



Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

FEBRUARY 2024



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BROOKLYN NEEDS DOWNSTATE RALLY!

When: Feb. 29, 2024 at Noon!

Where: SUNY Downstate, 450 Clarkson Avenue,
Brooklyn, NY 11203

More Information:

Visit the Brooklyn Needs Downstate campaign
webpage for more actions and information by
going to: uupinfo.org/BrooklynNeedsDownstate/

Register Here:

bit.ly/Downstate-Feb-29

Or Scan Here



UUPF Office

Ward Hall

First Floor, West Wing

Tel: 631-694-UUPF (8873)

Fax: 631-694-3370

Email: uup@uupfarm.org

URL: <https://uupfarm.org/>

GENERAL MEMBERSHIP Meeting

Thursday, February 15, 2024 ◆ 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

You Should Know...

By Solomon Ayo

Happy New Year to all. Welcome back to the Spring 2024 semester! We began the new year with the cold and freezing realities of the unpredictable weather that sometimes hits the environment we live in. By planning ahead, the UUP weathers the storms, too, on behalf of its members'. That is why we are able to live daily through the unpredictable challenges at work.

For example, our new UUP contract protects our jobs and within it are several benefits. These benefits are in place to protect our members daily and in their time of need. Apart from the contractual salary increases expected over the next couple of years, we also have Family Leave, the Dependent Care benefit, the Flex Account, Productivity Enhancement Program (PEP), annual eye exams and provision of glasses, etc. There are also various types of discounted bargain opportunities such as insurance coverage, store discounts and many other opportunities. That makes members better prepared for the unpredictable situations in one's daily and family life too. I urge members to review these opportunities at the UUP members' website and click on offers.

Furthermore, to better serve you, UUP and the UUPF, your local chapter continues to encourage professionals' members to reach out to your elected officers (see the back cover),

also, you can contact your Department Reps or the UUPF's office located in Ward Hall with questions. Questions are treated confidentially. Those that cannot be answered by a local officer are brought to the attention of our Labor Relations Specialist for further clarification. In some cases, issues are brought up at the Statewide VP meetings to get an understanding of how other local chapters address similar professional concerns on their campuses. A common state-wide issue for professionals is the difference between your local title and your UUP Bargaining Unit Title and job description. Also known as Management Advisory Committee on Classification and Compensation (MACC).

Regardless of what your local title is, your State MACC title describes your job, on which you will be evaluated. The MACC list available on our website contains all SUNY approved titles for employees in the UUP bargaining unit. The reason why it is important to familiarize yourself with State titles is to protect yourself from "work overload". Members are encouraged to seek advice from UUPF on what to do if your duties are far from what MACC indicates for your job title.

Your total obligation is one hundred percent of your responsibility. If one part of your obligation is increased, another part should be decreased. If it does



not, meet with us to discuss possible solutions. Let's work together against overload! For more information, please visit uupfarm.org. ♦

You Should Know

2023 Discretionary Salary Increases were paid in December

If you were a member on payroll since last spring, you should have seen the \$400 increase in gross/base (or a prorated amount for part-time employees) in the 12/6/23 pay stub.

Many members missed it because it was not posted as DSI. It was posted as "Retro" pay.

If you were eligible for DSI and did not receive it, please contact UUPF.

President's Message

Help Us Help You

Thank you all who have attended our meetings and workshops this past year. We have learned a lot. Here is some of what we have gathered so far:

Morale is at an all-time low. Faculty feel disrespected, chairs and directors feel overloaded, professional staff feel undervalued, administrative staff feel ignored, and adjunct faculty feel thoroughly abused. Essentially, everybody feels taken for granted.

Management proudly reports how much is accomplished with such tight budgets, but can't admit that it's on the backs of... all of the above. For years, I have watched faculty and staff desperately waving a red flag *ENOUGH!! We are breaking under the load.*

What is the problem? Management has to meet the demands placed on it by SUNY, the State, and myriad powers that be. But the lack of support felt by staff has resulted in a brain drain — mass resignation of experienced folks, leaving an even greater burden on the rest. We can't hire fast enough to fill the void, and lack the personnel to train new staff with the speed and efficiency needed to make up the difference.

So, what is the solution? Certainly a wholistic approach to campus administration would go a long way. We need a respectful balance between the past, the present and the future. Goals must aim for what we want to be,

but accommodate what we actually *are*.

First, **respect**. We — the faculty and staff — *are* FSC. Nothing can be accomplished here without us. So, when we say, “*Wait, slow down, not so fast...*” respect that! We are the front line, the battle is lost before it begins if we are beaten, exhausted and lame. Let us please finish all that we have started before moving on to the next thing. No more half-measures, let's perfect what we've already got. We waste so much time fixing and adjusting the projects that are rushed forward by management. Rarely are the outcomes as good as they would have been had we just taken a breath and done it right the first time.

Second, **communication**. How many headaches can be prevented by NOT implementing new policies until detailed procedure is written and tested in advance? And who best to test it, but those expected to use it? Yes, there is a lot of great, new technology out there, but an ounce of prevention *is still* better than a pound of cure.

Third, **humanity**. Essentially the same thing we want from government — put people first. We the people (faculty & staff) are tired. We are doing all that we can to maintain forward momentum, but we need help. When we go to managers for that help, we don't need policy and procedure. Please listen. Absorb. Respond. To the member who said to me:



We need more humans
In our resources

I'm sharing your line. [I'd give you credit, but I don't recall your name.]

You can take this statement two ways: A. We don't have enough full-time people working on full-time problems, and B. Those responsible for providing us with basic services don't treat us or our concerns with thoughtfulness. One results in burnout and the other is a punch in the gut. Either way, the result is exactly what we have now, very low morale.

Whatever your position is at FSC, UUP is here to help. Help us help you by exercising your right to participate. Come to our meetings and other events. See you there!

In Solidarity
Yolanda Drakkir



SAVE THE DATE!

Mark Your Calendars! Brooklyn Needs Downstate Rally February 29, 2024, 12 PM at SUNY Downstate!

SUNY is pursuing a plan that will ultimately close SUNY Downstate Health Sciences University Hospital (SUNY Downstate Hospital). This plan is poor public policy, which will reduce health care in Brooklyn, undermine the hospital's central mission, and harm the Brooklyn communities it serves. Furthermore SUNY's "transformation" plan for Downstate will negatively impact medical education, which provides a pipeline of doctors and medical professionals to New York hospitals statewide. While this is a plan that directly impacts our Downstate members, it will no doubt have a ripple effect on the health care available to all New Yorkers. Additionally, if SUNY were to execute a plan that closes a major facility in the system, many SUNY campuses could become vulnerable to a similar outcome.

UUP members work every day to improve, support, and protect the lives of patients at SUNY Downstate Hospital – and together we can remind New York State that an attack on one is an attack on all! I am calling on UUP members across the state to stand together in the fight to stop the closure of SUNY Downstate. This hospital serves the unique needs of Brooklyn and New York City, will YOU stand with your colleagues to stop the closure of SUNY Downstate Hospital?

Brooklyn Needs Downstate Rally!

WHEN: Feb. 29, 2024 at Noon!

WHERE: SUNY Downstate, 450 Clarkson Avenue, Brooklyn, NY

REGISTER TODAY [HERE!](#)

Buses and other available travel-related accommodations are noted on the [rally registration page!](#) Please note that buses will only be available if we have enough people **registered by Feb. 14th to get on the bus!**

Visit the Brooklyn Needs Downstate campaign webpage for more actions and information by going to: <https://uupinfo.org/BrooklynNeedsDownstate/>

Thank you all for joining together to make sure that our voices are heard!

In solidarity,
Frederick. E. Kowal, Ph.D.,
President
United University Professions

Academics' Corner

Resurgence of Faculty Unions

By Amit Bandyopadhyay

Faculty at State College of Florida, Manatee-Sarasota (SCFMS) were stunned when the board of trustee decided to end faculty tenure on campus, making SCFMS the only public college or university in Florida without continuing contracts. Trustees had hoped to radically change the way colleges work. "They were all part of the Tea Party caucus in Sarasota-Manatee County, and they thought they would lead other Florida colleges to follow them," recalls biotechnology professor Matt Thomas. Instead, SCFMS faculty "got serious about what we saw as a fundamental threat to academic freedom. We stepped up and fought back," says Thomas. Instead of weakening faculty power, trustees had clumsily lit the fire of a faculty unionization movement that spread from SCFMS, where Thomas is president of the faculty union, to public colleges and universities across the state. By the end of 2019, the United Faculty of Florida (UFF), an affiliate of NEA and the Florida Education Association, had six new faculty chapters.

Meanwhile, what was happening in Florida wasn't unique. Between 2013 - 2019, across the U.S., 118 new faculty bargaining units, composed of more than 36,000 faculty members, were certified or recognized, according to a recently published study by Hunter College's National Center for the Study of Collective Bargaining in Higher Education and the Professions, which was

presented online during the National Center's October conference.

"It's exciting to see so many new unions on campuses, especially so many new NEA affiliates in Florida, New York, New Mexico, etc.," said DeWayne Sheaffer, president of NEA's National Council for Higher

Public university employees in states lacking collective bargaining rights aren't letting that exclude them from the current wave of union organizing and action in higher education.

Their efforts to build faculty-staff coalitions and improve working conditions despite lacking university recognition or contracts harkens back to higher education organizing before the Cold War. "What's happening now is a new regeneration of that concept, that wall-to-wall organizing," said William A. Herbert, executive director of the National Center for the Study of Collective Bargaining in Higher Education and the Professions.

Unlike for private employers, which are regulated by the National Labor Relations Board, states decide whether to offer public university workers collective bargaining rights.

"Wall-to-wall" means trying to unite all workers into a single bargaining unit, even or especially when collective bargaining—the officially sanctioned bargaining process leading to an official-



ly recognized contract—isn't available.

"It's literally an old-school form of labor organizing," said Herbert, whose center is at Hunter College, part of the City University of New York. In a 2017 history published in the *Journal of Collective Bargaining in the Academy*, he wrote about what he calls "the little-remembered United Public Workers of America."

"UPWA and its predecessor unions played important roles in advancing collective bargaining in education and other fields in the 1940s," he wrote. "They sought to organize wall-to-wall educational units that included faculty and staff for purposes of collective bargaining, and they successfully negotiated some of the first contracts covering teachers and faculty."

"The successful anti-communist attacks on UPWA, and the demise of the [New School for Social Research's

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Individual Development Award Program

Accepting Applications

The application period for the Joint UUP/New York State Individual Development Award Program (IDAP) is open. Applications are now open. Awards will be made for the period between **July 2, 2023 – July 1, 2024**.

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) and all supporting documents.

- ◆ 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.
 - ◆ 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**. For further information, please contact the Joint Labor Management Confidential Staff committee.

Email FarmIDAP@farmingdale.edu.

Meet Your Legislators

UUP's Annual Advocacy Day – March 5, 2024

By Darleyne Mayers

The Outreach Committee has coordinated an in-person opportunity for you to interact with your elected officials on the state level. We are seeking participants to spend two days to travel to Albany and speak directly with State legislators and their staff. There will be a reception on Monday, March 4th at which participants will share plans and strategies with dozens of volunteers from other SUNY chapters across the state. On Tuesday, March 5th participants will meet with legislators at the NYS Capitol and Legislative Office

Buildings (LOB). All materials, appointments, travel, lodging and logistics are prepared in advance by UUP and NYSUT.

Your voices are crucial this election year.

If you are interested in contract negotiations, in grassroots organizing, or advocacy for initiatives that are important to you – join other like-minded UUPers and learn how this work gets done. Remember, *YOU ARE* UUP. Register today!

[UUP Advocacy Day Registration Link](#)

Itinerary:

- ◆ Monday, March 4th - 5:30 pm
UUP Legislative Reception
The Albany Room in the
Empire State Plaza
- ◆ Tuesday, March 5th
Morning Briefing
The Hilton Albany
- ◆ 9 am to 4 pm
UUP Advocacy Day
NYS Capitol and LOB

If you have any questions, please reach out to me: Darleyne Mayers, UUPF Outreach Committee Chair. ◆

Why Black History Month Is Celebrated in February

By Darleyne Mayers

Black History Month is celebrated in February to commemorate the rich history and achievements of African Americans. The tradition was started after historian Carter G. Woodson founded the Association for the Study of Negro Life and History. The organization encouraged scholars to engage in the intensive study of the Black past. Two years later, Woodson and the ASNLH launched Negro History week in February, 1926. The specific month of February was selected due to the coinci-

dence of birth anniversaries of two influential figures, namely US President Abraham Lincoln (February 12th), who issued the Emancipation Proclamation, and African American abolitionist and author Frederick Douglass (February 14th), who campaigned for civil rights in the 19th century. By the 1940s, some communities had expanded the celebration to Negro History Month. And in 1976, the association that Woodson had founded facilitated the institutionalization of February as Black History

Month. US President Gerald Ford urged Americans to participate in its observance.

Here are 5 African Americans you may not know, but should learn about during Black History Month:

1. **Shirley Chisholm**—In 1969 Shirley Chisholm became the first African American woman in Congress. She was also the first woman and African American to seek the nomination for president from one of the two big parties.
2. **Claudette Colvin**—Before

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Fix the Six: NYSLRS

New York State Local Retirement System Tier 6

By Daniel Scott Marrone

The issue is the unequal treatment of Tier 5 and Tier 6 NYSLRS members who face reductions in benefits, especially regarding retirement age and early retirement percentage penalties.

NYSUT and UUP have strived to eliminate reductions for

Tier 5 and 6 employees. So far, this effort has resulted in deleting the 10-year vesting requirement for these individuals. In 2022, Tier 5 and Tier 6 employees had their vesting length of time reduced from 10 years to five years, thus matching Tier 3 and Tier 4 employees. However,

other unfair reductions regarding Tier 5 and Tier 6 employees still exist. Thus, there is an ongoing need to erase the unequal treatment for Tier 5 and, most especially, for Tier 6 employees.

This NYSUT/UUP effort has been called "Fix the 6" campaign. ♦

Comparison of ERS Tiers and Benefits

Employee Contributions		
<p>Tier 3: Employed July 27, 1976 through August 31, 1983</p> <p>Tier 4: Employed September 1, 1983 through December 31, 2009:</p> <p>3% of gross salary until 10 years of membership or service credit.</p>	<p>Tier 5: Employed January 1, 2010 through March 31, 2012:</p> <p>3% of gross salary for all years of public service.</p>	<p>Tier 6: Employed April 1, 2012 and after:</p> <p>From April 1, 2012 – March 31, 2013, all Tier 6 members contributed 3% of gross salary. Beginning April 1, 2013, contribution rates are based on annualized wage.</p>
Vesting		
After earning 5 years of service credit.	After earning 5 years of service credit.	After earning 5 years of service credit.
Employee Contributions		
3% of gross salary until 10 years of membership or service credit.	3% of gross salary for all years of public service.	Members contribute for all years of public service.
Retirement Age for Tiers 3 & 4	Retirement Age for Tier 5	Retirement Age for Tier 6
<p>Full benefits at age 62, or at age 55 with at least 30 years of credited service.</p> <p>Reduced benefits at age 55 with less than 30 years of credited service.</p>	<p>Full benefits at age 62. Reduced benefits at age 55.</p>	<p>Full benefits at age 63. Reduced benefits at age 55.</p>
Reductions for Early Retirement for Tiers 3 & 4	Reductions for Early Retirement for Tier 5	Reductions for Early Retirement for Tier 6
27% permanent reduction at age 55 with < 30 years.	38.33% permanent reduction at age 55.	52% permanent reduction at age 55.

Resurgence of Faculty Unions

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unionized] Dramatic Workshop, lowered the curtain on faculty collective bargaining in higher education, which did not resume until decades later when the AFT [American Federation of Teachers], the National Education Association (NEA) and the American Association of University Professors (AAUP)

“A union is fundamentally an organization of people,” said Melanie Barron, a senior campaign lead for United Campus Workers, “and we have the freedom of assembly, the right of association with any group we choose. And so we can exercise those rights at the workplace, whether we have this one particular tactic available to

us or not. Like, collective bargaining wasn’t always a thing.”

United Campus Workers, affiliated with the Communications Workers of America and the AFL-CIO umbrella union organization, is a prominent organizer in non-collective bargaining states.

“Tenure fights are a huge part of what people are talking about right now, almost everywhere,” Barron said. “And then also staff issues. People think of universities mainly as faculty, graduate student types of organizing, but there are also enormous workforces of staff that play a critical role in making universities function, and usually they are

pretty underpaid and have a lot of issues.”

Barron said UCW works to unite these different constituencies. “And we do so without waiting for the legal framework to catch up with the idea that workers need unions in this country,” she said.

UCW says it formed in 2000 at the University of Tennessee at Knoxville, where Barron was a graduate worker, out of campaign for a living wage for staff.

Since 2017, Barron said, UCW has expanded into 10 new states in the South and West. Of those, only two allow collective bargaining at public universities: Florida and Colorado, and the latter for staff only. ♦

Why Black History Month Is Celebrated in February

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Rosa Parks, there was Claudette Colvin. Colvin was arrested for refusing to sit at the back of a bus. As a brave 15-year-old, Colvin refused to move when asked by the bus driver, citing her constitutional rights. She was the first woman to be detained for her resistance.

3. **Gordon Parks**— Gordon Parks became the first black photographer to shoot for Life Magazine in 1957, and later for Vogue. He helped shape the Blaxploitation era of film in the 70’s when he became the first Black director of a

major film with Shaft. His iconic photos of poor Americans during the 1940’s are still admired today.

4. **Bayard Rustin**—An American civil rights activist who was an adviser to Martin Luther King, Jr. and the main organizer of the March on Washington in 1963. An openly gay man with ties to communism, Rustin was forced to work from the shadows and is unknown by many. Netflix presently has a movie, produced by President Barack and Michelle Obama.
5. **Mae Jemison**— An engineer,

physician, and former NASA astronaut, Jamison was the first African American woman to go to space. She is a physician, a teacher, a Peace Corps volunteer and now the president of her own company, the Jamison Group. She was a guest here at Farmingdale College and spoke at one of our Black History Month events.

For informational purposes only, Darleyne Mayers UUP Statewide Diversity Equity and Inclusion Co-Chair ♦

Keep the Home Fires Burning: Lena Gilbert Ford and the Need for Artists' Unions

By Daniel Scott Marrone

An artist is “a person who creates art such as painting, sculpture, music, or writing” (<https://www.merriam-webster.com/dictionary/artist>). Art may be a kindergartner’s crayon drawing displayed on the refrigerator or it may be a billion-dollar da Vinci or Van Gogh. Art may also be the creation of lyrics for what has become recognized as World War I’s Greatest Anthem: “Keep the Home-Fires Burning”. Shortly after the July 1914 outbreak of the Great War, American poet Lena Gilbert Ford wrote the lyrics (and Ivor Novello composed the music) for this amazingly heartfelt, patriotic song. Among more than a century of analytical music reviews of “Keep the Home-Fires Burning,” the prevailing sentiment is: “Few songs have rivalled its cultural impact. Wartime commentators often described the song for its wistful, ubiquitous presence and the compelling effect of its melody. The song bridged the physical and emotional distance between the trenches and the home front with a beautiful circular image: the “boys” at the front yearn for those at home, and vice versa.” For 110 years, the song has been performed in a wide array of patriotic and dramatic venues as well as in over 20 Hollywood

films and TV series. “Keep the Home-Fires Burning” has become a societal theme of honoring those men and women going overseas to fight in war. The hit 2001 film, *Gosford Park*, centered on the interwar “malaise” felt by the 1930s bored and jaded intelligentsia. In the film, actor Jeremy Northam portrays Ivor Novello, who brightens up things by playing a few bars of the song on the piano.

The Ford/Novello 1914 song was originally titled, “Till the Boys Come Home.” One year later, Chappell & Co. of New York published the sheet music with the expanded title, “Keep the Home-Fires Burning (‘Till the Boys Come Home).” It was often performed when troop ships departed from British and American ports enroute to deadly trench warfare on the European continent. The song has remained a favorite for veterans and their families because it fulfills a patriotic spirit while also evoking intense sadness, comradeship, and hope. By November 11, 1918, WWI Armistice Day, the song had become known worldwide simply as “Keep the Home-Fires Burning.”

Ultimate Sacrifice of Lena Gilbert Ford



Lyricist Lena Ford was murdered. As an ex-pat American living in England during WWI, she wrote newspaper and magazine articles advocating U.S. support for the Allies. Her writings plus her contribution to the blatantly patriotic song, “Keep the Home-Fires Burning,” made her an anathema to the Imperial Huns. On March 7, 1918, a German Zeppelin deliberately hovered over her house in central London. Precisely targeting her house, the dirigible dropped two incendiary bombs. Lena Ford and her son were burned to death. While her murder was an immense tragedy, a second calamity ensued over the decades. Without an artists’ union protecting her rights, Lena’s achievements were never adequately recognized nor were her heirs in America financially compensated. Considering the astronomical volume of performances of her song, artists’ royalties should have amounted

...continued on page 11

Keep the Home Fires Burning

...continued from page 10

to millions of dollars. This did not happen as Lena's heirs in Elmira, Pennsylvania, did not financially benefit from her blockbuster hit song.

ASCAP and Why Artists' Unions are Needed

Prior to 1919, lyricists and music score composers had no means to protect their rights as creators. As a consequence, creators such as Lena Guilbert Ford were routinely denied royalties while publishing companies and empresarios, such as George White ("Scandals") and Florenz Ziegfeld ("Follies"), reaped substantial profits. Neither the publishing companies nor White and Ziegfeld engaged in criminal actions. Rather, they acted in the normal practice of their age. Something had to be done to protect artists' rights!

An effort for this goal commenced on February 13, 1914. That day, renowned composer Victor August Herbert (1859-1924) along with Irving Berlin and seven other musicians founded ASCAP--the American Society of Composers, Authors, and Publishers. In the UK, the Performing Rights Society of Great Britain was also established in 1914. Unfortunately, five months after ASCAP's founding, WWI erupted and Herbert's organization as well as the PRS of Great Britain fell into a five-year hiatus. Post-WWI, the effort to protect artists' rights resumed in both the USA and in the UK.

In 1919, ASCAP and the PRS of Great Britain signed the first reciprocal agreement for the representation of each other's members' works in their respective nations. The purpose of this bi-national agreement was to protect artists' rights whether the music was created either in the USA or in the UK and performed in either or both nations.

By the 1920s, hundreds of songwriters had joined ASCAP including superstars such as George M. Cohan, John Philip Sousa, and Jerome Kern. Presently, ASCAP has over 950,000 members (*ASCAP Dictionary of Authors, Composers, Song & Music*; latest version 2019). Regrettably for Lena Ford, her song was published in 1915, and thus was not protected, under the 1919 bi-nation reciprocal artists' rights agreement.

Considering the countless times the Ford/Novello song has been performed in live performances as well as in movies and TV series during the past 110 years, Lena Ford and her heirs should have received a bountiful of royalties. This has not been the case. This is why artists' unions are needed!

To view two of the many internet renditions of "Keep the Home-Fires Burning," I recommend performances by Laura Wright and by The D-Day Darlings.

This brief essay will end with Lena Guilbert Ford's lyrics for "Keep the Home-Fires Burning":

*They were summoned from the hillside
They were called in from the glen,
And the country found them ready
At the stirring call for men.
Let no tears add to their hardships
As the soldiers pass along,
And although your heart is breaking
Make it sing this cheery song.*

*Keep the Home-Fires Burning,
While your hearts are yearning,
Though your lads are far away
They dream of home.
There's a silver lining
Through the dark clouds shining,
Turn the dark cloud inside out,
'Till the boys come home.*

*Overseas there came a pleading,
"Help a nation in distress."
And we gave our glorious laddies;
Honour bade us do no less.
For no gallant son of freedom
To a tyrant's yoke should bend,
And a noble heart must answer
To the sacred call of "Friend".*

*Keep the Home Fires Burning,
While your hearts are yearning,
Though your lads are far away
They dream of home.
There's a silver lining
Through the dark clouds shining,
Turn the dark cloud inside out,
'Till the boys come home.*



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Help UUP advocate for SUNY!

Visit uupinfo.org to register for an event or for more information.



Love Your Benefits



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

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

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:

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

HUMAN AND CIVIL RIGHTS COMMITTEES:

Disability Rights & Concerns
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Opportunity Programs
Gender and Sexuality Interests
Veterans Affairs
Women's Rights and Concerns

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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
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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