



# Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



SEPTEMBER 2024



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## New Employee Orientation



It was standing room only at the first two orientation events, one hosted by the Provost for new full-time faculty and a second hosted by UUPF for as many other new employees who could attend. But we still need to reach part-time faculty, many of whom only work nights. So we are hosting one more NEO especially for you.

**If you are a UUP employee hired since Fall 2023, part-time and/or work nights** and were unable to attend previous NEO events, please respond to the email invitation and mark your calendar:

**UUPF NEO Ward Hall Great Room 4:30 pm Thursday, October 3<sup>rd</sup>**

### UUPF Office

#### Ward Hall

First Floor, West Wing  
Tel: 934-420-4UUP (4887)

Email: [uup@uupfarm.org](mailto:uup@uupfarm.org)  
URL: <https://uupfarm.org/>

### GENERAL MEMBERSHIP Meeting

Thursday, September 26, 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

By Solomon Ayo

## Local Organizing

Welcome back to the Fall 2024 semester and the 2024-2025 Academic Year! It's always a pleasure to serve the UUP at this campus and work on protecting members' working environment, also helping members understand how to use our union contract with the State of New York to safeguard our jobs. As we start a new academic and fiscal year, it's important to remember that our recent contractual achievements were a result of bottom-up organizing. Our new UUP contract safeguards our jobs and ensures our many benefits. As of July 1, 2024, we have already started seeing some of these benefits, which are a direct result of the union's organization, **NOT** a gift from SUNY.

It's important for all UUPF members to be involved in addressing various issues that affect our rights and a conducive work environment. To elaborate on organizing here at our Farmingdale Chapter, the union leadership in Albany has appointed Jesus Sanchez as our local organizer. He is a trained organizer and is available to help us achieve our individual and collective goals locally. Over the summer break, Jesus has been

working hard studying this campus and gathering information on how to best organize and achieve our local chapter goals. Collective organizing is crucial, but it starts with YOU! Each individual member's voice carries equal weight. It's important to participate and stand up for your contractual rights and benefits.

Do you know who your UUPF Area or Department Rep is? If not, I encourage you to find



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United University Professions

## Farmingdale Professional Workshop

### Changing the Culture of Workload

Moderated by:

Vice President for Professionals Carolyn Kube  
 NYSUT Labor Relations Specialist Tammy Mays

Save the Date  
 Ward Hall — Great Room  
 Thursday, October 3, 11:00 am—12:00 pm

# President's Message

## *Welcome Everyone!*

What a year this promises to be. Can you feel it?! There are SO many changes, hopefully all positive ones. We have a new College President, new faculty, new staff, new paved pathways all over campus, and if all goes well, come January a new president in the White House who puts country, people and democracy above all else.

First things first, please take a moment to read this issue of the Unifier from cover to cover, there's a lot here. We have a full calendar of events that focuses on bringing you as much information as you need to support your family, your career and spirit. Please join us at all of these events if you can — and please adjust your department calendars to allow as many to do so as possible. An informed staff helps everyone.

## **The Next Contract**

Crazy isn't it? We just got *this* one, and already we need to start our homework for the next one. Remember, this one was two years late, so the next contract season begins in 2025. So keep your eye open to message from UUP Central, and join as many legislative events as possible to glean where the legislature is headed with respect to higher-ed.

If you have any **special projects** that your department needs

extra funding for, write a proposal and send it to us. UUP meets with legislators directly for special initiatives throughout the state.

Have you visited the Children's Center, the Dental Hygiene Clinic in Gleeson Hall, the Airport down Route 110...? UUPF was instrumental in establishing and developing those and many other things that we sometimes take for granted. What do you need? Let's talk about it and see what we can do.

## **Shared Governance**

Last year the Task Force on Shared Governance presented a report that contained many recommendations with the goal of moving that campus forward—together (management, governance and bargaining). The Task Force gathered a ton of data and feedback from all constituencies and shared a synopsis at a Governance meeting last spring. I believe the full report is be available online.

I am no longer on the Farmingdale Executive Committee, but in the spirit of shared governance, since they are open meetings, I will do my best to attend them every Friday morning. It is my hope to help if ever needed, contribute whenever possible and keep the lines of communication open. After all, we are all in this together.

*In Solidarity*  
*Yolanda Drakkir*



## **CHANGING TIMES**

**TUESDAY**

**October 15<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](mailto:uup@uupfarm.org)

*uup*



# LEGISLATIVE TOWN HALL

UUP will be hosting two legislative town halls in the month of October over ZOOM, and we encourage our members to attend at least one. Please indicate down below which date best works for you.

**THURSDAY,  
OCT. 10, 2024**  
12:00PM

**WEDNESDAY,  
OCT. 16, 2024**  
6:00PM

To attend, visit  
[UUPLegTownHall](https://uuplegtownhall.com)  
or scan the QR code.



# Academics' Corner

Politico reported, “At least 10 university faculty members across Florida have been terminated with dozens more put on notice to improve their work since the state adopted post-tenure review policies championed by Gov. Ron DeSantis, according to data compiled by POLITICO.” Ninety-one percent of faculty “either met or exceeded the expectations set by their universities, a performance that earned them bonuses or raises.” However, more than 60 faculty members “statewide didn’t meet expectations and were given one year to course correct or else face termination.” DeSantis’s (R) tenure review policy aims to counteract “unproductive” faculty, according to spokesperson Jeremy Redfern. In the first year of reviews, “more than half of professors – 437 out of 861 –

exceeded expectations,” while 64 failed, requiring performance improvement plans. University of Florida was noted for its aggressive reviews, with 34 faculty not meeting expectations and five deemed unsatisfactory.

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. “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.

The number of unionized faculty members however rose slowly, from roughly 374,000 in 2012 to 402,000 in January 2024,



when a study ended—around a 7 percent increase. That means more than one in four faculty members are unionized, according to the report from the National Center for the Study of Collective Bargaining in Higher Education and the Professions at Hunter College, part of the City University of New York. ♦

## Tier 6 Fairness the Aim of UUP & NYSUT

By Daniel Scott Marrone

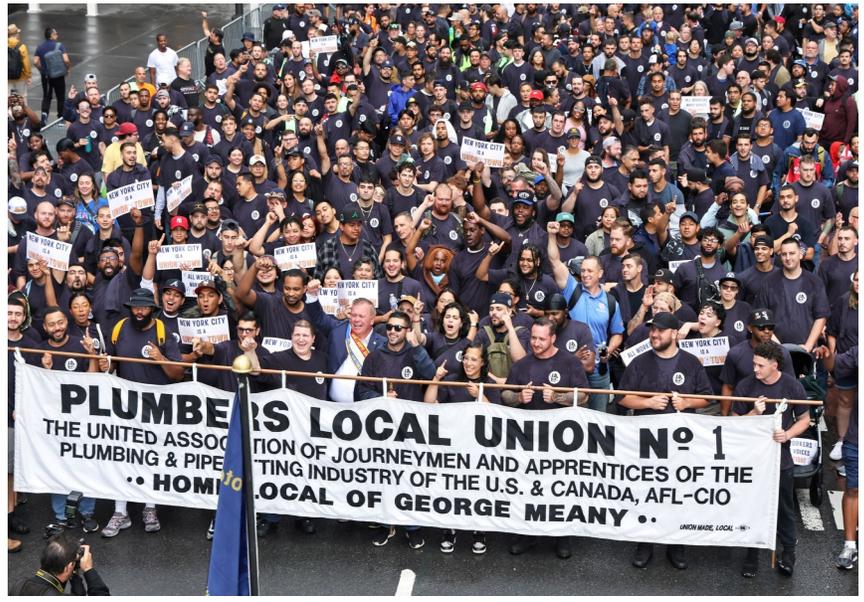
UUP is Local 2190 of the statewide union, New York State United Teachers (NYSUT). These interconnected entities “Work for You” regardless of whether you are a new employee, been on the job for 40 years, or a retiree. One area where NYSUT/UUP is “working for you” is a continual effort in correcting the Tier system imposed upon NYS employees, including those at SUNY. Tier 1 included those

employed before 7/1/1973. Subsequently, Tier 2 were those first employed from 7/1/1973 to 7/26/1976; Tier 3: 7/27/1976 to 8/31/1983; Tier 4: 9/1/1983 to 12/31/2009; Tier 5: 1/1/2010 to 3/31/2012; and Tier 6: 4/1/2012 or after. Each succeeding Tier resulted in diminished employee benefits, especially reduced retirement payments, for the purpose of saving labor costs for taxpayers. While this is a

laudable goal, the reality is that two state employees, stuck in different Tiers while performing identical tasks, receive substantially different retirement benefits. The result is a lack of fairness among state employees. The year 1984 saw the implementation of Tier 4--a NYS budget compromise for stabilizing costs while moderately reducing retirement benefits. NYS labor unions, including

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# NYC Labor Day Parade



# Glover & Herkimer: The Generals that Saved New York

By Daniel Scott Marrone

## Part 1. John Glover:

Americans, especially those in New York State, owe much to two Revolutionary War militia generals, John Glover and Nicholas Herkimer. During the war (1775-1783), they organized and led militias comprised of citizen soldiers at various battles taking place in New York State. Part 2 will cover Nicholas Herkimer in the October 2024 issue of *Unifier*.

The American rebellion began two hundred and fifty years ago, on September 5, 1774. That day, representatives from the original 13 American colonies met in Philadelphia as the First Continental Congress. Their goal was to draft a petition seeking redress for the British Parliament Coercive Acts of 1774. Deemed “Intolerable Acts” by Americans, these restrictive measures included the Tea Act; Boston Port Closure Act; Massachusetts Courts Disbandment Act; Quartering Act; and Quebec Act. Threatening rebellion, the American colonists set a deadline of May 1775 for a response from Crown authorities.

A month before this deadline was reached, fighting erupted. On April 19, the “Minutemen,” as the Massachusetts militiamen called themselves, stood their ground at Lexington Green and then in Concord. The war had begun, with the “shot heard ‘round the world.” In these skirmishes, eight Minutemen were killed and another 10 were seriously wounded. Minutemen began to follow the Redcoats,

who were returning to their base in Boston. The Minutemen killed dozens of Redcoats. Armed conflict between the Brits and the Americans quickly escalated. To quash the now-rebellion, British Army General Thomas Gage ordered 3,000 Crown soldiers to attack the rebels at Bunker (actually Breed’s) Hill (June 17, 1775). Though the British ultimately overran the Minutemen, who lost 450, there were 1,054 lost on the British side. News of the first huge battle in the war drew even more volunteer militiamen to Boston from throughout the colonies—soon to become the U.S.A.

The Continental Army was established on June 19, 1775, with former Virginia militia Colonel George Washington appointed as Commander-in-Chief. Continentals and militiamen joined forces to encircle the British Army in Boston. The siege lasted from April 19, 1775 to March 17, 1776. On that latter day, the British were allowed to evacuate Boston unmolested. General Washington permitted this in return for the Royal forces not torching Boston and its extensive harbor facilities.

In July 1776, the British returned in huge force—not to Boston, but to New-York City and Long Island. General Washington anticipated this, and thus relocated the bulk of the Continental Army to New-York City (spelled with a hyphen until the formation in 1898 of The Greater City of New York). Royal Navy ships began amass-



ing in New York Bay. Aboard these vessels were 20,000 highly-trained Redcoats and ruthless German mercenaries, called “Hessians” because many were from the European city of Hesse. These troops were led by British Army General William Howe, 5<sup>th</sup> Viscount Howe.

General Washington was keenly aware that his fledgling Continental Army was grossly outnumbered compared to that of Howe. Thus, he sought militiamen from across the new nation. Bolstering the Continentals were local New-York militiamen as well as those from Massachusetts, Connecticut, New Jersey, Maryland, and Virginia. With 10,000 soldiers and militiamen, Washington’s forces in New-York City were still outnumbered two-to-one.

**Battle of Long Island:** The Crown’s hammer fell upon the Americans on August 27, 1776, with General Howe ordering the invasion of Long Island at the

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# LIFE INSURANCE: *Crucial for protecting your loved ones*



Life insurance is a topic many people find confusing, complicated, and uncomfortable to think about. It is undoubtedly one of the most vital types of insurance products you can purchase, though. Whether you're looking into your first policy or to upgrade existing coverage, it's important to determine how much life insurance you need and which type is right for you.

One key fact about life insurance you may not be aware of is premiums are likely to be less expensive if you purchase it earlier in life. For those of you who currently have policies, what you purchased 10 years ago, five years ago, or even last year may not be enough to replace your income and all you provide for your family. And if you are part of the 30% of Americans who don't have any life insurance at all,\* you could be putting your family at great financial risk.

There are a variety of options to consider when it comes to life insurance, including:

- 1. Term Life** – this product pays a benefit in the event of the death of the insured during a specific timeframe but offers no cash value.
- 2. Level Term Life** – this insurance is similar to term life but is normally for a set period of time such as 10, 15, or 20 years; it also offers no cash value.
- 3. Universal Life** – this option offers a way to protect your family while building tax-deferred cash value; policyholders can usually access a portion of the balance without impacting the guaranteed death benefit.

\* Source: USA Today - <https://www.usatoday.com/money/blueprint/life-insurance/life-insurance-statistics>

NYSUT Member Benefits endorses a number of competitive life insurance programs (those listed to the left and others) available to NYSUT members and their spouse/certified domestic partner. Many of these plans offer reduced rates not available to the general public along with additional convenience and savings opportunities through payroll or pension deduction.

**Learn more about Member Benefits-endorsed life insurance programs by scanning the QR code, visiting [memberbenefits.nysut.org](https://memberbenefits.nysut.org), or calling 800-626-8101.**



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September/October 2024

## Glover & Herkimer: Part 1 ...continued from page 7

southern section of Brooklyn called Gravesend. The Brits and Germans quickly overran coastal defenses.

To blunt the Royal forces, four hundred militiamen from Maryland bravely volunteered to block the Crown juggernaut at Guan Heights (later known as Battle Hill) in southern Brooklyn. Known as the “Maryland 400,” these militiamen were quickly dispatched—that is, wiped out! Aghast at their wholesale slaughter, General Washington exclaimed, “Good God, what brave fellows I must lose!”

The British second-in-command was Major General Charles Cornwallis, 1<sup>st</sup> Marquess Cornwallis, who moved his troops due east into Queens. There, he had his troops make a U-turn within the Jamaica Pass and then return to attack the Americans in northern Brooklyn. As occurred in Guan Heights, American defenses in northern Brooklyn were also quickly overrun. Withdrawing from the enemy onslaught, Washington and his men were forced to retreat to Brooklyn Heights, an elevated overlook along the East River. Two days after the battle commenced, the Americans lost 2,179 were killed, wounded or captured (Lengel, E. (2005). *General George Washington*). The only escape was for Washington and his forces to cross the East River to Manhattan Island.

**John Glover and the Marbleheaders:** Performing this do-or-die maneuver was Colonel Glover and his Marblehead, Massachusetts, fisherman militiamen, who ferried an

estimated 8,000 American troops from Brooklyn to Manhattan. The Marbleheaders transported the Americans in small boats throughout the night of August 29/August 30, 1776. Fortunately, a dense fog concealed the evacuation. Additionally, the Massachusetts militiamen stuffed rags in their boat gunnels to silence rowing operations.

As dawn broke on August 30, General Howe moved, for the final kill, to the American encampment on Brooklyn Heights. The British commander was shocked to see Washington and his army gone—they had been evacuated to Manhattan. Lord Howe had hoped that day to deliver to the Americans a knockout blow that would end the rebellion. Instead, Howe now realized he had a much more arduous and lengthy task in pursuing Washington’s army northward through Manhattan Island and then to The Bronx and eventually to Westchester.

On October 12, 1776, the British landed 80 barges of Redcoats and Hessians at Pell’s Point within present-day Pelham Bay Park, in The Bronx. Washington ordered his forces north to Westchester. Staying behind at Pell’s Point to block Howe’s army were Glover and his militiamen. By doing so, the Marbleheaders selflessly allowed Washington’s forces precious time to move north and regroup. At the Battle of Pell’s Point, the Marbleheaders were outnumbered 10 to 1, but they successfully fought Howe’s troops to a standstill, though only for a few hours. However, this was



sufficient time to allow Washington’s army unmolested to reach Westchester. The Massachusetts militiamen knew, as did the “Maryland 400” six weeks prior, that many of them would be killed in battle. Through the sacrifice of the Marbleheaders, the Brits were waylaid long enough to allow General Washington and the Continentals time to move 20 miles northward to White Plains. Post-battle, Glover, wounded in battle, returned to Massachusetts to recover and to recruit replacements for his Marblehead militia.

John Glover and his Marbleheaders would again play a pivotal role in the Revolutionary War less than 11 weeks later on December 25/December 26, 1776. Overnight, the fishermen ferried Washington and the Continentals aboard small Dunham cargo boats from McConkey’s Ferry Inn, Pennsylvania, across the nearly frozen-solid Delaware River to New Jersey. Once on the New Jersey side, the Americans quick-marched south and attacked the Hessians at what became known as the Battle of Trenton. This was the first major victory in the war for the heretofore demoralized

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Did you know that all UUP members qualify for

# PUBLIC SERVICE LOAN FORGIVENESS?



UUP MEMBERS  
HAVE ALREADY  
HAD MORE THAN  
**\$12 MILLION**  
IN FORGIVENESS!

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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:

**TUESDAY, OCT. 1, 2024 · 2:30 PM - 4:00 PM** VIA ZOOM

**WEDNESDAY, OCT. 9, 2024, 2024 · 5:00 PM - 6:30 PM** VIA ZOOM

**WEDNESDAY, OCT. 23, 2024, 2024 · 11:30 AM - 1:00 PM** VIA ZOOM



Register through the UUP Events Calendar

[UUPINFO.ORG/CALENDAR/](http://UUPINFO.ORG/CALENDAR/)

## Glover & Herkimer: Part 1 ...continued from page 9

Americans. In the final years of the war, Glover, now a Brigadier General though performing as an Admiral, commanded a sizable fleet of small ships north of New-York City that prevented the Royal Navy from sailing upstream and launching attacks from the Hudson River. **John Glover's role in the war was monumental.**

In Part 2 next month, Brigadier General Nicholas Herkimer will be covered regarding the Siege of Fort Stanwix and the pivotal Battle of Oriskany. By defeating the Brits at Oriskany, the Continentals were better able to defeat the Brits at Saratoga, deemed the "turning point" in the Revolutionary War in favor of the Americans. ♦



## Tier 6 Fairness ...continued from page 5

NYSUT/UUP, accepted this compromise based on the assumption that Tier 4 would indefinitely remain in place. It did not!

The Tier 4 compromise lasted for more than 26 years, from 9/1/1983 to 12/31/2009. Marked slowdowns in state revenues due to the 2008/2009 recession combined with escalating state spending resulted in soaring NYS budget deficits. To stave off massive layoffs, state labor unions once again conceded and Tier 5 became a reality. Tier 5 employees have significantly reduced benefits, especially relating to retirement, compared to Tier 4 employees. The most egregious reduction measure was the doubling of the vesting period to receive retirement benefits from 5 to 10 years. Thankfully, this onerous measure was rescinded on April 9, 2022. However, Tier 5 employees nonetheless have to work lengthier amounts of time to

match Tier 4 retirement benefits. Sadly, these reductions in retirement benefits for Tier 5 employees proved insufficient to stifle ongoing, soaring NYS budget deficits.

To "remedy" the situation, the Legislature established "Tier 6" for those employed 4/1/2012 or after. Among the Tier 6 reductions was a further lengthening of years—even beyond Tier 5 employees--needed for employees to receive various percentages of salary as retirement payments. Arguably, the worst of Tier 6 reductions was the so-called "Look Back" period with which retirement payments were calculated. Tiers prior to Tier 6 had a "Look Back" of three years. However, Tier 6 employees had a "Look Back" of five years. Since the fourth and fifth "Look Back" (earlier) years' salaries for employees is typically lower than years 3, 2, 1, a substantial reduction in retirement benefits resulted for Tier 6

**FIX  
TIER 6**

employees. Thankfully, this unfair measure was rescinded in the latest NYS budget that was signed by Gov. Hochul on April 19, 2024.

Unfair retirement benefit reductions for Tiers 5 and 6 employees remain, most especially for those in the "Six." For the purpose of "Fairness" pertaining to Tier 5 and Tier 6 employees, lobbying efforts by NYSUT/UUP in the NYS legislature must continue. We need to eliminate unfair retirement benefit reductions for employees in these Tiers. ♦



# Professionals' Corner

## FARMINGDALE CHAPTER

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### EXECUTIVE BOARD

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out at your next department meeting or call the UUPF office. Your Rep is your first contact for questions. Meet with them to strategize about your concerns and get guidance on how to address the issues and protect your income, benefits and environment. Working with department representatives ensures that every department secures everything outlined in the union contract. If you don't have a Rep and are interested in becoming more active, don't hesitate to reach out to the union office. Your

involvement, knowledge, and skills are essential contributions to organizing for a stronger UUP.

Please take some time to explore our [chapter website](#), particularly the section focused on professional concerns. You can find up-to-date information and official forms. I strongly encourage professionals to make use of all the available resources. If you have any questions, please click on the questions mailbox on the website and submit your inquiries. ♦



## 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](mailto:youupf@gmail.com)