconnect between our student body vs faculty percentage in the categories of black and Hispanic. The biggest difference in the Hispanic category. Especially, when we are projecting ourselves as a Hispanic serving institution, shouldn't we do something? ◆

# To Retire or Not?

## That is the Question

By Daniel Scott Marrone

daunting and lead to mounting stress at work. Bear in mind, your campus supervisors *cannot* force you to retire for health-related reasons. Retiring due to health issues should solely be between you and your family, and only after extensive consultations with healthcare experts.

Relocating is another frequent, perfectly valid reason for retiring. Over the years, thousands of UUP members have moved to Florida and other destinations. Over 500 UUP retired members currently live in the Sunshine State and, in fact, maintain their own UUP chapter. A cautionary note is to remem-



ber that Florida brings year-round warmth-- and the risk of skin cancer. Old-age advice:

“The grass may or may *not* be greener on the other side of the fence or at Florida retirement communities.”

Final note: Do not sign any retirement, especially “early retirement,” papers before contacting UUP Retiree Benefits Coordinator Walter Apple (800-342-4206/Ext. 638; [wapple@uupbenefits.org](mailto:wapple@uupbenefits.org)). ◆

## Meeting for Academics

11:00 a.m. Tuesday  
October 24, 2023

Gleeson 104

We want to hear from You!

- ◆ What questions do you have about the new contract?
- ◆ Do you understand its impact on your career?
- ◆ What are your greatest obstacles to progress?

This will be a hybrid meeting. Light lunch for GLSN attendees



We have partnered with BJ's, and they will be offering a Biannual discount for all our Farmingdale Edu. members on their membership card for new and renewing members! See below for details:

## The NEW MEMBER Offer:

Only \$25- 12 months for the Club Card.

Plus, you receive \$10 back in awards loaded to your membership card! (Regularly \$55. No Award) That's \$15 for one year!

## How to Sign Up or Renew:

Call #: 800-313-8887

And reference the **promo code 400042**

Hours of Operation: Monday-Friday from 9:00am-6:00pm EST

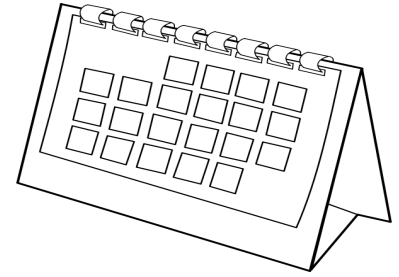
## The RENEWING MEMBER Offer:

- Pay \$55/12 months for The Club Card  
And \$10 will be loaded to your membership card.
- Pay \$110/12 months for The Club Plus Card  
and \$20 will be loaded to your membership card.

This program also enables members to EXTEND their **existing Club or Club+** memberships.

With payment, 12 months will be ADDED onto your current expiration date. The award is electronically loaded to your membership card and will be available at the register. Award must be used within 30 days on an In-Club purchase.

# 2022–2026 Contract Effective & Implementation Dates



both payments.

materials this fall, prior to implementation.

## Paid Parenting Leave:

- ◆ Up to 12 weeks of fully paid parenting leave (PPL), which can be used instead of or in addition to current leave benefits (leave accruals, PFL, FMLA, VRWS, etc.).
- ◆ PPL must be continuous and taken within 7 months of the child's birth or placement in the home (adopted or foster child).
- ◆ Effective **retroactive to April 11, 2023**.

## Sick Leave Accrual Cap:

- ◆ Sick leave accrual cap increases to 225 days **effective beginning September 12, 2023**.

## Part-time academic accrual rates:

Part-time academics, hired after **July 1, 2024**, will earn accruals on the following schedule:

- ◆ 3 credit hours/3 credit equivalents to < 6 ...1/4 day per month
- ◆ 6 credit hours/6 credit equivalents to < 9 ...1/2 day per month
- ◆ 9 credit hours/9 credit equivalents or more ...1 day per month

## Health Benefits:

- ◆ Negotiated Empire Plan changes will be **effective January 1, 2024**.
- ◆ Information about those changes will be announced again in open enrollment

## Progressively Longer Terms for Contingent Faculty:

- ◆ Part-time academics -- 1-year term appointments after 3 years of work;
- ◆ Full-time Lecturers, plus Clinical and Research titles at the non-HSC campuses -- 3-year term appointments after 7 years of work.
- ◆ **Effective 9/12/23** – Campuses that have already issued appointment letters for this semester should begin issuing amended letters to eligible employees to reflect longer terms.



## Joint Labor-Management Committee programs:

- ◆ Significant expansions in funding for JLMC Programs, including the Individual Development Awards, Drescher Leave, and CLEFR programs.
- ◆ Campuses have been notified of campus IDA allocations both for **retro program (April 1 – June 30, 2023)** and for **current year program (July 1, 2023 – June 30,**

2024).

- ◆ CLEFR (*initial* certification or licensure exam fee reimbursement) is **running now**.
- ◆ **NEW CLRFR** program (certification and licensure *renewal* fee reimbursement) should begin **January 1, 2024**.

## Space Available Program

- ◆ One course per session, with a maximum of four courses per year.
- ◆ Employees who have completed graduate coursework may enroll in up to three-credits of dissertation/thesis degree completion per semester.
- ◆ Part-time employees who have completed four semesters and who are expected to return in the fall may take summer courses.
- ◆ **Effective beginning September 12, 2023** (employees who have already paid tuition this semester for degree-completion courses should request reimbursement).

## Professional Title Review:

- ◆ Created two positions in SUNY System Admin to conduct a comprehensive review of the SUNY professional title series.
- ◆ **Review will begin ASAP after the 2 new positions are filled.**

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## FARMINGDALE CHAPTER

### EXECUTIVE BOARD

- Yolanda Drakkir**  
President
- Amit Bandyopadhyay**  
VP Academics
- Solomon Ayo**  
VP Professionals
- RoseAnn Byron**  
Treasurer
- Debbie Nilsen**  
Secretary
- Vicki Janik**  
Officer for Contingents
- Daniel Marrone**  
Officer for Retirees

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  - Vicki Janik
  - Michael Oil
  - John Masserwick
  - Fatoma Rad
  - Thomas Smyth
- Professional**
  - Solomon Ayo
  - Amanda Cataldo
  - Sandra Hustedt
  - Mercy Jose
  - Sylvia Navarro Nicosia
  - Darleyne Mayers
  - Debbie Nilsen
  - Amy Stier

#### Committee Chairs:

Diversity, Equity & Inclusion  
Fatoma Rad

#### EOC

Diane Yorg  
Marian Nelson

#### Grievance: Academic

Vicki Janik

#### Grievance: Professional

Sandra Hustedt

#### Health & Safety

Michael Canders

#### Library Concerns

Danielle Apfelbaum

#### Membership

Debbie Nilsen

#### Newsletter

Yolanda Drakkir

#### Outreach

Darleyne Mayers

#### Active Retirees

Daniel Marrone

#### Webmaster

Sylvia Navarro Nicosia

#### Women's Rights & Concerns

Vicki Janik



The election votes of thousands of our members

are not enough against the billions of special interest dollars spent to lobby politicians and advertise against worker priorities. Are you contributing to your union's voice in Albany via VOTECOPE? If not, please start today! It's simple, just go to <https://uupinfo.org/votecope/>

You can state your case directly to legislators with in-person visits to their local offices, and/or through your

donations to VOTE COPE. Remember, your union dues cannot be used for political action.

Therefore, your Vote Cope contribution is the only way to compete with lobbyists whose agendas are detrimental to unions across the country. Complete the form online, or mail it, or drop it off at the UUP office in Ward Hall. You can also bring it to the General Membership meeting. Protect your interests – and your livelihood!

Thank you for your attention, cooperation and contribution! ♦

# 2022–2026 Contract Effective & Implementation Dates

## Other provisions without specific effective dates:

Other changes that do not have specific effective dates in contract language are **effective September 12, 2023.**

Examples include:

- ♦ Art. 16 – expansion in types of data UUP receives from SUNY
- ♦ Art. 7 and Art. 19 – various procedural changes to expedite the process
- ♦ Art. 23 – new limitations on medical documentation requirements

- ♦ Art. 31 – personnel file log requirement changes
- ♦ Art. 33 – expansion of adverse tenure/permanent decision appeal rights
- ♦ Appendix A-28 – improved process for appealing unsatisfactory job evaluations and denials of salary increases for expanded duties and responsibilities
- ♦ Appendix 45 – leave donation program improvements ♦

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

<https://uupinfo.org/committees/>

### HUMAN AND CIVIL RIGHTS COMMITTEES:

Disability Rights & Concerns  
Diversity, Equity and Inclusion  
Opportunity Programs  
Gender and Sexuality Interests  
Veterans Affairs  
Women's Rights and Concerns

### ADVOCACY/LEGISLATIVE COMMITTEES:

Academic Medical Programs  
Black and Latino Faculty/Staff Legislative  
Environmental Advocacy and Issues  
Outreach

### MEMBERSHIP COMMITTEES:

Contingent Employment  
Future of Public Higher Education  
Membership

Solidarity  
Teacher Education  
Technology Campuses  
Scholarship Development subcommittee  
Scholarship Selection subcommittee

### PROCESS COMMITTEES:

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