uup Unifier

UNITED UNIVERSITY PROFESSIONS ◆ FARMINGDALE CHAPTER ◆ NOVEMBER 2026



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IDAP uup

NEW YORK STATE/UNITED UNIVERSITY PROFESSIONS
JOINT LABOR-MANAGEMENT COMMITTEES

Individual Development Awards Program Guidelines
Program Year 2026-2027

Is there a conference, a license, a certification, a degree or a book you've been itching to start, but you haven't been able to gather the funds, find the motivation or the incentive? Well here it is!

- **Pursue up to TWO projects**
- **Between July 2, 2026—July 1, 2027**
- **Funding up to $2,000**
- **For ALL members, full-time or part-time**

IDAP covers more than you think, **including tuition**. Now that members are eligible for a Higher Education Differential, why not pursue a degree?

Use the link above for important details before you apply. Every campus has its own committee, so if there is something that you don't understand, ask in advance. The Chair of the Farmingdale IDAP Committee this year is Dr. Baris Cakmak, Physics ◆

UUPF Office

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GENERAL MEMBERSHIP Meeting

Thursday, November 19, 2026 ◆ Gleeson 102 ◆ 11:00 am

Unsure of your active membership? Enroll HERE today:

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



Professionals' Corner

Midterm Elections — A Reflection

By Solomon Ayo



Although New York State is union-friendly, it is essential to recognize that this is not a given. It is due to the continuous action and participation of unions at local, state, and national levels that have protected your interests. This midterm election has concluded. The union's battle against the total control of educational policy at the national level, which was previously in the hands of one party to decide the future of education, can now be challenged by the new Congress. As we are all aware, politics is local. In many states, unions are exerting pressure to ensure that legislative houses have official oversight of government educational policies. As predicted with UUP input, we achieved a wide range of political influence across all spectrums of the New York landscape. First, in collaboration with Governor Hochul, UUP secured the best five-year-contract in its history. Second, UUP, in collaboration with other unions, successfully elected numerous union-friendly leaders at all levels of government.

However, electing union-friendly politicians does not guarantee the automatic return of all the positive gains that were eroded at the national level. Rather, it serves as a reminder that with awareness and active participation in union activities, there is always hope for protecting your jobs, rights, and benefits. To win it, you have to be in it! It is crucial to have the government on your side. ◆

Your Appointment Type Affects You

Professionals are asking questions about qualification for different items in the new contract. The answer is the same for many of those questions: your Appointment Type. There are various types of appointments, each with distinct implications for your employment rights and benefits. It all begins with your current Appointment Letter.

Your letter should clearly indicate your professional rank, official state title, rate of pay, status (full-time or part-time), type of appointment (temporary, term or permanent), and eligibility for health benefits. Your letter should also specify your effective date of employment and the duration of your employment.

For comprehensive details on various appointment types and the professional appointment letter, please refer to page 11 of the UUP Professionals Guide.

It is important to know how being permanent, term, temporary, probationary, part-time, full-time, Appendix-A, etc., affects your eligibility for different things. This information is vital for understanding your rights and safeguarding your job security. For instance, a temporary employee can be terminated at any time, whereas a term appointment must receive at least 45-day notice of non-renewal.



If you don't know how your status affects you, call me. ◆

President's Message

Eliminate the College?



In the words of Tad Stoermer, the election outcome this year was not like winning the World Series, it was like making it to the playoffs. Batter up, because there is still MUCH to do.

There appears to be nationwide momentum to eliminate the Electoral College, the 538 electors who determine the US president every four years. The Electoral College was established in Article 2, Section 1 of the Constitution. So, eliminating the College requires a proposal for a constitutional amendment, and there are two paths to get there.

One option is for 2/3 of state legislatures (34 out of 50 states) to call for a national convention. This option has never been utilized. The other option is that both the House of Representatives and the Senate pass an amendment proposal by a 2/3 majority vote in each chamber. This is the method used for all prior constitutional amendments.

Once the amendment is proposed, it must be ratified by at least 38 states (3/4). Congress can determine whether the ratification is conducted by state legislatures or by state-level ratifying conventions, and the sitting president cannot veto it.

An alternative to eliminating the Electoral College is to bypass it entirely. That is what the National Popular Vote Interstate Compact intends to do. The 18 states (+ Washington DC) who have already joined, control 222 electoral votes. It takes 270 votes to activate the Compact. The participating states agree to award *all* of their electoral votes to the winner of the national popular vote.

If Arizona, Michigan, Nevada, Pennsylvania and Wisconsin join the Compact, that's 283 electoral votes — more than enough to end the control of the Electoral College system without a constitutional amendment. One person—one vote would become a reality. But then what…?

Open governance is what we have here at Farmingdale. We don't have a senate, like many other campuses do; we *have* one person—one vote. We also have a lot of problems, many of which were expressed at the Faculty Town Hall a few weeks ago. Many faculty shared concerns that make our campus look as dysfunctional as our current national government.

I, for one, do not believe that changing our governance structure is a solution to our problems. I believe that improving our circumstances requires using the systems that we have in place to their fullest potential. I've seen it, so I know that more is possible. Shared governance requires mutual respect between management, governance, and bargaining. Shared governance

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Did You Know?

The 2027 Open Enrollment Period for the New York State **Flex Spending Account** (FSA) will run from November 2 to December 7, 2026.

The FSA, a program negotiated between the State and its public unions, consists of three important benefits for employees – the Health Care Spending Account (HCSA), the Dependent Care Advantage Account (DCAA) and the Adoption Advantage Account.

Eligible employees may choose to enroll in any or all of the accounts.



- **Higher Education: Saving Lives, Building Futures, and Powering the Economy**
- **Higher Education Campaign Toolkit**
- **AFT Higher Education's eLearning Platform**

Act now to urge Congress to permanently block changes to grantmaking rules!

Click on this link to urge Congress to permanently block changes to the OMB guidance on grantmaking, and share the message below with your members.

On May 29, in a continuation of ongoing attacks on academic freedom, sound science and public health, President Donald Trump and his allies proposed changes to the Office of Management and Budget's guidance on grantmaking to put their political appointees in charge of federal grant funding. Over 400,000 people, including thousands of our members, sent in comments urging OMB to revise its proposed guidance. Our members also wrote to Congress urging them to block OMB's implementation of these new rules. Congress' temporary block of these rules is set to expire Dec. 11. Politicization and weaponization of research funding will slow down or stop research, and it will dissuade brilliant minds from contributing to our nation's health and safety.

Click "start writing" and tell your lawmakers to stop the politicization of science and research and permanently block OMB from implementing this regulation and any similar agency-specific actions, in order to protect nonprofits and communities from these harmful proposed changes.

Contingent faculty survey—let's keep it going!

The AFT Higher Education 2026 Contingent Faculty Survey has launched! Thank you to the nearly 500 of you who have responded thus far. The survey will be open until Dec. 15, so there is still time to complete your submission.

This comprehensive survey will collect information on contingent faculty wages, workload, health insurance benefits, artificial intelligence, professional development support, job security protections and other issues. Your affiliate's participation is essential!

Why participate?

Participation in this survey helps our union develop model legislation, contract language, trainings and other resources to support our affiliates and our members. It also provides us with much-needed data to better tell the story of how contingent employment affects workers' workplace experiences and day-to-day lives.

Why is this survey so long?

This comprehensive survey takes about 15 minutes to complete and covers multiple important topics affecting contingent faculty, including wages, working conditions, AI, student loans, healthcare and job satisfaction. As our first survey in four years, we want to capture a fuller picture of faculty experiences and emerging challenges to strengthen our advocacy efforts.

Do I have to answer every question on the survey?

We encourage you to answer as many questions as possible to help us gather meaningful data. However, you may skip questions that do not apply to you or that you are uncomfortable answering.

How is this survey being shared with members?

We are sharing the survey through AFT Higher Education emails, member networks and digital outreach. We also encourage members and local leaders to share it with contingent faculty colleagues to help us reach as many eligible participants as possible.

Click here and take the survey now.

◆ AAUP workshop: 'Academic Freedom in the Classroom' Nov. 19, 3 p.m. EST

SAVE THE DATE!

uup

ADVOCACY DAY

Meet with members of the New York State Legislature to show support for the 2027 UUP Legislative Agenda

FEBRUARY 23, 2027
9:00 AM - 4:00 PM

NEW YORK STATE CAPITOL

TO REGISTER CLICK HERE

OR SCAN QR CODE:

Eliminate the College?

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cannot succeed without *active* participation.

Everyone is exhausted! There is absolute impact from external pressures; all of our zones have been effectively flooded. There is no other campus in the SUNY system similar in circumstance to Farmingdale. All other governance structures, senates or otherwise, benefit from a population of predominantly full-time, tenured and tenure-track faculty. There are enough of them to get the work done. The workload here is ridiculous! Management counts on your exhaustion, your frustration ….and your low numbers. What do you do? How do you overcome?

At the Faculty Town Hall, there were at least 24 issues for concern raised, many of which fall under workload, micromanagement, a lack of transparency, and the lack respect from management. If you are frustrated by these things, there are solutions… but they require effort.

There is a survey in your inbox, asking you to elect members to open seats in campus governance. *Exercise* your right, and affect your own future, by completing the survey. Better yet, if you don't like what's going on, **run** for a seat on committees where you think you can affect positive change.

Where are the open seats? What is the charge of the committee? Who is on it? Who should be on it? How can you contribute? The survey closes in February, so there's time to investigate, explore and discuss.

What has transpired around the world during the last two years has inspired many "regular folk" to run for positions of leadership at every level of government. Local municipalities, county offices, national organizations, both for-profit and nonprofit, are seeking fresh ideas from new sources. How can you contribute?

UUPF is also seeking fresh ideas from new sources. Our Chapter elections are in the spring of 2027. We welcome your feedback, your input, and your participation — at every level. You are welcome to step up and take the lead on any initiative that is important to you. Make sure that Shared Governance is enforced by taking a seat in governance, in your union, or both.

In Solidarity
Yolanda Drakkir

Dependent Care Advantage Account (DCAA)

As a result of collective bargaining agreements between the State and public employee unions, many employees are eligible for an employer contribution from New York State to help pay for dependent care expenses. In order to receive this contribution, you need to enroll. If you are eligible, the State will automatically deposit funds into your account. You can enroll for just the employer contribution or add your own pre-tax dollars – up to the annual IRS household limit.

Learn more at FSA; email fsa@oer.ny.gov or call 800-358-7202

Chapter & Affiliate Elections Workshops

Thursday, November 19th @ noon

Tuesday, December 8th @ 5:00 pm

As we prepare for the upcoming 2027-2029 chapter elections, UUP will be offering webinars to support members in understanding the chapter elections process. These sessions are designed to ensure members are informed and prepared. They also include a review of the electronic nomination process, paper nominations, and balloting.

These workshops are open to all members. More sessions will be scheduled beginning in January. We hope you can join us for one or more of these workshops

Register here

FARMINGDALE CHAPTER

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Committee Chairs:

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Rony Rodas
Grievance: Academic
Jack Simonson
Grievance: Professional
Sandra Hustedt
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Library Concerns
Danielle Apfelbaum
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Debbie Nilsen
Newsletter
Yolanda Drakkir
Active Retirees
Daniel Marrone
Webmaster
Sylvia Navarro Nicosia

At a time when the cost of everything from gas to groceries is rising and affordability is top of mind

Aflac

is pleased to offer new enhanced policies at reduced rates.

All UUP members will soon receive a letter in the mail with details. You can schedule a phone call with AFLAC representatives during a special open enrollment, now through December 15th by using the link provided below.

This special group of representatives will be available to serve you on weekdays, weekends or evenings.

QR code for scheduling calls

QR code for policy information

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