

2005 UUP Annual Dinner Dance Photo Editorial



Continued on page 3

Joy Building: A Quick Guide for the Boss

from TIME, January 17, 2005

Frontline managers have a profound impact on worker happiness - more so than the CEO does. Here's what every supervisor can do to foster a little joy along with the toil, according to management experts:

1. **Be here now.** They might like the free pizza, but employees see through insincere worker-appreciation days. What do you do every other day of the week?
2. **Don't be a fair-weather friend.** Tough times are no reason to discharge worker happiness. Scale back the annual picnic if you must, but don't cancel it. A company that keeps employees engaged during a recession is more likely to hold its ground.
3. **See team members as individuals.** Forget the notion of the model employee. Define your goal and use each employee's strengths to get there. If you have a great pitcher, let someone else do the batting.
4. **Remember that silence is not golden.** Talking to your employees only when they make a mistake alienates them. Most disengaged workers say their bosses ignore them.
5. **Let friendship ring.** It might look like idle chatter, but when employees find friends at work, they feel connected to their jobs. Having a best friend at work is a strong predictor for being a happy and productive employee.
6. **Let the outside world in.** Asking them about their weekends or their kids lets them know that you see them as people, not just head count.
7. **Be yourself.** What works for celebrity CEOs doesn't always work for everybody else. An honest, low-key chat can be just as effective as a high-voltage pep rally.
8. **Make it meaningful.** Tell the mail-room clerk why those packages are so important to you. All employees want to feel that their work matters - to their colleagues, to customers or to the world.

And the Editors of Insight would like to add...

9. **Lead by example.** Don't reprimand an employee every time he/she is late, if you come and go as you please. Notice and acknowledge if they stay later than usual. The old adage do as I say, but not as I do, doesn't quite work.

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Jasmine Update; The Boycott Continues

Ryan Delgado of Local 1102 RWDSU/UFCW reports that the owners of Jasmine are still refusing to talk. Suffolk County Department of Labor's Mediation Unit is trying to arrange a meeting, but without success so far.

At the January 4th Labor Management Meeting between UUP and the University, President Shirley Strum Kenny reiterated that labor issues at Jasmine involve the Faculty-Student Association. Accordingly, UUP will direct its efforts toward resolving the dispute with the Executive Director of FSA, Kevin Kelly.

Please contact Mr. Kelly at kevin.kelly@stonybrook.edu and let him know that all employees on the Stony Brook campus should have the benefits of a union contract!



My Child Has Cancer

*Artie Shertzer, Vice President
UUP West Campus Chapter*

My daughter was diagnosed with thyroid cancer. This was only discovered through a routine blood test her doctor had asked for to monitor the medication she was on. When these last results came back, he noticed her thyroid levels were really off.

Again, I can't stress enough to you that early detection saves lives.

We went first to a Stony Brook endocrinologist, who then sent us for a sonogram, which led us back to Stony Brook and the radiology department which led us to a Stony Brook surgeon and a 4 day stay at the University Hospital.

All looks good at this point, but what I want to emphasize is that we are so very lucky to be here. Our colleagues in the medical field do wonderful things every day. Our facilities are first rate and our benefits afford us access to everything we need to address "what ails us".

I know I often write about the issues that confront us as employees...they are also still here, and I will not steer away from them, even more so now as I know if we are capable of curing cancer, we should have no problem curing bad management.

But for this paragraph, I just want to say thanks to all of you who spend your lives perfecting the crafts which can save the life of a 19 year old kid.

And since we all contribute to the running of the campus and hospital, you all should take a second and realize the amazing things that go on here every day and your part in making them happen.

And thanks to all of you who took the time to send me a note, give me a call, send a bunch of flowers and express your caring and concern for my child.

ORP Tier Reinstatement

A Message From *Bill Scheuerman, Statewide UUP President*
After years of work by UUP and SUNY, we have achieved unlimited "Tier Reinstatement" for participants in the Optional Retirement Program (TIAA-CREF, ING, etc.). What this means is that members of the ORP who return to SUNY after a break in service will return to the same tier they were in when they left. Previously there was a limited reinstatement, but one had to return within five years.

Campuses will soon notify employees of the opportunity to report prior ORP membership and to apply for reinstatement in the appropriate pension tier. There is no deadline to apply for tier reinstatement, but those who apply before March 31, 2005, will be reinstated effective January 1, 2005. Applications received after March 31 will result in prospective reinstatement only.

If you feel you are eligible for this program, please take full advantage of it. You can only benefit from it!

My First Delegate Assembly

Sara Lutterbie

I went to my first Delegate Assembly in Albany over the weekend of January 21/22. Like many people, I left early to avoid being caught in the blizzard, but the short time I spent there was filled with interesting things to learn and friendly people to meet.

On Friday afternoon Dr. Bruce R. Hare, who was a member of the Sociology Department at Stony Brook throughout the 1980s, and is now a Professor Emeritus of African American Studies and Sociology at Syracuse University, gave a talk called "Beyond Black Students and White Universities: toward the Universal Mission of the Universities". He recalled his work on a SUNY task force addressing the changes necessary to make the university a place where students of all races would feel equally comfortable. Dr. Hare's technique for getting his point across with humor and lively anecdotes was equally effective during his after-dinner talk on cultural pluralism and economic justice, based on his recent book "2001: Race Odyssey". I recommend that you turn to the article about him in the latest issue of *The Voice*.

While exploring the Benefits Display, where the various agencies and organizations that offer benefits to UUP members show their stuff, I stopped to talk with people from the Working Families Party. I met the party's Labor Coordinator, Larry Moskowitz, and learned more about "fusion voting" which was once legal everywhere in America, but today is legal in just seven states, and common only in New York. I'm a relative newcomer to the state, so please forgive my ignorance.

The way fusion voting works is simple. It refers to the electoral tactic of two parties "fusing" on one candidate, meaning the candidate appears twice on the ballot under two separate party labels. In future, I'm going to take into consideration the Working Families Party's endorsement, because I want the major party I've loyally followed for years to pay more attention to the needs of real working people and the poor.

Although I was in Albany for less than 24 hours, I highly recommend that if you have the opportunity to go to a Delegate Assembly, you jump at the chance. You'll find out more about how the union works, be inspired to become more active, and meet like-minded people from all corners of the state.

Stay Well, Get Fit With Campus Recreation

Claire Ondrovic

Learn new ways to relieve stress, to better nutrition, strength train, meditate, manage time, to have fun!

Where?

Visit Stony Brook's Campus Recreation Wellness Center in the Student Activities Center (SAC), Room 307. The Wellness Center sports state-of-the-art cardiovascular equipment, a complete strength training circuit, free weights, stretching area including medicine balls and physioballs, clean locker rooms and shower facilities.

How?

Stony Brook Faculty and Staff can purchase a Wellness Center Membership for as low as \$165.00 for the entire year or \$70.00 for the 2005 spring semester. All employees and affiliates wishing to utilize the new wellness center must pay the appropriate fee at the Bursar's Office, Administration Building, Room 261 and present their Campus I.D. Card.

When?

Our hours of operation are Monday – Thursday from 7:30 a.m. – 11:00 p.m., Fridays 7:30 a.m. – 9:00 p.m., Saturdays 10:00am – 6:00pm, Sundays 3:00 p.m. – 10:00 p.m. Holiday and vacation hours are subject to change. We encourage you to check our website at <http://studentaffairs.stonybrook.edu/recreation/wellnesscenter> for upcoming wellness events and seminars for the Spring of 2005.

Dinner Dance continued...

What?

Fitness Classes, Wellness Programs & Workshops!! Looking for a way to increase your physical activity level? Fitness classes offer new participants a great way to get started with numerous options to get fit. The spring fitness class schedule features a variety of classes such as Pilates, Kick Boxing, Absolute Core, Super Sculpt, Yoga, Boot Camp and Mix it Up! Classes are offered at lunch time and after work in the Student Activities Center Aerobic Studios, Lower Level, Room 010, and the Sport Complex Dance Studio. Finding yourself at a plateau lately? Getting bored with your old routine? Try a spinning class to intensify your workout. Our new spinning studio is located in the SAC Lower Level.

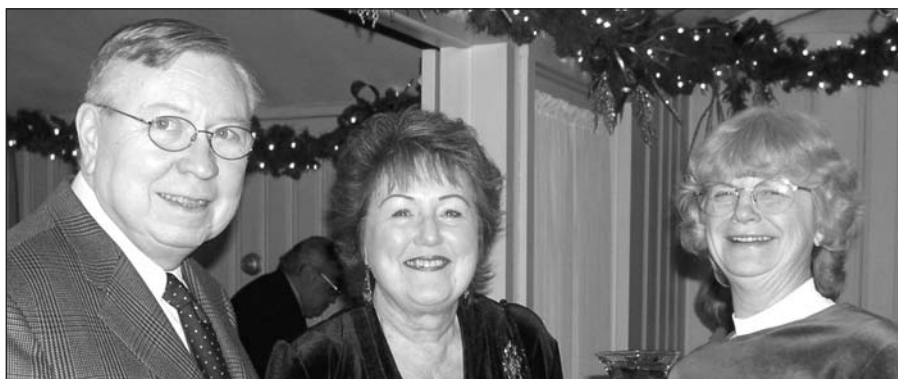
Make friends and burn calories with ballroom dancing classes located in the sports complex dance studio. Dance lessons are offered in both American and International styles.

Need a way to relieve stress and tension. Try one of our mind body workshops. Reiki Healing Circles are offered on Thursday evenings from 6:30 p.m. – 8:00 p.m. at no cost to you. Alexander Technique sessions are offered on Monday evenings for \$10.00 per session.

Check your health and attend one of our healthy screenings. The Wellness Center offers body fat analysis, blood pressure, and cholesterol screenings throughout the year. We have many educational workshops to help you make healthier choices to reduce your risk and manage disease. Topics include: smoking, nutrition and weight management, stress management, and physical activity.

One of the newest services our Department offers is CPR and First Aid certification classes through the American Red Cross and American Heart Association for students, faculty, and staff. A small fee is required for the classes. please contact Marie Turchiano at (631) 632-4145.

An amazingly good time was had by all who attended this years Annual Dinner Dance!



2005 Annual Dinner Dance Raffle Winners!!

Our annual Dinner Dance was held on Friday, February 11, 2005 at the Three Village Inn in Stony Brook. The affair was attended by 138 enthusiastic members and their guests from both the East and the West Campus. We enjoyed fine food, a wide variety of dance selections and a fabulous array of door prizes donated by local area merchants.

Special thanks to the following people for the wonderful evening they planned: Alissa Betz, Corinne Burns, Sharon Hines, Ed Hines, Edward J. O'Connell, Willa Smith, Colleen Wallahora, Pamela Wolfskill.

Lynne Davis	Sunday Brunch for two at Z-Pita
Marianna Savoca	\$20 Gift Certificate from the Eastern Pavilion
Claire Kumple	\$50 Gift Certificate from Setauket International Deli
Sara Lutterbie	Lunch Buffet for two at the Curry Club
Raphael Aguayo	\$25 Gift Certificate from the Three Village Inn
Patricia McAteer	2 Tickets to the Staller Center Theater
Elizabeth Baldwin	\$25 Gift Certificate from the Three Village Inn
Ben Vitale	\$25 Gift Certificate from the Courtyard Cafe
Nick Koridis	Dish Garden from James Cress Florist
Jennifer Kreppein	\$20 Gift Certificate from the Outback Steakhouse
William Huebsch	\$25 Gift Certificate from Pasta Pasta
Diana Reaven	\$25 Gift Certificate fro Billy's 1890's
Rich Ostrowski	\$30 Gift Certificate from La Famiglia
Sheldon Reaven	2 Tickets to Theater Three
Sharon Ferri	Brunch for two at the Printers Devil
Maria Pierce	\$25 Gift Certificate from the Three Village Inn
Ethel Fritz	\$25 Gift Certificate from the Golden Pear
Thomas Sabo	\$50 Gift Certificate from Pace's Steak House
Mary Dinnigan	3 foot Hero & Salad from the Tudor Deli
Ron Ondrovich	\$25 Gift Certificate from the Three Village Inn
Pat Ganotis	\$20 Gift Certificate from the Green Cactus Grill
Richard Pierce	GRAND PRIZE - Overnight Accommodations and Breakfast for twoat the Three Village Inn

***Congratulations to all our winners!
Special thanks to all of our sponsors!
Hope to see everyone again next year!***

Defensive Driving Class

Date: Tuesday, March 8th & Thursday, March 10th

Time: 6:00 p.m. to 9:00 p.m.

Cost: \$25.00 per Person

Place: Stony Brook Union, Room 231

Who: Open to all UUP members and their immediate family members. Checks should be made payable to "NYSUT Benefit Trust". Attendance to both classes is required!!!!

Bring or mail to UUP Office, 104 Old Chemistry, Zip=3475

Office hours are Monday thru Friday, 9:00 a.m. - 3:00 p.m.

Participants are usually entitled to a 10% discount on their automotive insurance. Check with your provider. The certificate is good for three years of savings!!

Contact Corinne Burns, Chapter Assistant at 2-6570 or email her at: cmburns@notes.cc.sunysb.edu for more information.

Stony Brook Day in Albany

**Take the Ride.
Show Your Pride.
March 1, 2005**



Register online at:

www.stonybrook.edu/albany

or contact Pat Cruso

E-mail: patricia.cruso@stonybrook.edu

Phone: (631) 632-4309

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Send letters to: uup@notes.cc.sunysb.edu, or UUP, 104 Old Chemistry, Z-3475



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