



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



SEPTEMBER 2026



In this issue

- ◆ Professionals' Corner
PAGE 2
- ◆ President's Message
PAGE 3
- ◆ New Contract
Highlights PAGE 4-5
- ◆ Message from
AFT & AAUP PAGE 6
- ◆ Academics' Corner
PAGE 7
- ◆ New Dental Options
- ◆ Defensive Driving
PAGE 8

Thanks to Who?! YOU-YOU-P

By Yolanda Drakkir



These past eighteen months have been brutal for myriad reasons. All through-out, UUP has remained focused on the priorities set by YOU, the membership. Negotiations are always complex, particularly in the public sector, because everyone wants government to provide, but no one wants to pay for it. So there's pressure from all sides. While our pay may never equal that of the private sector, we must recognize the many forms of compensation from which we all benefit.

Our new contract is great — not just for what it contains, but for what it doesn't. The centerfold in this issue shows the highlights most members are interested in. (Save it for reference during the next four years.) But first, consider some of what **UUP negotiators protected us from**:

- ◆ The State proposed to create a system of post-tenure review.
- ◆ The State proposed to reduce the notice of non-renewal requirement for all employees.
- ◆ The State proposed to eliminate the NYSHIP massage and acupuncture benefits.
- ◆ The State proposed to create a fourth tier for prescription drugs and significantly increase costs for GLP-1 medications prescribed for weight loss.
- ◆ The State proposed to cut IRMAA reimbursements to Medicare Part B that would have hurt retirees.
- ◆ The State proposed an automatic penalty of termination for a range of disciplinary cases.

So, ALL who participated in the process, take a bow. You filled out the surveys, signed the cards, posted the banners, and rallied on cue. This contract is from you, about you and for you. Thank you! ◆

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GENERAL MEMBERSHIP Meeting

Thursday, September 24, 2026 ◆ 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

A New UUP Contract Thanks to All of You

By Solomon Ayo

Welcome back everyone! Unlike other semesters, this Fall 2026 presents significant economic uncertainties, both locally and nationally. Recognizing this, your union embarked on a comprehensive negotiation process to secure a progressive and exceptional contract. This resulted in the best five-year contract in over 50 years of UUP's history.

The negotiation process, which I was a part of, spanned over fifteen months of meticulous data gathering, strategic planning, and countless meetings with the state until the contract was signed by Governor Hochul. Despite the challenges, the team persevered and achieved success with the unwavering support of expert advisors. They were available 24/7 and assisted the Negotiation Team in delivering one of the most favorable contracts in the history of UUP.

The improved benefits and monetary compensation in the new contract was also a result of the dedicated efforts of all of YOU, the individual members who responded to the call for input. *WHO is UUP? YOU are UUP!*

There were also local Ad Hoc Committees from each chapter. These groups directly and collectively voiced their opinions to the Chief Negotiator and his

team through an open line of communication. The UUPF Ad Hoc Committee was led by Yolanda Drakkir, UUPF President, Debbie Nilsen for Professionals, and Michael Oil for Academics.

The grassroots work on each campus was invaluable in building a coalition of ideas to address the concerns of both general and local members. These efforts resulted in the five-year annual salary increases of 4.5%, 4%, 3.5%, 3%, and 3% respectively. These are just a few examples of the benefits that will be provided throughout the duration of the new contract.

To clarify, the achievement of this five-year contract **was not a decision made by local management**. Instead, it was a collaborative effort between the UUP office in Albany, led by President Fred Kowal, and New York State Governor Hochul. It is crucial to emphasize this distinction and understand that the contractual monetary increases in your salary, negotiated by your union, are not related to the salary increases associated with your promotion. Those raises should have already happened, and they are compensation for increased workload, acquired knowledge, or the experience necessary to fulfill the scope of new duties.



Let me know if you were promoted, but have not yet seen an increase in compensation.

VOTE-COPE:

An extra special thanks to everyone who donates to VOTE-COPE, without which achieving the new contract would have been MUCH more difficult. As a strategic outreach initiative, VOTE-COPE serves as a counterbalance to the influential anti-union lobbyist operating statewide. Furthermore, local engagement by members is equally vital for the success of our United University Professionals Farmingdale (UUPF) Chapter.

To contribute to VOTE-COPE, please visit the following link: <https://uupinfo.org/votecope/>. Complete the form and submit it online, by mail, leave it with us at the upcoming General Membership meeting or stop-by the UUP office in Ward Hall.

Thank you for your support. ♦

President's Message

If it's Not in Writing It Never Happened

I can't say that enough; anyone I've ever advised can attest to it. You've heard our LRS say it in every workshop, because there is nothing more important to your own protection than documentation.

Your appointment letters, annual reports, evaluations, performance programs, extra service agreements, any and every form that you sign. Those are the obvious things, so you probably have them.

What you may not have are "the little things" — you know, the ones that later become bigger and you wish you had saved. That day that you ignored your intuition, when you heard the thing, saw the thing, ignored the thing... and in hindsight wish you had written it down, told somebody, said something, done something.

In my decades of service on various boards, and in UUP, both

local and statewide, I've participated in grievances, investigations, interrogations, court cases, you name it — and the common denominator is one question:

Who knew and didn't say?

THAT is the person who will be left "holding the bag." Don't let that be you.

"He said.." is not going to save you, that is not evidence. If you've ever played *Telephone*, you know there is a difference between what is said and what is understood. Transcribe oral to written; a simple email should suffice:

"When we last spoke..."

"To be clear..."

"My understanding is..."

When necessary, specify date, time and who was present. Be concise and include relevant facts only (who, what, when, where, how). And as I often tell



people, no adjectives. Adjectives carry emotion, and often blur the message.

Sometimes you're caught off-guard, and you're not quite sure how to respond. When in doubt, call your delegate. UUPF is always standing by. Start with your Department Rep, or any of the delegates on the back page of this newsletter. You are not alone.

In Solidarity
Yolanda Drakkir

Leave Donations

UUPF occasionally hears from members who have run out of sick days, or have not earned enough to cover a long illness. UUP employees who earn vacation can donate accruals to those in need.

If you are in need, please contact UUPF.

Higher Ed Differential

Do you have a Master's Degree or more?

If you do, you can now earn an annual bonus [Full-timers: \$600. Part-timers @ .5 FTE+: \$250.]

Awards begin July 1, 2027. Contact HR or use your employee portal to verify or upload your credentials well in advance.

New Contract Highlights

Across the Board (ATB) Increases

2026: 4.5% 2027: 4% 2028: 3.5%
2029: 3% 2030: 3%

Cost of Living (COL) Differential

July 1, 2030
Full-timers — \$500 Lump sum on base
Part-timers — \$250 Lump sum bonus

Rank-specific Raises

\$500 on base for:

Professional SL-1, SL-2, and SL-3
Assistant Librarian
Assistant Professor
Instructor
Lecturer
Senior Assistant Librarian

RETENTION AWARDS

Part-time

NEW Annual lump sum bonus, replacing existing service award every eight years.

April 1, 2027: 12-year award \$500
April 1, 2029: 7-year award of \$500

Full-time

July 1, 2027: 7-year award of \$1,250
Was \$1,000. Receive \$250 if already awarded.
July 1, 2027: 12-year award of \$1,150
Was \$800. Receive \$350 if already awarded.
July 1, 2028: 7-year award of \$1,500
Was \$1,250. Receive \$250 if already awarded.
July 1, 2028: 12-year award of \$1,500
Was \$1,150. Receive \$350 if already awarded.
July 1, 2029: 7-year award of \$1,750
Was \$1,500. Receive \$250 if already awarded.
July 1, 2029: NEW 17-year award of \$750

◆ Time on Paid Family Leave (PFL) counts toward Retention Award service time

◆ The 7-year retention award shall not be considered in lieu of increases associated with a promotion in academic rank.

Higher Education Differential

July 1, 2027 for those with Master's degree +
Full-timers — \$600 Annual lump sum
Part-timers (.5+) — \$250 Annual lump sum

Discretionary Salary Increases (DSI)

2026: 0.5% (negotiated in prior agreement)
2027: \$450 for f/t \$225 for p/t
2028 — 2031: 0.5% per year

Minimum Salary

Part-time Academics

Per 3-credit course, adjuncts will receive either the ATB increase or the new minimum, whichever is greater

2027: \$5,750 2029: \$6,250
2028: \$6,000 2030: \$6,500

Location Pay not on base

2026: \$4,150 2028: \$6,150 2030: \$6,650
2027: \$5,150 2029: \$6,400

Extra Service

An exception in the 20% cap ensures that all employees, regardless of salary, can teach at least two 3-credit courses per year.

On-Call Pay

July 1, 2028: \$11/hr
July 1, 2029: \$12/hr
July 1, 2030: \$13/hr

Inconvenience Pay

July 1, 2026: \$825

A-32 Salary Levels

NEW career ladders with the expansion of title trees beyond current six SL levels and to more fully incorporate UUP's input in the development of new salary bands.

Librarian Appointments

SUNY will issue improved guidance to campuses informing them of their ability to appoint librarians on either ten- or twelve-month appointments and in either Librarian or Professorial titles.

BENEFITS

Co-Pay

There are no increases in the following:

- ◆ Co-payments
- ◆ Prescription Drug co-payments
- ◆ Annual deductibles
- ◆ Co-insurance maximums

No More Stacked Co-Pays

There will be no more...

- ◆ \$25 laboratory co-pay for diagnostic/laboratory services performed at network national laboratory
- ◆ \$50 hospital extension clinic co-pay if network physician bills the office visit and any additional services performed (laboratory or radiology) as a hospital owned facility. Effective 1/1/2027, there will be a single \$25 co-pay.
- ◆ Co-pay stacking for Urgent Care Centers participating with the medical carrier. Effective 1/1/2027, there will be a single \$30 co-pay per visit for all covered medical services provided during the visit.

Premiums for Part-timers

Effective spring 2027 semester, part-time employees will have their health insurance premium spread so that they do not end up with a large deduction in their last paycheck to cover the summer months when not on payroll.

Vaccines

Eligibility criteria expands beyond CDC to consider other state and federal guidance.

Additional Support

JLMCs fund the Individual Development Awards (IDAs), Drescher Leave Program, Certification Licensure Exam Fee Reimbursement Program (CLEFR) and more.

Benefit Trust Fund monies increase in each year of the agreement, allowing UUP to maintain and improve dental, vision, scholarship and other benefits.

Work Life Services increases will allow continued employer contributions to DCAA and flex spend pre-tax accounts.

New Contract Highlights

BENEFITS

Sick Leave Accrual Cap

Increases the sick day cap from 225 days to 250 days. *No change to the current 200 day maximum toward retirement.*

Sick Leave Credit

For employees retiring on or after January 1, 2027, the calculation of sick leave shall be based on the 2015 life expectancy table (updated from the 1999 table).

Prenatal Leave

Employees may access up to 20 hours (pro-rated for part-time employees) of prenatal leave without charging accruals.

Fitness for Duty

An independent arbitrator to adjudicate in questions of fitness for duty where there is conflicting medical documentation. Employees hold on to their positions for three years. After termination, employees can apply to new positions and receive "special consideration" (with standards stated in Article 23) for two additional years.

Joint Committee on Health Benefits

(Article 41) NYS and UUP agreed to explore:

- ◆ Establishing Virtual Mental Health Center of Excellence
- ◆ Improving access to IVF/Embryo Preservation
- ◆ Reduction and/or elimination of the enrollment waiting period
- ◆ A weight management support program
- ◆ A virtual physical therapy program
- ◆ Additional programming to support employee wellbeing.

Artificial Intelligence

Section 44.1

The ultimate accountability for work completed and actions made by, or in conjunction with, AI systems must rest with human beings.

Section 44.2

Courses shall be offered under the direction and responsibility of the assigned human instructor of record or other human instructional personnel, consistent with applicable law, accreditation requirements, academic policy, and this Agreement.

Job Security

Full-time Contingent Faculty

- ◆ 4-year term appointments after 10 consecutive years of service
- ◆ new salary minima for Senior and Advanced Senior Lecturer (\$55,385; \$59,565 respectively)
- ◆ New promotional rank sequence with guidelines published in Appendix A-7 for Full Time Lecturers:
- ◆ Senior Lecturer
- ◆ Advanced Senior Lecturer
- ◆ After 6 years Lecturers may apply for promotion to Senior Lecturer
- ◆ After 3 years, Senior Lecturers may apply for promotion to Advanced Senior Lecturer
- ◆ Campuses will develop promotional criteria and procedure; all promotions must include salary increases

DUE PROCESS

Expedited Review of Disciplinary Cases

Establish an expedited arbitrator review pilot program for disciplinary cases; significantly speeding up many suspension-without-pay cases. (Article 19 and New Appendix)

PERB Arbitration Panel Administration

Disciplinary arbitrator panel administered by PERB rather than OER (Article 19)

Digital Signatures

Allow for use of digital signatures to expedite process (Articles 7 and 19)

Regarding Health Insurance

Grievances involving health insurance eligibility advance straight to Step 2

Representation

Time members have to secure a representative expanded from 6 to 24hrs

Retrenchment Rights

Retrenched employees will receive an immediate interview and decision before an interview committee can consider other candidates. (Articles 35)

Student Evaluation of Teaching

Minimized role of "student surveys" in Policies of the Board of Trustees, which now reads:

Effectiveness in teaching — as demonstrated by such things as judgment of colleagues, development of teaching materials or new courses, the work of directing or advising students in independent projects, classroom observation, student academic growth, review of course materials by colleagues or administrators, and student reaction, as determined from interviews or surveys. **Student reaction as determined by surveys shall not be the sole or primary method of evaluation.**

Professional Appeals

For Promotion and Salary Increases

- ◆ Campus can no longer issue notice of non-renewal during pending appeal to ensure that outcome of appeal is considered before any non-renewal determination
- ◆ Employee can reapply for promotion after 12 months with substantive change in dossier
- ◆ Chapter Presidents will receive notice of A-28 appeals to help track utilization and provide support
- ◆ Contact info posted to HR websites for the College Review Panel, the College Committee on Professional Evaluation, and the University Review Board to facilitate appeal process

ENHANCEMENTS

Telecommuting

Policy is now an Appendix and will remain in effect for the life of the Agreement. (A-31)

IT Remote Work Policy Pilot

Each campus can work to develop a pilot program on 100% remote work opportunities for IT department employees. (A-31 Section 1)

Course Load Data

SUNY will improve its reporting requirements to ensure UUP has better information to analyze part-time academic course-loads.



HIGHER EDUCATION

Saving Lives, Building Futures, Powering the Economy

This is not a normal back-to-school season.

Across the country, our colleges and universities are under attack—from politicians seeking to control what we teach and research, from billionaires and corporations looking to profit from our institutions, and from decades of disinvestment that left students paying more and faculty and staff doing more with less.

But we are not powerless. And we are not standing still.

Over the past year, hundreds of thousands of us have begun building something different: a national movement to defend higher education and fight for the colleges and universities our students, our communities and our democracy deserve.

As the 2026-27 academic year begins, we want to reflect on what we have accomplished together through the American Association of University Professors and AFT's "Higher Education: Saving Lives, Building Futures, Powering the Economy" campaign—and, more important, talk about what comes next.

In September 2025, AAUP and AFT members from around the country lobbied on Capitol Hill to protect funding for scientific research and important student aid programs like the Pell Grant and TRIO. Since that time, you have shown up at "No Kings" events and labor rallies to stand up for a higher education that drives innovation, is accessible and affordable to all, and truly serves the public and the community. And during the past year, we have seen over and over that when we organize, mobilize and fight, we win.

You have organized new unions and strengthened existing ones. You have mobilized against and defeated President Donald Trump's so-called Compact for Academic Excellence in Higher Education. You've been partners in our legal wins on freedom of speech and academic freedom; protecting federal funding for diversity, equity and inclusion programs; and challenging the Trump administration's financial threats to force free speech policy changes across the University of California system. You've continued to stand up to the Trump administration's attempts to weaponize science funding, submitting thousands of comments on the Office of Management and Budget's proposed rules to politicize science grant-making. And, just this month, AFT and AAUP members are mobilizing to reject what's widely known as Compact 2.0—Education Secretary Linda McMahon's letter to university and college presidents.

You have run campaigns to secure collective bargaining rights for thousands of workers in Maryland, expand free public college in Connecticut and Pennsylvania, and backfill funding for important scientific research in Connecticut and Massachusetts. You have bargained strong contracts, including groundbreaking artificial intelligence contract language at the State University of New York, Eastern Illinois University and Heartland Community College, and strong academic freedom provisions at the University of Kansas, Illinois State University and Maryland community colleges. You've defended colleagues through contract enforcement and through court cases—including adjunct faculty members (known as the "Fired Four") at the City University of New York, librarians at Western Illinois University and faculty at Texas Tech and Texas A&M. And you have stood up for immigrant students and workers, and their families, in Los Angeles; Chicago; Minneapolis; Portland, Ore.; and at the Delaney Hall Detention Facility in New Ark, New Jersey.

Over winter and spring, hundreds of you attended meetings and conversations and helped shape our policy platform for a robust higher education that protects our students' right to learn, is more affordable and accessible, provides a just workplace for all academic workers and truly serves our communities. And in April, Texas AFT and AAUP members joined us on the steps of the Texas Capitol to launch "A Blueprint for Strengthening and Transforming Higher Education," which we will be asking you to share with political candidates to make sure higher education is on the ballot in November.

In the face of a difficult year, when our colleges, our co-workers, our students and our democracy have been under constant threat, you could have chosen despair. But you didn't. You chose hope. You chose community-building, collective action and caring.

This is the same commitment to our students, colleagues and communities that our members will bring to the midterm elections. Together, the AAUP and the AFT are the largest higher education union in the U.S., with members in all 50 states and U.S. territories. Because of our reach and capacity, we have opportunities nationwide to canvass, phone-bank and get out the vote. You can help protect the midterm elections by becoming a Democracy Defender.

In the next couple months, you will be hearing more about political endorsements and ways to get involved. In the meantime, we invite you to visit the AFTvotes website to sign up for activities in your community.

In unity,

Randi Weingarten, AFT President

Todd Wolfson, AAUP President

Academics' Corner

Some Things to Wonder About

By Vicki Janik

Welcome back to FSC's always lovely campus. This is my sincere wish and my sincere appreciation for the changing physical beauty and calm of the 380 acres where we all work. But for some of us, FSC's beautiful seasonal changes and calm of nature do not align with its human changes and missing emotional "calm."

As some senior staff members often say, "It's not the way it used to be." Those of us who have worked here for many years sense that the workplace of the famous "Farmingdale Family" is ebbing away. That workplace was, as it is today, based on a mission to create student success. But most of the time back then, the mission was supported by staff members working together and respecting one another--regardless of title.

Especially in academia, this kind of interaction is necessary so that 1) everyone feels free to speak up when they wish; 2) everyone else listens respectfully,

particularly to those with whom they disagree or, perhaps, supervise. Obviously, the latter is required to achieve the former.

What has been evolving here at FSC is a hierarchy that has become more bold-faced. We work together less as colleagues and more as beings locked into a rank within that hierarchy.

Here's a hypothetical example: Assume staff members complain that a supervisor is harassing them and changing rules on a whim. The supervisor responds with annoyance, saying that those staff members are actually troublemakers, and, in fact, not very good at their jobs. Who will be judged as telling the truth?

Now some *actual* situations from just this past summer: While some of the more fortunate among us were working quietly or perhaps traveling, too many of our union brothers and sisters were suffering great injury, often irreparable, to their professional



careers, as well as to their physical, and financial health.

- ♦ Some were suddenly non-reappointed with absolutely no hint or warning beforehand
- ♦ Some were similarly dropped from adjunct lists
- ♦ Some long-time staff members with permanent or continuing appointment were deprived of responsibilities and opportunities they had enjoyed for many years, and even threatened with termination, again, for no known reason.

Does this create a peaceful community? Does this encourage the rest of us to work together, speaking freely about ways to better serve our students? Or does this create silence, a silence that functions for us as "job insurance" against trouble – i.e., the much-feared *retaliation*. Keep quiet, smile, stay in your office, agree, and, again, keep quiet.

Thus, we see a growing epidemic of a new and important kind of loyalty. It's no longer loyalty to the College; rather it's loyalty to our paychecks and our always well-respected New York State health insurance. ♦

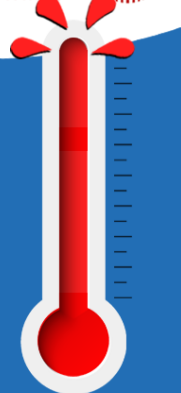


HIGHER ED
ACTION FUND PAC



**WE HAVE EXCEEDED
OUR VOTE-COPE
50TH ANNIVERSARY GOAL!!**

THANK YOU TO ALL OUR VOTE-COPE CONTRIBUTORS
FOR MAKING US SMASH OUR GOAL!





FARMINGDALE CHAPTER

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Newsletter
Yolanda Drakkir

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New Dental Options

Dear Colleagues:

We now have TWO PPO (preferred provider organization) dental plans – the Delta Dental PPO Plan and the MetLife Dental PPO Plan!

We are extremely excited to inform you that effective January 1, 2027, UUP-represented employees have the option of choosing between two dental plans – the Delta Dental PPO and the MetLife Dental PPO. The new MetLife Dental PPO plan is designed to mirror the same benefits that you have experienced in the past with the Delta Dental PPO plan. Please note that the only difference is that Delta Dental and MetLife Dental have different dental provider networks, e.g., you might find a dentist in the Delta Dental PPO network that is not in the MetLife Dental PPO network and vice versa. See below for the links to find participating dentists and the applicable networks to search.

[Delta Dental PPO - \(PPO network\) \(Premier network\)](#)

[MetLife Dental PPO - \(PDP network\) \(PDP Plus network\)](#)

What do you need to do?

If you opt to continue your dental plan through Delta Dental, you do not have to do anything for you and/or your dependents. However, if you choose to switch your dental plan to the MetLife Dental PPO for you and/or your dependents, go to uupinfo.org and on the homepage click on the open enrollment change form - "Click to enroll in MetLife Dental". Open enrollment is September 1, 2026 -October 31, 2026. Please note that the MetLife Dental Plan will not go into effect until January 1, 2027.

In Solidarity,
Fred

Defensive Driving ARE YOU INTERESTED?



We are planning a Defensive Driving course for November. We need AT LEAST 30 people in order to confirm the instructor – an actual human. Details: 1 day, 6-hour remote class \$40/pp. Members, spouses, dependents, ALL are welcome (individual log-ins required). Please email uup@uupfarm.org by September 30th to express your interest.

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

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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