



Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

OCTOBER 2025



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Shutdown Impact

UUP President, Fred Kowal

I wanted to reach out to update you about the federal shutdown and what impact it may have on the important work we do. It's been several days and concerns are rising about the impact nationally on important government functions and the economy.

With respect to our work, at present, the shutdown is not presenting a major challenge for SUNY. However, with financially harmful threats to New York State coming from the White House on a daily basis, any significant cuts to federal funding absorbed by the state would likely also reverberate through SUNY. Please know that I am closely monitoring this situation, working closely with our staff and affiliates, and I will be in immediate contact with you if anything arises that is a threat to our work.

This shutdown is unfortunate and points directly to the dysfunction that's rife throughout our federal government. But let's be clear: we are in this situation because of the actions of the Administration and the Republicans who control Congress. This administration pushed through a budget that will benefit billionaires and bring real harm to the millions of Americans who rely on Medicaid and depend on the Affordable Care Act for healthcare coverage. Their irresponsible actions will cause health insurance costs to soar, not just for ACA and Medicaid recipients, but for all of us. As individuals lose health insurance through the changes and cuts to Medicaid and the ACA, insurance companies will raise premiums on the rest of us to cover the costs of those who are uninsured. This will represent a direct transfer of wealth from working people to the richest one tenth of one percent of our nation.

Additionally, as unionists, we must and will stand shoulder to shoulder with our union siblings who work for the federal government and whose jobs and financial futures are in great danger. An attack on unionized workers and indeed their right to unionize (which has been happening since Trump returned to power) is a threat to all unions. The administration has made clear that they will use the shutdown as a means by which federal agencies

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UUPF Office

Ward Hall

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

Email: uup@uupfarm.org
URL: <https://uupfarm.org/>

GENERAL MEMBERSHIP Meeting

Thursday, October 16, 2025 ◆ 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

Moving Forward Negotiations

In anticipation of the upcoming contract negotiations, UUP is proactively advancing its progress on the ground. As the current contract concludes on June 30, 2026, we eagerly anticipate the commencement of our negotiations meeting with the State of New York. To this end, since May 2025, the Negotiations Team has diligently conducted strategic meetings. The Team holds a three-day meeting each month, and, occasionally, twice a month, during which the it reviews and discusses potential opportunities and benefits for UUP members.

Your role was to participate by posing questions, making suggestions and ensuring that your concerns were heard. This began by contacting the UUPF office or visiting the UUPF website and submitting topics that you would like the Farmingdale Ad-hoc Committee to bring to the Negotiations Team. It is crucial to participate and advocate for your contractual rights and benefits, but it is equally important to be fully engaged in the process to achieve success.

To encourage member participation, the Team distributed survey requests tailored to each campus. Subsequently, it conducted listening tours across the State to gather the concerns and interests of all members. The Team also met this month in

Albany with all the Campus Ad-hoc Committees. This meeting is part of the traditional process which ensures that each individual member's voice carries equal weight.

The next level in the process is the Negotiations Committee which is comprised of all UUP Chapter Presidents. The meeting in Albany concluded with the Committee reviewing, sorting and providing feedback toward the priority of items for the draft proposal.

A New Professional Year

As always, professionals eagerly anticipate the commencement of another academic year. We work hard to provide services and support to thousands of FSC students. To receive fair compensation, professionals should understand their appointment type and have a clear Performance Program.

Your appointment letter is signed by the College President and states details such as your State Title and compensation. Your annual performance program is signed by your immediate supervisor and lists your specific duties and responsibilities. These duties should reflect those of the official job description of the State Title identified on your appointment letter.

Your appointment letter should clearly indicate your start date and employment "type" —



temporary, term or permanent, as well as whether you are full-time or part-time.

If you have any doubts about your appointment, schedule an appointment with HR and review your personnel file, as outlined in Article 31.1a of the collective bargaining agreement. Information about your rights and job security/protection is outlined in Articles 33-35. For instance, Temporary employees can be terminated at any time, while Term appointments require a 45-day notice of non-renewal (Article 32).

Collective organizing begins with you. Please take some time to explore our chapter website, particularly the Professionals page. If you have any questions, you can submit them by clicking on the website's red mailbox. ♦

President's Message

The Chaos of Transformation

Federal Firings

Shortly before 9:00 p.m. on Friday, October 10th, the Director of the Office of Management and Budget, Russel Vought, began firing 4,000 federal workers across seven federal agencies, including hundreds of people at the CDC, telling them that their duties have been deemed unnecessary or redundant. Among those fired at the CDC were scientists investigating chronic diseases, injury prevention, and global health. The Center for Immunization & Respiratory Diseases, the Global Health Center, the Measles Outbreak Response Unit, the Center for Forecasting and Analytics, the National Center for Injury Prevention & Control, and EIS officers (outbreak first responders) were decimated. These cuts are expected to impact health and safety globally.

Russel Vought also fired everyone in the Office of Special Education & Rehabilitative Services, essentially everyone who works with the implementation of the Individuals with Disabilities Education Act (IDEA) — the federal law that ensures eligible children with disabilities have access to a free, appropriate public education (FAPE) tailored to their unique needs. Also fired were all employees involved with the TRIO program, which is designed to provide support services to students from disadvantaged backgrounds to help

them succeed in college and beyond.

A Threat to Elections

Sound the alarm! Dominion Voting Systems was sold on October 9th and has been rebranded as Liberty Vote. This is the nation's top provider of election poll books. The company was purchased by Scott Leiendecker, a former Republican Elections Director in Missouri and the founder of the elections technology company, KNOWiNK. This purchase gives Liberty Vote sole ownership and unprecedented control of key voting infrastructure, including the software that checks-in voters and the machines that count ballots — a massive consolidation of power in the hands of one firm.

SAVE Act Workaround

The Safeguard American Voter Eligibility (SAVE) Act requires that every eligible voter provide documentary proof of citizenship to register to vote, even though voters in every state are already required to affirm or verify their citizenship status when registering and voting. Additionally, the citizenship documentation would need to be submitted in person to election officials.

The Senate has not passed the Safeguard American Voter Eligibility (SAVE) Act. The bill, which passed the House of Representatives in April 2025, is pending in the Senate. But,



Stephen Miller is trying to implement it without Congress! He is asking the Election Assistance Commission (EAC) to change the rules to mimic the requirements of the SAVE Act.

The EAC is an independent agency created by the Help America Vote Act of 2002. The Commission serves as a national clearinghouse and resource of information regarding elections. The EAC's jurisdiction covers federal elections across the country by assisting state and local election officials. The EAC is a support agency and does not have the authority to regulate or issue mandatory rules for states or localities, except for specific duties transferred from the Federal Election Commission.

But when have laws, rules and jurisdictions ever stopped Stephen Miller or this administration?

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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.

**OCTOBER 15,
2025
6:00PM**

**OCTOBER 28,
2025
12:00PM**

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



Academic Corner

About Academic Research

By Vicki Janik

Right now, perhaps Farmingdale just can't afford more academic research.

Here's the situation: Farmingdale State College has hundreds of academics — hundreds. That should be a happy circumstance for one the College's most important goals: academic research.

But wait! The majority of these persons — almost 500, as of last spring — are teaching part-time with only enough job security to give them, at best, 45 days' notice before a dismissal and only enough pay per section to afford a new transmission for their not-new cars. No research is a part of the job.

Second, an ever-growing number of FSC full-time teaching faculty — somewhere around 73 as of last spring — hold qualified rank, which means they are barred from tenure, and they earn less. Further, it means that they teach ten sections per annum, and they may also graciously offer the College other types of service, perhaps advisement or participation in some sort of required documentation writing. Again, research is not a part of the job.

That leaves the remaining clear minority — those academic staff members on a tenure track or those holding tenure — those who earn a bit more and have, or maybe will have, job security. They are the supposed luckier ones, teaching eight sections per

annum — 24 contact hours. That's a lot. And they have many other duties, since there are so many other staff members to search for, observe, and evaluate; and so many documents to complete; and so many committees to serve on. Tenured or tenured-to-be folks are busy. Very busy. And we have heard rumors that perhaps some faculty members may soon be asked to teach *additional* contact hours. Seems oddly counterproductive to the completion of research.

We have also heard rumors that Other Than Personal Service [OTPS] funds, which pay for supplies and equipment, may become more severely limited. Again, not so good for any research that needs supplies and equipment. A well-functioning Grants Office, which we hear is to be installed soon, will help. But this does not address the challenges noted above.

We understand why all of this is the case, why so many teachers are so occupied and why OTPS is limited. Apparently, today there is not enough money, either for necessary *things* or to lighten everyone's teaching load and service responsibilities.

And don't forget, the College also must pay for its growing managerial staff. We get that. We know that the College must pay for the human work hours necessary for managing and servicing and teaching.



So, to repeat, today, maybe Farmingdale just can't *afford* to pay for the work hours necessary for more academic research. ♦



CHANGING TIMES
TUESDAY

October 21st
4:00 — 6:00 PM

Hot Buffet
& FREE DRINK
Compliments of
Your UUP Chapter

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

[PLEASE RSVP: uup@uupfarm.org](mailto:uup@uupfarm.org)

Subject: "Oktoberfest"



AFT Analysis on the Impact of the Shutdown on Higher Education

During the shutdown, we expect the **Department of Education** will continue to disburse student aid such as **Pell grants** and **federal direct student loans**, and student loan borrowers will still be required to make payments on their outstanding student debt. Further, the office of Federal Student Aid will except agency employees as needed to conduct certain rulemakings and other actions necessary to meet statutory requirements under H.R. 1, the so-called One Big Beautiful Bill Act.

Most of the department's grant programs typically issue awards over the summer, which means **there will be limited impact on the department's grantmaking**. Grantees will continue to be able to draw down funds from these awards, so the effects on colleges/universities and students should be minimal. The department's Office for Civil Rights will pause its review and investigations of civil rights complaints. And the department's development and implementation of guidance, technical assistance and regulatory actions will also pause, unless required for otherwise-funded activities.

It is likely that agencies like the **National Science Foundation** and the **National Institutes of Health** will pause new grant awards, proposal reviews and program launches. We believe that colleges and universities with existing federal research awards may still be able to draw down previously obligated funds, but **technical assistance, progress reviews and application processing are typically suspended**.

The American Association for the Advancement of Science's [Sept. 23 analysis](#) is a good overview of the impacts of a federal shutdown. According to this analysis, most federal research staff and grant managers are classified as nonessential and furloughed, resulting in delays that can extend well beyond the shutdown itself.

For more information from the Department of Education, click [here](#). For more information from the National Institutes of Health, click [here](#). For guidance from NSF, click [here](#). For a thorough overview of the effects of the shutdown on higher education, see this [resource](#) from the American Council on Education.

AFT Higher Education will continue to provide updates to our affiliates on the shutdown. If you have any questions, please don't hesitate to contact us at highereddept@aft.org.

AFT/AAUP Statement on Loyalty Pledge

[AAUP's Wolfson and AFT's Weingarten on Trump's Loyalty Pledge for Colleges and Universities | American Federation of Teachers Statement from AFT President Randi Weingarten](#)

Labor Union Statements Regarding Federal Shutdown

[Statement from AFT President Randi Weingarten](#)

[Statement from AFL-CIO President Liz Shuler](#)

[Statement from NY AFL-CIO President Mario Cilento](#)

[Statement from National Education Association President Becky Pringle](#)

Stand for Free Speech & Academic Freedom

On October 18, communities across the nation will unite for No Kings Day, a day of action dedicated to defending the freedoms that uphold our democracy.

This day is about standing firm for the values that unite us. In a time when diverse ideas and perspectives are increasingly under attack, we stand firm in our belief that the freedom to speak, teach, research and learn without fear of retribution is essential to the integrity of our democracy and our institutions of higher learning.

This is a peaceful, people-powered movement calling for a future where every voice is heard, every idea can be expressed, and every individual can live and work with dignity and freedom. Together, we can ensure that our academic institutions and communities remain places of

open inquiry, debate, and freedom of thought.

We invite you to participate by attending an event or amplifying the message online. If you are planning on joining an event – please register with UUP [HERE](#) and we will register you with the No Kings location of your choosing. **If you have already registered directly with the official No Kings Day event, please also register through this UUP registration link.** Registering with UUP will ensure that we can coordinate, share signs, and support one another at these actions. Together, we can defend the freedoms that form the foundation of our shared values.

If you are speaking at an event and would like talking points, please reach out to UUP Communications Director, Mike Lisi (mlisi@uupmail.org).



Key Tools and Resources:

- ◆ Visit [HERE](#) to learn more and sign up. Visit the No Kings website for a full list of locations.
- ◆ Print fliers to share information about registering for the upcoming events [HERE](#).
- ◆ UUP No Kings Day signs (18x12) can be found [HERE](#), [HERE](#), [HERE](#), [HERE](#), [HERE](#), and [HERE](#).
- ◆ Download AFT's No Kings Toolkit, which includes information about No Kings, graphics for signs and social media, sample social media posts and a searchable events database [HERE](#).
- ◆ The No Kings website can be found [HERE](#). ◆

Shutdown Impact

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UUP President, Fred Kowal

(like the Department of Education) are hollowed out, endangering programs that impact higher education, while also devastating the workforce.

We are fortunate to have a national affiliate, the AFT, which is providing a great deal of information daily, and which I am happy to share with you here. [See page 6.] First, there is AFT's detailed analysis of the shutdown's impact on higher education. Second, there is the link to the statement issued by President

Weingarten and AAUP President Todd Wolfson, which responds to the blackmail offer from the administration to higher education. That "offer" ensures that campuses will be protected from further attacks from the White House if they follow the ideological line of the administration. This is unacceptable and more accurately, despicable coming from the government of a supposedly democratic nation. Lastly, there are a series of links to other union statements in response to the

shutdown.

Again, I will continue to keep you posted on federal steps and their impact. Feel free to write if you have questions or if you're seeing impacts occurring on your campuses due to the federal actions.

At times like these, information is vitally important for us to do our jobs. And so is solidarity...

Stay well, stay in touch and be safe...

In Solidarity,

**SPEAK OUT FOR FREE SPEECH!
DEFEND ACADEMIC FREEDOM!**



NO KINGS DAY

Saturday, Oct. 18

GET INVOLVED:

Register to join UUP at No Kings Day events across New York State. Registering with UUP helps us coordinate, share signs and support each other at these events.

Attend a No Kings Day event near you.

Register with UUP for an
Oct. 18 Event Near You



bit.ly/NoKingsOctober18

**Let's defend the values that unite us: the freedom to speak,
think, teach, and learn without fear of retribution.**



**UNITED
UNIVERSITY
PROFESSIONS**



Dear UUP activists,

You have likely heard about the Federal administration's offer of a "compact" with nine Research universities that would, if agreed to, effectively abolish academic freedom and institutional autonomy at those campuses. It is critical that our union join the chorus of Higher Ed voices speaking out against this proposal. See a message below from our national affiliate, the AFT, and click to sign on to a letter calling upon university leaders to reject this compact.

In solidarity,

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

We Stand for Education and Against the Trump Higher Education Compact

Under the Trump compact, a successful childhood cancer research project could be cut off because the university allows trans athletes to play on a team. A lab focused on ensuring a clean water supply could be shut down because the university's mission includes promoting diversity in the student body. A nursing school could lose critical funding because professors are teaching about women's history.

This policy is a clumsy attempt at thought-policing that will have repercussions for all of society. It risks America's world leadership in science, technology, innovation and healthcare, creating opportunities for our competitors and our enemies to take the lead. It sets us backward toward an era of less innovation, fewer cures for diseases and a shrinking economy.

[Add your name to our public sign-on letter, and call on university leaders to reject this compact.](#)

Read more about the implications of Trump's so-called compact with colleges in [Erwin Chemerinsky's op-ed in the *New York Times*](#).

Read the [AFT and the American Association of University Professors' press release](#) slamming the Trump administration's ideological litmus test for higher education.

Follow Your Union on Social Media!



The Chaos of Transformation ...continued from page 3

The Paradox of Becoming

People either make history or they stand aside and let others do so. The US Constitution is not perfect. The founders understood that; every amendment is evidence of it. The history of the United States is a collection of self-corrections. We are going through a very painful one now.

No one can argue that the 13th, 14th, and 15th amendments were anything but improvements to our country. These amendments were outcomes of *resistance*. To call for enforcement of the Constitution’s original text is to ask us to surrender to the original enslavers of our Republic. It is a

call to erode progress, to erode freedom.

Man cannot remake himself without suffering, for he is both the marble and the sculptor.
— Alexis Carrel

It is time to prove that America is not a lie, but a promise. We need to be better than we

have been, and that requires full participation. Here are 5 suggestions from the ACLU that *anyone* can do:

1. Sign up for the ACLU’s People Power Training
2. Join a local No Kings Rally on October 18th
3. Tell your elected officials to take action
4. Share these efforts on social media
5. Display a “We the People” yard sign to help spread the word and encourage others to take action.

In Solidarity,
Yolanda Drakkir



We comb through the data so you don't have to

Most people don't spend their weekends buried in Census data. We do. Because you deserve the facts without needing a decoder ring.

[About USAFacts](#)



REVERSE GUTTING OF NIOSH,
A CORE WORKER SAFETY AGENCY,
AND RESTORE WORKERS' JOBS

CALL: 844-292-9097

AFL-CIO
AMERICA'S UNIONS

Visit our Chapter Website
[EVENTS PAGE](#)
for initiatives that may interest you.



Shutdown Puts Neighbors at Risk – Your Gift Provides Meals Now

Hunger Relief Action Fund

GIVE NOW

Impacted by the shutdown?
Visit our [food pantry locator](#) or text your zip code to 631.450.3775

10 Days in September 1814

When the U.S. was Invaded: Plattsburgh & Lake Champlain”

By Daniel Scott Marrone

Battle of Plattsburgh

(Continued from September...)

To effectively attack these heavily defended positions, Prévost required that his attack be preceded and supplemented by a naval cannon bombardment of U.S. fortifications.

Brigadier General Macomb feared the heavy, long-range cannons aboard the British ships entering Plattsburgh Bay. Over the night of September 10/11, 1814, Macomb feared for the worst with his men being overwhelmed and killed in the fight-to-the-end that was about to begin. However, the tide of battle had shifted by midday September 11, with the surrender of the Royal Navy forces in Plattsburgh Bay and Lake Champlain. With the capitulation of British naval forces, Sir George Prévost realized that the attack on the south side of the Saranac River where Macomb’s forces were in

defense was untenable without naval bombardment.

On the late afternoon of September 11, 1814, Prévost recalled his troops and ordered a full retreat back to Canada. The Crown forces’ retreat was not only a stinging defeat, but also a nationalistic insult to the British Army due to 234 of its soldiers deserting at Plattsburgh and eventually becoming Americans!

These 10 perilous days in September 1814 concluded such that the British were prevented from occupying Plattsburgh, controlling Lake Champlain, and potentially dividing politically and militarily the anti-war New England states from the rest of the U.S. nation. This was miraculous! Shortly after the battle, Alexander Macomb was promoted to the rank of U.S. Army Major General and Thomas Macdonough was promoted to U.S. Navy Captain. For their bravery and leadership at the Battles of Plattsburgh and Lake Champlain, Macomb and Macdonough were awarded U.S. Congressional Gold Medals— forerunners of the U.S. Congressional Medals of Honor.



Major General Alexander Macomb's Congressional Gold Medal Awarded November 8, 1814.

War of 1812 Status quo ante bellum

The invasion into Plattsburgh and Lake Champlain ended on the same day the invasion of Baltimore began. This invasion fortunately failed.

On January 8, 1815, ironically after the signing of the Ghent peace treaty, the British launched an invasion into New Orleans that thankfully also failed.

On December 24, 1814, the warring sides endorsed the Treaty of Ghent (Belgium) that ended the war. Underlying the peace treaty was *Status quo ante bellum*, “all territories restored to the time before battle.” Members of the British parliament, who envisioned a new colony, *Columbia*, were surely crestfallen with the Crown forces’ defeats at Plattsburgh and Lake Champlain. Though the Americans derived no new territories, they successfully thwarted the British Army and the Royal Navy, the 19th century world’s largest and most powerful fighting forces. Post-War of 1812, the U.S.A. was considered a world power—not to be abused or underestimated!





DEFENSIVE DRIVING

UUP is sponsoring a VIRTUAL defensive driving class on Saturday, November 8, 2025 at 9:30am

Enjoy this class in your pajamas from the comfort of your own home. Earn a significant discount on your car insurance or remove points from your license. This class is open to all UUP members and their families. We need at least 20 people to register in order to receive the discounted rate. This virtual class can accommodate a maximum of 40 people, so reserve your seat right away.

The cost is \$35 dollars per person.

Reservations are due by Friday, October 30th

For reservations, please email Debbie Nilsen at uup.dn@aol.com via your non-edu email address. Then drop off your check or money order made out to "UUP Farmingdale" with UUPF Treasurer, RoseAnn Byron, Whitman 268. ♦



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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

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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