



Unifier

UNITED UNIVERSITY PROFESSIONS

◆ FARMINGDALE CHAPTER

◆ MARCH 2026



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SPEAK OUT FOR FREE SPEECH! DEFEND ACADEMIC FREEDOM!



NO KINGS DAY Saturday, March 28

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 a
March 28 Event Near You



bit.ly/NoKingsMarch28

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



UNITED
UNIVERSITY
PROFESSIONS

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, March 26, 2025 ◆ Gleeson 104 ◆ 11:00 am

Unsure of your active membership? Enroll [HERE](#) today:

Send us your questions, suggestions or concerns by clicking the mailbox →



Professionals' Corner

Strengthening Your Union: A Strategy for Success

By Solomon Ayo

Your union's strength is directly proportional to your commitment to its growth and preservation. Maintaining the gains you have achieved, despite the opposition from corporate lobbyists and their political allies, is crucial. Currently we are in an uncertain economic climate. Your union benefits and progressive gains over the years are a significant target for those seeking to undermine your rights. Your union's priority is to maintain and enhance those benefits. There are numerous strategies to enhance your union's strength.

Focus Areas for Union Strength

There are two different, but important ways to strengthen your union. One is by participating in local UUPF elections and state-wide initiatives. (I will provide more on that in the April Unifier.) Another is the importance of VOTE-COPE.

The Role of Corporations in Political Influence

Corporations fund politicians to support their own interests. VOTE-COPE funding provides UUP with a voice against the formidable forces pushing to privatize our work and campus resources. It is essential for you to take responsibility and protect your jobs, interests and livelihoods. Your **union dues cannot be used for political activities,**

including supporting candidates or their campaigns. The best option is to make a voluntary contribution to VOTE-COPE. It is the only nonpartisan political fund that supports NYSUT-endorsed candidates and campaign committees that are pro public education.

Why Your VOTE-COPE Support is Crucial

- ◆ It protects your pensions, tenure, contracts, academic freedom, collective bargaining, and retiree benefits.
- ◆ It supports participation in the political and legislative process, including against efforts by anti-union and anti-public employee organizations to eliminate your pension, benefits, and collective bargaining rights.
- ◆ It supports candidates who fight to protect public higher education, including our students, patients, jobs, and retirement benefits, regardless of party affiliation.
- ◆ It fights against anti-union and anti-public employee groups that spend money to influence public policy decisions. We must have a voice in the legislative battles and debates that take place over public service and labor issues. VOTE-COPE provides us with that voice!
- ◆ It supports opportunities to deliver UUP's message to



legislators by attending advocacy days, in-district meetings or events, and fundraisers.

- ◆ It maintains UUP's strong voice with the Governor and legislative leaders who determine SUNY's budget, legislative initiatives regarding civil service law protections and labor rights, retiree health insurance benefits, and other important issues that affect members and professions.

How to Donate to VOTE-COPE

Donating to VOTE-COPE is straightforward. Visit <https://uupinfo.org/votecope/> and complete the form. For a few dollars deducted from your paycheck or pension, you can significantly enhance UUP's ability to protect your job and rights in our workplace. Alternatively, you can complete a VOTE-COPE card at the UUPF Chapter Office in Ward Hall, and the Chapter will take care of the rest!

Thank you for your dedication to your union. ◆

President's Message

Does America Hate Women?

I think America hates women. While telling other countries around the world how they should treat their women, here in America we are treated poorly. Need evidence? Read the SAVE Act; watch Inside the Manosphere; go to the doctor with your spouse and then compare your bills.

According to Dr. J, a woman's healthcare physician (one of *The Twin Doctors*), medical procedures for men routinely reimburse at rates that are 20 to 50% higher than similar procedures for women. When it comes to procedures involving the urinary tract or the reproductive tract, it's even worse.

Those procedures in men routinely reimburse at 125% of the rate of similar procedures in women. Biopsies of the penis reimburse at higher rates than biopsies of the vagina. Removal of the prostate for pre-cancerous/cancerous lesions reimburses more than removal of the uterus for pre-cancerous/cancerous conditions.

Insurance companies determine how much to pay a doctor for a specific service using RVUs - *relative value units*. Those units of

value (or points) are multiplied by a dollar amount granted for specific procedures. The average RVU for men's health procedures is 25.2. Average RVU for women's health procedures is 7.5. To Dr. J - and to me - this demonstrates that America does not care *for* or *about* women.

But it wasn't always this way. Baylor University Hospital in Dallas, Texas pioneered the first prepaid Hospital insurance plan in 1929. It was initially designed for 1500 school teachers to make healthcare affordable and accessible. Participants paid a monthly fee of \$.50 to cover potential future hospitalizations. The plan provided up to 21 days of care per year, whether they used it or not. This pool of funding allowed coverage for those in need who could not otherwise pay.

There was no middleman, no corporate oversight, just a local hospital and a group of teachers helping one another survive. The teachers had affordable care and the hospital had steady income. There was no billionaire CEO and no differential payment.

This plan established the model



for Blue Cross Blue Shield. American healthcare for decades after was nonprofit, community based, and built on fairness. If you were healthy, your premiums helped to pay for someone who wasn't. If you got sick, you knew the system would cover you.

Let's add this to the list of things that we have to rebuild. Let's make America live up to its claim of freedom and equality.

In Solidarity
Yolanda Drakkir

Lawmakers Pledge Support for UUP, SUNY at Advocacy Day

By UUP Central

With potentially devastating federal funding cuts coming at New York state in the next year, the State University of New York could be thought of as balancing on the edge of a budget precipice.

With that very real fear in mind, dozens of state lawmakers told some

200 UUP leaders and chapter members at UUP's annual Advocacy Day March 17 in Albany that they will do their best with this year's budget to pull the nation's premier public higher education system back from that edge.

"I know that it's tough, I know

that there are many, many challenges," said Sen. Toby Ann Stavisky, chair of the Senate Higher Education Committee, pictured on page 7. "We want to hear what you have to tell us, what UUP has to tell us. You

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Virtual PSLF clinics held every payday.

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

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

LEARN ABOUT THE EVER-CHANGING PSLF LANDSCAPE!

UPCOMING UUP VIRTUAL STUDENT DEBT CLINIC WEBINAR DATES:

WEDNESDAY, APRIL 15, 2026 · 5:00 PM - 6:30 PM VIA ZOOM

WEDNESDAY, APRIL 22, 2026 · 11:30 AM - 1:00 PM VIA ZOOM



Register through the UUP Events Calendar
UUPINFO.ORG/CALENDAR/

uup 101

UUP has added additional "UUP 101" webinars for those who have been unable to attend previous sessions. This workshop will cover UUP's structure, who we are, who we represent, what we do, and our role in the larger labor movement.

Workshops will be held on:

- Wednesday, April 15th, 11:30 am – 1:00 pm
- Wednesday, May 13th, 5:00 – 6:30 pm

To join the discussion, please register [HERE](#)



On March 8, thousands of union members packed the MVP Arena in Albany in an incredible show of solidarity, calling on the Governor and State Legislature to **Fix Tier 6** in this year's budget. In this episode of the Union Strong podcast, we break down how we got here, take you inside the arena for a firsthand look at the rally, and hear from New York State AFL-CIO President Mario Cilento about what comes next in the fight to Fix Tier 6. Listen wherever you get your podcasts or [watch on YouTube](#).



Academic Corner

SUNY Terms We Should All Know

By Vicki Janik

SUNY uses many rules and terms. We need to know some of them. Examples:

Professional Staff:

All full and part-time professional and academic employees who are not in the classified staff. Minus Management Confidential staff, this means academic staff and professional staff; i.e., the *Bargaining Unit*.

Union Members:

Those members of the Bargaining Unit who have joined United University Professions--UUP. **It does not include those bargaining unit members who have not joined UUP, who may be deemed *free riders* and have *not* contributed to or supported the union but still get (without paying!) the health/dental/pay/pension/etc. benefits **won for them by ALL of us in UUP**.

Academic Employee:

Those holding academic rank or qualified academic rank. [At FSC, this latter rank includes the titles of Lecturer and Visiting Professor.] This include librarians.

Professional Employee:

Those bargaining unit members who do not hold academic rank. Now comes the more interesting part:

Extra Service:

This is defined in SUNY Document 8800 – Extra Service for

Professional Staff [Effective Date: December 23, 1986]. Extra Service is "applicable to performance of service beyond that normally required by the professional obligation, as defined by the individual's performance program."

Document 8800 contains some rules about Extra Service:

- ◆ It can be performed at another campus or one's home campus.
- ◆ It can be performed by Management Confidential employees (with approval by the Chancellor).
- ◆ It cannot interfere with one's individual professional responsibilities.
- ◆ It can include, but is not limited to, teaching, research, and public service. Those working through grants may follow other policies.
- ◆ Pay cannot exceed 20% of one's annual salary.
- ◆ Full-time staff may not hold another full-time position.
- ◆ It requires written approval.
- ◆ It does *not* include summer employment, that is, assignments outside the period of the academic year. See below:

Summer Session Appointment:

Document Number 8802 defines summer employment [Effective Date: December 01, 1983]: Summer Session Appointment and Compensation Pay Rates. In summary, Document 8802 says that full-time staff can earn 20% of full-time pay...outside of the academic year, or up to 11.11% per month for up to three months.



In summer, part-time staff are paid on a pro rata basis.

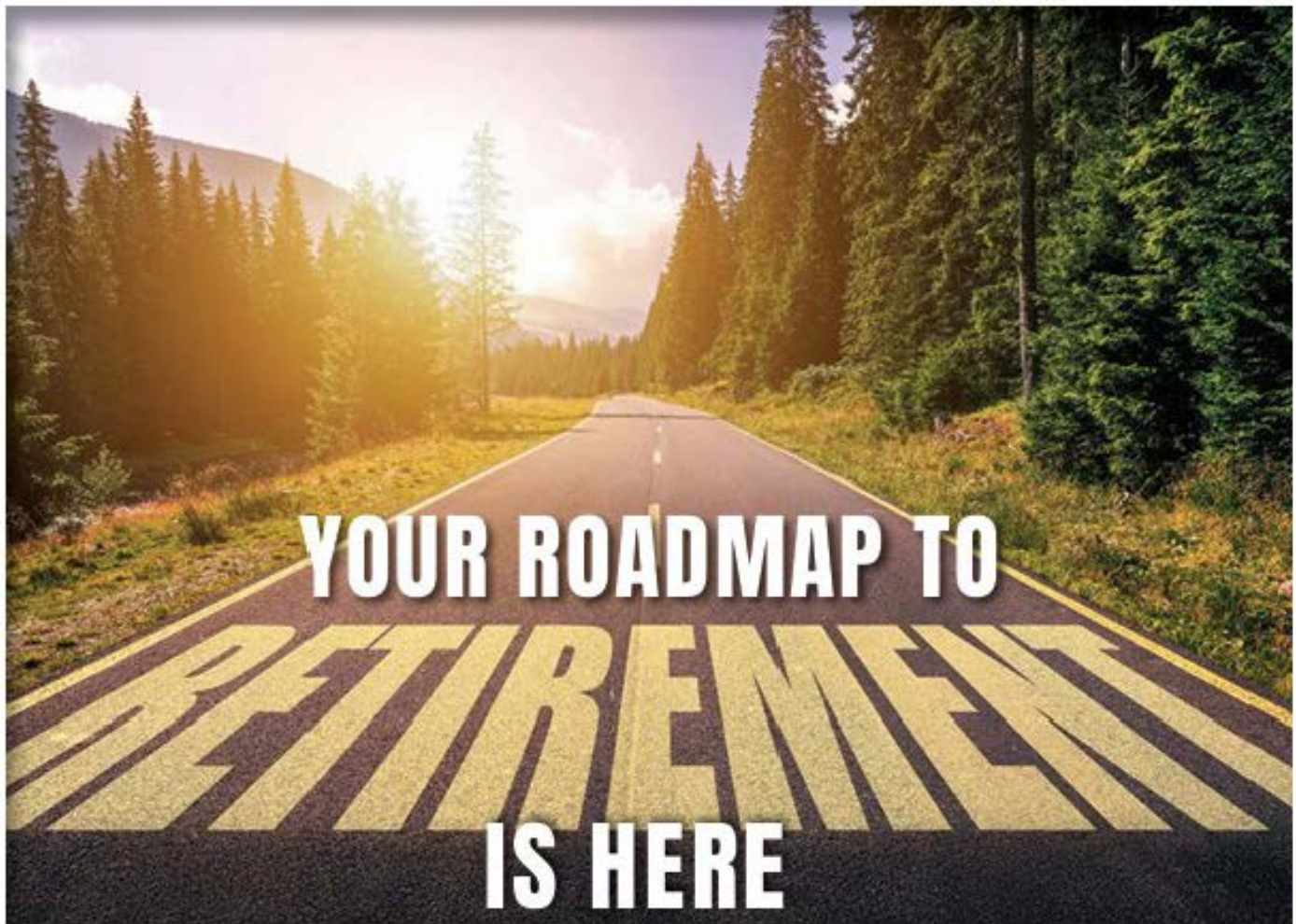
Who Gets Extra Service

Appointments:

Usually department chairs create extra service schedules for professional staff. Such available assignments are simply given to those persons who request them or those persons who are asked to serve in some capacity. It would be strange indeed, at FSC at least, if a staff member who meets their normal teaching obligation were to be refused available extra service by a chair or director who might create "reasons" for a denial, such as, perhaps – being absent from a meeting, hearing of a student grade complaint, or deeming research in-appropriate/adequate/sufficient.

Historically, Farmingdale chairs show exceptional fairness in assigning extra service. This is especially important in these increasingly expensive times and on this remarkably expensive Island.

If you have further questions about any of these terms, please consult UUP. ◆



YOUR ROADMAP TO RETIREMENT IS HERE

Retirement doesn't mean entering a world of unlimited tee times and champagne coolies. It's important to be properly prepared for the transition from in-service employment to retiree status.

Please note the following information if you are currently enrolled in one or more NYSUT Member Benefits-endorsed program(s) or would like to do so in retirement:

■ **If Your Local has a Retiree Chapter:**

You are encouraged to maintain membership and pay chapter dues to that local (if necessary) to continue membership in NYSUT and our national affiliates, the American Federation of Teachers (AFT) and National Education Association (NEA).

■ **If Your Local does NOT have a Retiree Chapter:**

You will continue your membership with NYSUT, AFT, and NEA through the Retiree Council in your geographic area.

Member Benefits endorses a number of programs that can be purchased through the convenience of payroll or pension deduction – offering reduced premiums or the elimination of service fees in many instances. Approximately 88% of NYSUT members have payroll or pension deduction available to them.

You must have an active NYSUT membership to participate in payroll or pension deduction. If you're currently participating in one or more of our endorsed programs, you will want to look into switching to pension deduction after you enter retirement.

LEARN MORE

Learn more about continuing Member Benefits-endorsed programs by scanning the QR code, visiting mb-nysut.org/retireemembership, or calling 800-626-8101.

SCAN ME



Lawmakers Pledge Support for UUP, SUNY at Advocacy Day

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By UUP Central



have a lot of friends in the Legislature.”

UUP will need those friends to secure not only \$100 million in general operating aid for SUNY, but an additional \$41.8 million that the union seeks to resolve devastating, long-term operating deficits at four campuses — SUNY College of Environmental Science and Forestry, SUNY Buffalo State University, SUNY Fredonia and SUNY Potsdam — that range from \$6.5 million to \$16 million.

UUP President Fred Kowal told members that Gov. Kathy Hochul’s Executive Budget contains many solid funding proposals for SUNY, but he added, “We need more operating money.”

Federal Tax-and-Spending Law will Wreak Havoc

“The whole idea is to prepare ourselves for what’s coming next year with the Medicaid cuts,” Kowal said. The concern is that if SUNY does not get the money to close those funding gaps at those four campuses in the upcoming budget, Kowal explained, the opportunity to do so will be lost.

“That’s my fear, and that’s why we’re fighting so hard for those four

campuses,” Kowal added. “Then the fight begins with the [SUNY] Trustees to make sure the money goes where it’s needed.”

At issue is the massive tax-and-spending bill that Congress passed in the summer of 2025 under pressure from the federal administration. The new law will fund massive tax cuts for the country’s richest people by imposing devastating cuts in federal funding to states for programs such as Medicaid, food assistance, and support for people with mental health needs and drug addiction.

Among the other lawmakers who stopped by the Advocacy Day event in a large meeting room along the Empire State Plaza Concourse: Senator Joseph Griffo (53rd District) and the ranking member of the Senate Higher Education Committee; Robert Jackson (31st District); Jessica Ramos (13th District, who chairs the Senate Committee on Labor); and J. Gustavo Rivera (33rd District).

Assembly members included Michael Cashman (115th District); Brian Miller (122nd District); Phara Souffrant Forrest (57th District); Monique Chandler-Waterman (58th

District); Thomas Schiavoni (1st District); and Jonathan Rivera (149th District).

Personal Connections to SUNY

In conversations with members at tables, and in remarks to the entire group, the lawmakers all delivered spirited testimonies about the value of a SUNY education; many of them are SUNY alumni.

Speaking to the gathering, Forrest recounted delivering her daughter at SUNY Downstate University Hospital on the day of the terrorist attacks of Sept. 11, 2001.

“The action is very clear: We have to stand up for Downstate and we have to stand up very strong,” she said. “We’ve been undercutting our public health system for years.”

Downstate received \$1.1 billion in capital funding in last year’s budget, for a major renovation and construction project to a hospital that the state nearly closed two years ago. A major campaign by UUP reversed that plan.

Mario Cilento, president of the New York State AFL-CIO and NYSUT President Melinda Person also spoke to members.

The state Senate and Assembly have released their own budget proposals. Both houses show strong support for SUNY in key areas, and they propose more funding than the governor did for some of the needs in the SUNY budget. Both houses, for example, propose \$80 million to fund debt service at the three SUNY hospitals, even though the Executive Budget proposal did not recommend any funding for that purpose.

The state budget is due April 1. UUP will continue to advocate for SUNY until a final enacted budget deal is reached. ♦



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The “No Kings” coalition just crossed the threshold of more than 3,000 “No Kings” events planned across the country for March 28, and we are still 10 days away.

That’s people power.

AFT members and our communities are doing our part to organize, show up for one another and make it clear that power in America belongs to the people, not to any one leader acting above the law.

On March 28, we will reiterate that.

[Find a “No Kings” event near you.](#)

We’re at an inflection point. Families across the country are facing rising costs and living with fear in their communities. Instead of helping people build a better life, this administration is escalating repression at home and abroad.

But we are not staying silent. [Join us in the streets on March 28.](#)

For me and for the AFT, this is personal. Our members work in the schools, hospitals and public institutions that hold communities together. We see the strain families are under, and we know what’s at stake for our students, our patients and our communities.

Want to do more than show up for your local “No Kings” rally? Here are a few more ways you can get involved:

Spread the word on social media using the [AFT No Kings digital toolkit.](#)

Attend a virtual training [to get ready for March 28](#), with sessions on messaging, media, protest rights and safety.

On March 28th, people across the country will once again come together, peacefully and with purpose, to stand up for their communities and their future.

I hope you’ll be part of it.

In unity,
Randi Weingarten
AFT President

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 UUP 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