



Unifier

UNITED UNIVERSITY PROFESSIONS



FARMINGDALE CHAPTER



APRIL 2025



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**ATTEND A ZOOM SESSION WITH
STATEWIDE UUP PRESIDENT
FRED KOWAL TO HEAR MORE ABOUT
THE IMPACT ON HIGHER EDUCATION.**

TUESDAY, APRIL 29, 2025

11:00 — 12:00

We will also be gathering in person to log-in together!

WARD HALL GREAT ROOM

Seating and lunch for the first 40 who rsvp
via email announcement.

GENERAL MEMBERSHIP Meeting

Thursday, April 24, 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

Contract Negotiations on the Horizon

By Solomon Ayo

As our current contract with New York State nears its expiration, UUP President Fred Kowal has initiated preparations for the forthcoming negotiation with Governor Hochul. During our Spring UUP Delegate Assembly (DA) in Albany on April 3, 2025, he unveiled the roster of newly appointed Negotiation Team members from across the State University of New York (SUNY) to represent the interests of our entire union membership.

It is an honor and a privilege to be selected as a member of the UUP Negotiations Team, entrusted with the development of our next Collective Bargaining Agreement (CBA). The team's primary objective is to negotiate a fair and advantageous CBA that addresses the concerns and priorities of our union members, including wages, benefits, working conditions, and so on.

My selection is a direct consequence of the legacy of the UUP Farmingdale chapter. Since the establishment of UUP, over five decades ago, our chapter has consistently demonstrated disciplined union leadership. This has earned us a reputation of exceptional contribution, and a long record of past and present union leadership. Farmingdale has set a high standard in advocating for workers' rights and benefits that are still enjoyed in many contractual agreements. Joining the next team of CBA negotiators presents a significant

opportunity for UUPF members to actively participate in this transformative journey.

The task of securing an effective CBA is not a solitary endeavor. The final outcome will impact all our lives, as well as family members who rely on our benefits. To this end, the UUP will conduct a survey to gauge the sentiments of all members and gain a deeper understanding of the significance of the terms and conditions of employment, benefits, and issues that are pertinent to your local campuses. Member responses to the survey significantly influences the topics discussed during for negotiation. I strongly encourage all members to participate in the survey.

VOTE-COPE

As you are aware, union dues cannot be utilized for advocacy. The Vote Cope fund is established to help UUP reach legislators. Our advocacy budget cannot compete with those of the private sector whose objectives diverge from the union's interests. Now more than ever, UUP needs the support of each and every member. 100% membership contribution means more than the dollar amount received!

If you value UUP's unwavering protection, I urge you to begin today with just \$1 per paycheck – just \$26 / YEAR – to [VOTE-Cope](#). UUP does so much for us all year round. Is that not worth three Starbucks lattes? ♦



**Spring Fling
Membership Event
CHANGING TIMES
4pm Tuesday
April 29, 2025
APPETIZERS
& A FREE DRINK
Compliments of
Your UUP Chapter**

Mark your calendar!

President's Message

Who's Got Your Back?

Red + Blue = Purple

I could fill a book on the irony of that grade-school formula while looking at what's going on around the country. For now, FORGET THE COLORS, because real friends are identified by much more. Exhibit A: The SAVE Act aims to limit voting rights for millions of Americans, particularly poor and female voters. The House passed this bill with the help of four Democrats: Jared Golden (Maine), Marie Gluesenkamp Perez (Washington), Henry Cuellar (Texas) and Ed Case (Hawaii). This is why UUP/NYSUT trains us to see past lapel pins and respond to actions taken! Feel free to reach out to these folks directly, and give them a piece of your mind.

Contract Raises

There is a lot of information going out about negotiations for our next contract, but there are still a few things to look forward to in this one. Keep an eye out this summer for:

- ♦ 3% - 7/1 or 9/1/25 (depending on obligation)
- ♦ 7-year award to \$1,000 on base (if you haven't already received it)
- ♦ Second award of \$800 on base for those who previously received the 7-year award, at completion of 12 years of

service – effective beginning July 1, 2025.

- ♦ Salary minimums for Professional SL 1-3s, and for Instructor, Lecturer, and Asst. Professor ranks increase \$2000 for calendar year obligations; \$1,667 for academic year obligations. Individual employees will receive either the new minimum or an ATB increase (whichever generates a higher salary for them).
- ♦ Per course salary minimum for part-time academic faculty: \$4,500
- ♦ Location Pay: 7/1/25—\$4000
- ♦ Lump Sum Bonus: Full-time employees will receive \$1500 on July 1, 2025

Note: These raises were brought to you by UUP!!!! Not SUNY or campus management. Try to remember that when you question what your dues are for.



Know your Rights

UUPF wants to reassure our members who share concerns of their friends and family regarding the aggressive treatment of those visiting our country on VISA's. We encourage everyone to attend the Zoom presentation secured for our members, specifically on this issue. See the announcement below for details.

In Solidarity
Yolanda Drakkir

KNOW YOUR RIGHTS

11:00 AM Monday, April 28, 2025

All members interested in learning how people can confront VISA concerns and related issues are invited to a presentation by **Jessica Greenberg**, the Legal Director of the Department of State, Central American Refugee Center (CARECEN), serving Nassau & Suffolk. A registration link will be circulated via email.

Call for Applications: Individual Development Award Program

As a reminder, the application period for the Joint UUP/New York State Individual Development Award Program (IDAP) is open. Applications will be accepted through **May 15, 2025**. Awards will be made for the period between **July 2, 2024 – July 1, 2025**.

As a reminder, the IDAP is intended to assist eligible employees to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge, and skills. Please consult the [Program Guidelines](#) and application instructions to ensure that your application meets program requirements.

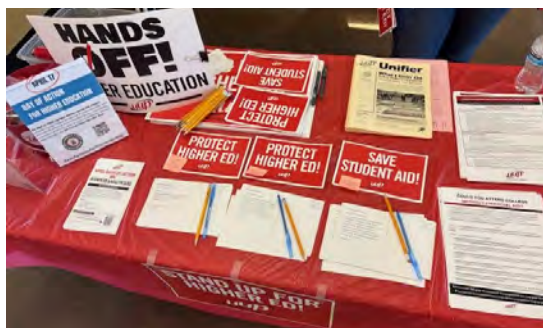
To be considered for an award, please submit the following via the [IDAP Application Submission link](#).

A fully completed **application form** that includes a budget summary (refer to the college [travel webpage](#) for per diem and mileage rates) and all supporting documents.

- A description of the proposed project or activity including:
- Type of event, event site, and sponsor.
- Whether the employee is presenting a paper or formally participating. If presenting a paper, the title of the paper and nature of the presentation must be provided.
- A letter of acceptance of the paper being presented or other proposal. If acceptance is pending, the Campus Professional Development Committee should be notified of its receipt as soon as possible.
- How this project or activity will further the employee's professional development or otherwise assist in preparing for advancement.
- An updated brief curriculum vitae.
- Any relevant documents regarding the activity, and documentation on projected costs.
- For activities that have already taken place, please include copies of receipts and expenses.

Applications missing required documentation will be rejected. For further information, please contact the Joint Labor Management Confidential Staff committee via email at FarmIDAP@farmingdale.edu. Applications will be accepted until **May 15, 2025**.

National Day of Action for Higher Education



Helping students navigate these difficult times with the facts necessary to help

them make informed decisions about their own future. UUP fights to save grant funding, Federal Financial Aid programs, and all things relevant to Public Higher Education. More than recipients, students are a vital part of the movement to save education in America. UUPF helps them learn how to fight for their rights. ♦

National HANDS-OFF Rally

April 5, 2025 — UUP President Fred Kowal and more than two dozen UUP members joined some 6,000 protestors who converged on Albany's West Capitol Park April 5 to rally against the Trump administration, as part of a massive international movement of at least 1,300 events around the U.S., Canada and in Europe. ♦



National Stop the Chaos Rally



April 19, 2025 — A few thousand Long Islanders gathered on Oak Street in Patchogue outside of Congressman Garbarino's office, at what started as a rally and ended up being a march through town. Large pickup trucks with Trump banners attempted to antagonize what were otherwise peaceful protestors, but they were swiftly dispersed by local police. Thank you to the Blue for protecting our 1st Amendment. ♦



FSC's Ward Hall

is Named after Hilda Jeanette Ward

By Daniel Scott Marrone

Elizabeth Kortright Monroe was covered in the March 2025 “Unifier” issue. Part 2 of “Women’s History Month” focuses on Hilda Jeanette Ward (November 12, 1878-July 23, 1950). Information for this essay was extracted from the Farmingdale State College archives. These documents reveal that Ward Hall is named after her. Hilda was born in Annapolis, Maryland at the United States Naval Academy where her father was stationed. She came from a long line of U.S. military officers including her father, Rear Admiral Aaron Raymond Ward (1851-1918). Hilda’s mother was Anne Willis (1854-1926). Hilda had five siblings: Irwin Franklin, Annie Edna, Frederick, Aaron Raymond, and Constance Marguerite.

Hilda studied with renowned artist and teacher Robert Henri (1865-1929). Writing in *The Craftsman* (May 1910 issue), Henri lauded much praise upon her painting, “The Tenant’s Dogs.” Hilda’s paintings were exhibited at the prestigious Art Institute of Chicago as well as the New York Armory Show (1913). This ground-breaking New York City exhibit, fully named the “International Exhibition of Modern Art,” was organized by the Association of American Painters and Sculptors. It was the first major exhibition of what has been deemed the “Coming of Modern Art in America.” Art critic and historian Milton Wolf

Brown (1911-1998), of the Joseph H. Hirshhorn Foundation, included her painting, “The Kennels,” in his monograph, *The Story of the Armory Show* (1963).

Hilda strongly advocated for women’s rights. She authored a book about women, driving, and automobile maintenance called *The Girl and the Motor* (1908). In 1918, Hilda enrolled as a student in what was then named the New York State School of Agriculture on Long Island. (After several name changes over the decades, the campus was officially titled **Farmingdale State College** in 1993). Based on her adoration and painting of dogs and other animals, she may have majored in Animal Husbandry (though this is an assumption, no academic major is stated in the FSC archives). What is stated in these documents, however, is that she deeply valued FSC. Upon graduation in 1920, Hilda became a large-scale financial donor to the College and served as a member of its Board of Trustees, a position she held for nearly three decades through the late 1940s.

Ms. Ward passed away on July 23, 1950 at the age of 71 and is interred at Green-Wood Cemetery in Brooklyn, New York. In 1962, Farmingdale State College posthumously honored her by renaming its Dorm 1 as **Ward Hall**.

Personal Note: Since the mid-1980s, I have been in Ward Hall for more than a hundred meetings



of all sorts. I am heartened that it was named after Hilda Jeanette Ward, a key FSC financial supporter and long-time Board of Trustees member. Thanks, Hilda for helping make our College a shining gem in the statewide SUNY System. ♦



FARMINGDALE CHAPTER

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Did you know that all UUP members qualify for
**PUBLIC SERVICE
LOAN FORGIVENESS?**




**UUP MEMBERS
HAVE ALREADY
HAD MORE THAN
\$14 MILLION
IN FORGIVENESS!**

Virtual PSLF clinics held every payday.
Presented by your Statewide Secretary-Treasurer Jeri O'Bryan-Losen, jobryanl@gmail.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 NEW DOE PSLF WAIVER!

UPCOMING UUP VIRTUAL STUDENT DEBT CLINIC WEBINAR DATES:

WEDNESDAY, MAY 7, 2025 · 11:30 AM - 1:00 PM VIA ZOOM
WEDNESDAY, MAY 21, 2025 · 5:00 PM - 6:30 PM VIA ZOOM


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


Live Generously.

Join or renew a BJ's Club membership with special savings!
UUP Farmingdale- has partnered with BJ's Wholesale Club, and they will be
providing employees a membership discounts.

Membership Level	New BJ's Club Members	Renewing BJ's Club Members
BJ's Club Card Membership (standard membership)	\$15 for 12-month new membership <small>(Regularly \$60)+ tax where applicable</small>	\$50 for 12-month membership <small>Regularly \$60)+ tax where applicable</small>
BJ's Club Plus Card Membership (Earn 2% cash back on most purchases)	\$40 for 12-month new membership <small>(Regularly \$120)+ tax where applicable</small>	\$100. for 12-month membership <small>(Regularly \$120)+ tax where applicable</small>

How to take advantage of this offer:
For a new membership use the link below. Its available 24/7
www.bjs.com/farmingdalecollege



Or Call#: 800-313-8887
And Reference the promo code for new or renewals: 400042
Renewals must call the 800 number and reference the code
Hours of Operation: Monday-Friday from 9:00am-6:00pm EST
This offer is not available at any BJ's club location or online.
Expires 6/13/25
If you have any questions, please contact:
lengstrom@bjs.com

BOYCOTT CALENDAR

April 21-28
General Mills Boycott

May 6-12
Amazon Boycott #2

May 20-26
Walmart Boycott #2

June 3-9
Target Boycott

June 24-30
McDonalds Boycott

July 4
Show & Sale Boycott

Visit our Chapter Website
EVENTS PAGE
for more programs
and initiatives that
may interest you.

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 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