



# Unifier

UNITED UNIVERSITY PROFESSIONS

FARMINGDALE CHAPTER

APRIL 2021



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# Thank You Vicki Janik

On April 9, 2021, UUP Farmingdale Chapter President Dr. Vicki Janik spoke at the online statewide UUP Academic Delegates meeting. At this event Vicki voiced concern for protecting the rights of faculty, who have developed and taught online courses. This is just one of very many times she has tirelessly advocated for and defended our faculty and professional staff members.



In all of her 30 years of service to YOU, our UUPF Chapter members, Vicki has never faltered in her commitment to safeguarding workers' rights. She has also served on countless committees at the state level, including as Chair of the Women's Rights and Concerns Committee. Her term in office as Chapter President ends on May 31, 2021. Thankfully, she plans to continue her service to UUP, and to our Farmingdale Chapter.

We offer our heartfelt thanks and deep gratitude for her years of dedicated, expertly performed service! This is also an opportune chance to warmly thank past Chapter Presidents and Executive Board members for their dedication and service. Since the formation of UUP in 1973, these dedicated individuals have freely given time and effort in protecting the rights of our members. ◆

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## Virtual GENERAL MEMBERSHIP Meeting

Thursday, April 15, 2021 ◆ 11:00 am

*Unsure of your active membership? Enroll today:*

<https://uuphost.org/myuup/Membership/RegForm.php>

Send us your questions or concerns. Click the mailbox at [www.uupfarm.org](http://www.uupfarm.org)



# Professionals' Corner

By Harry Gabriel Espallat

It is that time of the year when supervisors are required to evaluate the performance of professional staff based on the responsibilities listed in their performance programs.

Last month, UUPF hosted a meeting for part-time professionals. During that meeting we clarified a few things for our part-time members:

- ◆ They are all supposed to receive appointment letters
- ◆ They are all supposed to receive Performance Programs
- ◆ They are all supposed to be evaluated
- ◆ They are all eligible for promotion, salary increases and DSI

## MACCC Titles

It appears that many of our members are working out of title. It also appears that supervisors are not aware of — much less reference — appropriate state titles when creating performance programs, either for job postings or in recommending professionals for promotion. UUPF highly recommends that supervisors become familiar with MACCC [found on UUP website: [www.uupinfo.org](http://www.uupinfo.org) → Members → Resources → Employment Information] to ensure compliance.

## Staff Appointments

There seems to be an unhealthy trend whereby departments have been over-ruled — in some cases, left completely out of the

discussion — with respect to staff renewals. Department heads have been *told* that their staff have been non-renewed, or converted to hourly, or to 6-month terms. When they express resistance to these changes, they are told to “take it or leave it”. This is the worst case of micro-management that UUPF has ever seen.

The first step in rectifying this, is to shine a light on it. Those who have experienced this should know that they are not alone. They should know that other departments have stood their ground and fought back against “excessive oversight” and won.

The second step in preventing future overreach is to provide our members with accurate information. That is what we aim to do.

We felt that it was necessary to ensure that supervisors are also aware of these requirements. So in addition to hosting another meeting for Directors and Department Chairs, we plan to ensure progress by continuing these discussions in a series of meetings and workshops next year.

## Telecommuting Agreement

As previously announced, the telecommuting agreement has been extended to July 2<sup>nd</sup>. However, in-person classes are scheduled for the summer and a gradual return to campus is anticipated. There should be discussions at the department level regarding remote service in



your area. If you have concerns about the plans in your area, please do not hesitate to contact me or the UUPF office.

## Pay Raises

Now that the 2021-2022 state budget is approved, we just got closer to the pay raises that were delayed last year because of the pandemic. As you can remember, last year UUP filed class-action grievances to protest the delayed pay raises, along with leading an Improper Practice with the NYS Public Employment Relations Board (PERB) on behalf of its members. We are looking forward to the 2% that was delayed last year plus 2% for the current year.

## Thank You

Finally, I want to thank Dr. Vicki Janik, UUPF President, for her three consecutive terms of service as Chapter President. I look forward to continuing to serve with her in her new role of academic delegate. *Vicki, thank you for all your help!* ◆

# President's Message

## Our Part-Time Staff

Listen up! All of you with \$80,000, \$100,000, \$150,000 salaries!

Over the past year we've heard about other campuses. Because of Covid, some have been forced to "dip into reserves," in order to stay financially afloat. But Farmingdale is different. We actually *added* to reserves.

We congratulate ourselves, deservedly. The campus saved jobs--a priority; didn't experience a covid outbreak; kept people home; helped most students not to give up; and ensured that enrollment didn't fall precipitously as it did elsewhere. The virus isn't gone, but we've not let it ruin us.

We must give credit where credit is due. We recognize the extraordinary efforts of our CSEA sisters and brothers, our members in the Health and Wellness Center, our campus police, as well as Management planners.

But our financial health is maintained thanks to the vast majority of our teachers and many professionals--our part-time staff. We're in the black *because of them*.

This is obvious. Our part-time staff comprise 88 part-time professionals, who often earn hourly pay hovering around \$22 an hour (26% of professionals); and 526 academics, who make it possible for FSC to offer *approximately half* its course sections for

around \$3,000 a section.

All of these part-time staff contributions cost FSC less than 10% of its total semester state budget.

We've calculated, in fact, that our part-time staff--all 614-- earn an average salary of \$17,800 per year, just at the federal poverty level for a family of two. Most earn less. And this past year working hours of FSC part-timers expanded enormously with trainings, emailings, and major course and teaching transformations. Please note that it is the State of New York--not SUNY--that offers many (not all!) relatively low cost, very good health insurance.

But here's the greater issue--ways in which the College recognizes the financially life-saving contributions of these members:

- ◆ No increase in starting pay since at least 2014
- ◆ A refusal to add additional duties and *pay* to their appointments (as is the practice at other campuses that rely heavily on part-time staff)
- ◆ No financial recognition of labor-intensive remote teaching during the pandemic with DSI or Compression pay increases.
- ◆ A refusal for adjuncts to be paid for office hours (Adjuncts have no office hours.)
- ◆ Requests from the College for



adjuncts to create online courses to sell to the College for \$2,500, which others then can teach for far more money

- ◆ No established job security as is practiced at other colleges like SCCC
- ◆ Often no performance program or evaluation for PT professionals, as is required in the *Agreement*.

These, then, are the rewards to 614 staff members for keeping us afloat during the pandemic and before the pandemic. What will the future bring? Respect for these members of the Farmingdale College staff (we had always said, "community") is sadly overdue.

**Our part-time professionals and academics need pay raises, job security, and a real role at Farmingdale. Part-time staff are essential to our existence.**

*In Solidarity*  
Vicki Janik

# SAFETY FIRST

By Michael Canders

A top priority for any organization's management, if not THE top priority, is safety for all. The definition of safety (Merriam Webster) is the condition of being safe from undergoing or causing hurt, injury or loss. Protection from hurt, injury or loss for all employees and all students at Farmingdale State College (FSC) is a critical management task

There is a very robust safety program at the FSC Aviation Center by necessity. Risk of hurt, injury or loss is higher than typically experienced elsewhere on Campus because of the potential outcomes of inexperienced students flying in some of the world's busiest airspace. We have adopted a "proactive" safety program for which we ask all members of the Aviation Center (Avcent) team, staff and students, to actively participate in identifying potential hazards and recommending means to reduce this risk. For example, the risk of pilot error increases with pilot fatigue so we have adopted a series of protocols to lessen this risk. These include pilots certifying on a preflight briefing sheet that they have had proper rest prior to their flight. We want to adopt measures to prevent accidents before they happen. We also practice safety protocols for ground operations and aircraft maintenance as well because there are elements of risk in those domains that need to be mitigated.

"Reactive" safety means an

organization only takes corrective measures after an accident. Reactive safety is less beneficial to those requiring protection since they may be injured before corrective action that could have prevented the accident. Even though reactive safety is less beneficial than proactive safety, it should be considered a minimum requirement for any organization's management. A recent accident indicates that FSC management may not even be meeting this minimum safety obligation, at least with any sense of reasonable urgency.

In early February, a significant snow fall required a lot of work to safely clear the Avcent ramp where most of our 22 aircraft are parked outside. A snowplow team arrived from FSC physical plant, the department in the College responsible for all grounds maintenance and upkeep. While plowing snow, one of the plows ran into the back of one of our brand new aircraft, a PA-28 single engine Archer, pushing the aircraft into one of our Certified Flight Instructors (and UUPF member). He was clearing ice nearby and was very nearly seriously injured. He was abruptly pushed forward and could have lost his footing and struck his head on the aircraft or on the icy pavement below. The aircraft suffered substantial damage with a large portion of the rear section of the aircraft torn away and the right side of the aircraft bent. One of the snowplow operators



stated that they had been working for 30 straight hours!

We reported the accident immediately and asked FSC Management to look into the 30-hour comment as this was a significant red flag. We did this as a means to prevent future snowplow accidents, not only at the Avcent but also anywhere else future snow plowing may take place on campus. We greatly emphasize proper rest for flying at the Avcent, but there are so many other non-flying and everyday tasks that need proper rest. This rest concept however, seemed to be foreign to the snowplow operator and the supervisor on site, because they excused the action by stating "it's only equipment, we have insurance". What they didn't acknowledge is that our brand new PA28 aircraft will be off-line for at least six months to be shipped to a facility for repair costing over \$100,000! That is a very long time for our students to not have access to this brand new state-of-the art equipment.

We suggested that FSC Management take no punitive action against the snowplow operator, but simply find out what happened in the spirit of accident prevention. The accident was reported to management on February 2<sup>nd</sup>, which as of this writing, is over two months since it happened. The only feedback from management

*Continued on page 5...*

# Safety First

...continued from page 4

thus far is that they are “working on it“. The safety report was also filed with the Campus Safety Advisory Committee (CSAC) and the feedback from the CSAC is that it can be considered at their next meeting in late April or early May. It’s disappointing to note that there is no apparent management sense of urgency on this matter and, now that snow season appears to be over, there may be less.

The Campus Safety Advisory Committee (CSAC) is supposed to have a UUPF representative on the committee in accordance with the SUNY-UUP Agreement, article 43.2, but FSC management has not permitted UUPF representative. It is essential that UUPF and FSC management work together to assure safety for all members. This important concept is recognized in the union contract. We were very fortunate that our



UUPF member was not seriously injured during this snow plow accident but, without proper corrective action, it could happen again. We hope that FSC management will recognize their safety obligation soon and

correct their violation of the Agreement in the spirit of working together towards assuring no one is injured and no vital equipment is lost or damaged.



Join UUP members, coalition partners, elected officials, and advocates for a series of virtual **roundtable discussions.**

**SUSTAINABILITY ROUNDTABLE**  
April 22, 12 PM

**HEALTHCARE ROUNDTABLE**  
May 6, 12 PM

**HIGHER EDUCATION ROUNDTABLE**  
May 20, 12 PM

**Register at:**  
**[bit.ly/UUP-roundtable](https://bit.ly/UUP-roundtable)**

# Budget News

By Vicki Janik



Over the past few days, we've had moderately good news on the budget from the New York State legislature. But understand that the budget isn't finished yet, and then it must be approved. Still, we hear that the following information is accurate as of now. Keep in mind, without the \$1.9 trillion American Relief Plan almost everything listed below would be a lost cause.

1. The expected doomsday cut of 5% from the 2020-2021 SUNY budget won't happen. That means \$46 million in revenue will be added to the state operated campus budgets, with an overall total of \$60 million to SUNY including community colleges (which are also funded by each county).

2. The TAP Gap\* is not eliminated but \$500 per student will be added. The Legislature is assuring us that the entire Tap Gap will be covered within three years. \*Definition: the Tuition Assistance Program [TAP] pays tuition for students from low income families. Originally it paid for full tuition but since 2011 the colleges themselves must cover the difference between full tuition costs (SUNY= \$6,870) and the \$5,000 maximum TAP award. Right now this costs SUNY \$65 million. As a result, students attend SUNY campuses with fewer teachers, staff, and equipment.

3. A probable addition to the SUNY capital budget is \$100 million. We have no idea how this might be allocated.

4. Student mental health support will gain \$1,000,000.

5. Opportunity programs, that is, EOC and EOP, will gain a 20% increase in funding. We don't

know how this will be funded.

6. Overall, SUNY is expected to receive \$500 million at the campuses through September 2023 with almost no restrictions, save that GOER (Governor's Office of Employee Relations) will be "involved."

7. Pay raises and back pay are imminent. In fact, CSEA, whose contract ran out on April 1, refused to begin new contract negotiations until back pay was delivered. It's on its way. We understand that our back pay and raises also will come soon, but UUP has no firm date. We have no concrete information.

8. UUP was disappointed on two counts. A) Budget proposals include no funding for hazard pay to the hospitals, where our members have endured enormous mental, physical, and emotional struggles, and have saved countless lives over the last 14 months. Keep in mind also that SUNY Downstate has been a hospital designated solely for Covid patients. Ignoring these thousands of UUP members is a cold-hearted mystery. B) UUP claims that the budget "lacks vision" in responding to escalating, long term problems. The Legislature has included no planning for either healthcare or climate change. This can have dramatic and serious consequences soon.

Again, to repeat--without the American Relief Plan at Farmingdale, no imminent pay raises, fewer staff, fewer students, more COVID, a smaller SUNY.

We can be grateful for the renewal of the Telecommunications Agreement through July 2<sup>nd</sup>. But FSC management may not heed its continuation. Thus,

considerations about returning to campus must be addressed, some of which are listed below:

- ◆ COVID positivity rates are approximately three times higher than last summer
- ◆ The current spread of COVID variants in New York, some of which are not affected by the current vaccine
- ◆ The need to sanitize classrooms and furniture between classes
- ◆ Adequate and safe ventilation systems
- ◆ Face-to-face interactions among students who have chosen not to be vaccinated.
- ◆ The presence on campus of non-matriculated, unvaccinated students from other campuses and geographic areas
- ◆ The absence of on-campus vaccinations locations like those on other campuses.

As you know, management has planned for summer school to be delivered as traditional online, hybrid, or in person classes with social distancing.

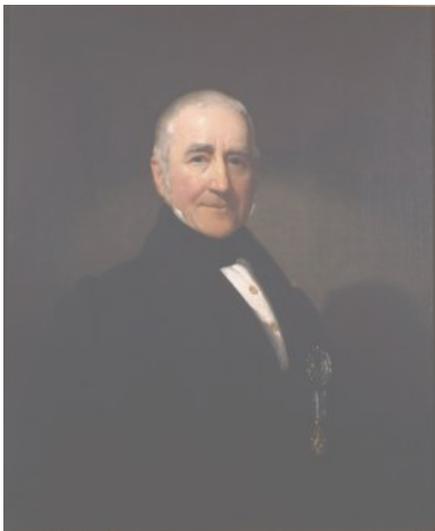
Fall classes are planned to be online, hybrid, and live streamed. Class size will be dramatically smaller so that classrooms can maintain social distancing. Because of much smaller class size, the college will offer more classes at many more times, including activity hour and other times in the evening and on weekends.

UUP advises, however, that any campus's plans for fall teaching venues are not official, and all campus plans remain in the form of proposals. ◆

# Gov. Morgan Lewis Established Public Schools in New York

By Daniel Scott Marrone

Until April 9, 1805, only New York's rich—with hired tutors—could provide formal education for their children. Religious institutions taught parishioners' children. However, the children of the masses, especially immigrants, were denied education. On that pivotal April day in 1805, Governor Morgan Lewis (see portrait) established the right to free education for New York children. The 1805 legislation Lewis signed was titled: "The Act to Incorporate in New-York City the Establishment of Free Schools for the Education of Poor Children." The first state-funded school was Public School—"P.S. 1"—located on Chatham Street in Manhattan. "P.S. 1" opened to children on April 28, 1807. Within its first year of operation, "P.S. 1" had 150 children in attendance. The "P.S. 1" model was quickly and widely replicated throughout New York. By 1812, public schools were opened in all of the state's major cities. In the 1850's, Chatham Street including "P.S. 1" was



razed and replaced with Park Row, a curved avenue of retail shops. In 1906, Pace University opened at 41 Park Row. By that year, there were over a thousand New York public schools. There are presently 4,433 public schools in the state.

Morgan Lewis was a highly decorated military hero. During the American Revolutionary War, Continental Army Colonel Lewis served under Major General Horatio Gates at the Battles of Freeman's Farm and Bemis Heights collectively known as the "Battle of Saratoga" (1777). Three years later Colonel Lewis fought John Johnson's Royal Loyalists--marauders that were murdering citizens and burning villages across northern New York. During the morning of October 19, 1780, the Loyalists slaughtered the inhabitants of and burned down the Village of Stone Arabia. The Loyalists then surged west to attack the Village of St. Johnsville. Intercepting them that evening were Lewis and 950 fighters--900 American Patriot militiamen and 50 Oneida Native American warriors. Besides acting to stop terrorist raids, Lewis' men sought to avenge the bloody Oriskany massacre where the Patriots sustained 465 casualties. The Patriots and Oneida allies decimated the Loyalists at the Battle of Klock's Field near St. Johnsville. After the war, Lewis completed his legal studies and, with a stellar reputation as a war hero, rose quickly in politics. He was elected twice to the State Assembly, then appointed Attorney



General, and ultimately Associate, later Chief Justice of the NYS Supreme Court. Lewis defeated Aaron Burr in 1804 to become the state's third governor. At the outbreak of the War of 1812, President James Madison offered to Lewis the role of U.S. Secretary of War. Lewis declined, requesting instead to serve as field commander of the U.S. Army defending New York. In 1813, Major General Lewis led three battalions of soldiers that captured British-held Fort George on the Canadian side of the Niagara River. His subsequent military assignments included erecting defensive forts at the pre-unification, independent City of New York and the Village of Brooklyn. To this end, Lewis ordered Forts Gansevoort and Diamond built in New York Harbor and Fort Hamilton built in Brooklyn.

After his discharge from military service in 1815, Lewis became a philanthropist. Retired U.S. Secretary of the Treasury Albert Gallatin teamed up with Lewis in 1831 to establish New York University with a special private-public mission. NYU was and remains a non-government institution funded by private endowments—and significantly by the government. NYU Langone Hospitals in New York City and Long Island are just some present-day examples of its long-standing



# Public Schools in New York...continued from page 7

## FARMINGDALE CHAPTER

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Dolores Ciaccio

joint private-government partnerships. From 1832-1835, Lewis served as President of the New-York Historical Society. During the last five years of his life, Lewis was President-General of the patriotic Society of the Cincinnati. Six months before reaching his 90<sup>th</sup> birthday, Lewis passed away in April 1844. In tribute to Lewis' well-regarded government, military, and philanthropic leadership, the City of Lewiston and Lewis County, located in the western and central regions of New York, respectively, were named after him. "Lewis Street" in Manhattan and "Lewis Avenue" in Brooklyn were also named in his honor.

Morgan Lewis' father, Francis Lewis, should also be mentioned. He was one of the four signers of the Declaration of

Independence from New York. Continental Congressman Francis Lewis staunchly supported General George Washington as Commander-in-Chief during the tense 1777-1778 Conway Cabal Affair. In tribute to the elder Lewis, the lengthiest single-named thoroughfare in the Borough of Queens is named "Francis Lewis Boulevard." This 10.8-mile in length boulevard runs diagonally across the borough. Next time you pass the Francis Lewis Boulevard Exit on the Long Island Expressway, give a "thank you" to this father and son duo. One final note, *Francis Lewis and Morgan Lewis are the eighth-generation grandfather and seventh-generation granduncle, respectively, to our fellow FSC retiree, Kathryn S. Coley.* ♦

# Delayed Pay Raises

Colleagues,

By now, you've probably heard the various news reports that our delayed pay raises (the 2% on base increases from last July or September, along with the increases to per course pay for adjuncts and PGY increases for residents) will soon be paid. I'm happy that this may be the case, as that means our advocacy and the pressure from our grievances have had their intended impact.

However, we have NOT gotten any official word from the Governor's Office of Employee Relations (GOER), nor have we gotten information on the pay dates for when the raises will be implemented

(along with the retroactive money due us) Also, we have been hearing conflicting information on where the funding for this round of increases is coming from. Until we have all this information, I am holding off on any official announcement. I'm hopeful that this official word will come to us in the next several days. When it does, word will go out to the full membership as quickly as possible. Until then, let's hope our long wait is soon to be over. But, as with all things involving the government of the state of New York, we have to wait until it's truly official. Stay tuned.

*Fred Kowal*

## CHAPTER MEMBERS on STATEWIDE COMMITTEES

- |  |  |   |
|--|--|---|
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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 Segarra at youupf@gmail.com