

H. S. C. at STONY BROOK



June 1981 Volume I No. 8

UUP PENSION CLINIC

Mr. Richard Kiley, representative from Teachers Insurance and Annuity Association/College Retirement Equities Fund (TIAA-CREF), addressed the UUP chapter meeting on May 12th. He gave a brief explanation of the TIAA-CREF retirement system and then responded to numerous questions from the members.

Each individual participating in the TIAA-CREF pension plan owns his/her contract. The plan is a defined contribution program, that is, based on a percentage of the individual's salary. The individual determines how much of that contribution will be applied to an interest account (TIAA) and the remaining percentage is contributed to an investment account (CREF). TIAA-CREF is a portable pension plan and may be transferred to any of the over 3,000 institutions which participate in the program.

Annual reports detail the value of each contract. If you belong to TIAA-CREF, your annual report shows the amount of contributions made to your pension. It also gives projections of the worth of your pension at retirement age based on two alternate assumptions: 1) that no further contributions are made, or 2) that contributions are continued until retirement. You may add to the program on your own at anytime or may leave the money dormant to collect further interest if you discontinue participation in TIAA-CREF.

The bulk of the pension money is taxable when it is taken out of the fund. Mr. Kiley explained that New York State passed legislation in 1976 enabling it to collect taxes before TIAA-CREF members deducted their 3% contribution to the pension program. TIAA-CREF must abide by this law although, in general, money is not taxed going into the fund. Pension funds are taxed only once, however, so no further tax will be charged on that 3% contribution when it is withdrawn from the fund.

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CHAPTER MEETING

DATE: June 30, 1981

TIME: 13:30 p. m.

PLACE: HAC Level 3, Room 106

ELECTIONS HIGHLIGHT
DELEGATE ASSEMBLY

After serving the constitutional limit of 6 years in office Samuel Wakshull turns over the UUP Presidency to Nuala McGann Drescher on June 1. Drescher, who is a Professor of History from the State University College at Buffalo, was elected May 9 at the Spring Delegate Assembly in Albany for a 2 year term of office.

Elections were the major item of business conducted by the 200 member governing body of UUP. William Cozort, an admissions counselor at Cortland, was elected to serve as UUP secretary. His term of office is also 2 years. Former secretary Edward Alfonsin, unable to run again for that position due to constitutional provisions, was elected Membership Development Chairman.

Several new members of the Executive Board were elected in some very close balloting. Frank Maraviglia from the College of Environmental Science and Forestry was elected to represent the specialized colleges. Other new members are John Crary (Canton), Alan Shank (Geneseo), Fred Miller (Oneonta), and Philip Reines (Plattsburgh). Board member Susan Poretz was reelected and Malcolm Nelson (Fredonia) was reelected to fill the one year remaining in the seat vacated by Nuala Drescher's election as President.

The Delegate Assembly devoted quite a bit of time to monetary matters also. The budget was passed after delegates allocated \$5000 to the Stony Brook Women's Legal Defense Fund and increased the allocation for Student Recruitment/Public Education from \$50,000 to \$100,000. A resolution was passed to put UUP on record as supporting National Direct Student Loans and the Guaranteed Student Loan Program in their present form and as opposing cuts in financial aid programs. Delegates also reaffirmed the amount of the refunds paid to agency fee objectors.

Delegates thanked departing officers and UUP Executive Director Evelyn Hartman Wakshull at a special reception following the close of the Delegate Assembly on Saturday.

EXPERIMENTAL TUITION ASSISTANCE

Members of the bargaining unit are reminded that they are eligible for tuition assistance for one course per semester on a space available basis. Article 36 of our contract sets the requirements for enrollment.

Employees must meet the course prerequisites and pay all fees other than tuition. The university determines when space is available in any given course.

An eligibility form is printed on the next page. Forms are also available in the UUP Office (4L-131) or in the Personnel Office. The employee should complete the top portion of the form, obtain his/her supervisor's signature in the appropriate spot, and have his/her eligibility approved by the Personnel Office. Further directions are printed on the bottom of the Eligibility Form.

Questions regarding the Experimental Tuition Assistance Program may be directed to the UUP Office or the Personnel Office.

OPTICAL PLANS

UUP's affiliation with New York State United Teachers (NYSUT) provides benefits through discount buying opportunities. One such benefit is available from three local optical centers which offer discounts for their services.

Discounts on eye examinations as well as on glasses and/or lenses are given by Davis Optical in Smithtown. Eye exams are \$10. Glass lenses plus frames start at \$16 while plastic lenses and frames begin at \$19. These prices generally represent a 50% savings over normal costs.

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UUP EXPERIMENTAL TUITION ASSISTANCE PROGRAM

ELIGIBILITY FORM

*(For Professional Employees in UUP Bargaining Unit
Only Under Article 36 of Agreement)*

I am requesting enrollment in one course (credit bearing) for the _____ semester. This enrollment is requested under the "space available" experimental tuition assistance program.

Name of Employee: (last name, first name)		
Employee's Signature	Department	Telephone
Course abbreviation and number	Section	
Course Title	Meeting Time	
The Supervisor's signature below indicates that attendance in this course is not anticipated to interfere with the employee's performance in his/her professional obligation.		
Signature of Supervisor: _____		Date: _____

PERSONNEL DEPARTMENT USE ONLY	
<input type="checkbox"/> Eligibility approved	
<input type="checkbox"/> Ineligible	Reason: _____
Office of Personnel _____	Date _____

FOR REGISTRAR USE ONLY	
<input type="checkbox"/> Accepted; Space Available	
<input type="checkbox"/> Rejected; Course Closed	
xc: Vice President	

After completion of this form, submit it to the Registrar with (1) a cash receipt from the Bursar, and (2) a completed OpScan form. If you are submitting the forms before the new term begins, you may pick up your registration confirmation receipt from the Registrar on the first day of classes. If you are registering after classes begin (Instructor's signature required on the OpScan form), you will be given a receipt immediately.

ANNUAL PROFESSIONAL GRIEVANCE REPORT

The purpose of the grievance forum is to rectify contractual infringements between the employee and the administration. To that end, this chapter has resolved the following problems this past year.

- * University Hospital employees required to be on 24-hour call with a beeper won additional salary benefits for the added duties and responsibilities which had not been in their job description.
- * A faculty member who was relieved of clinical duties and denied leave with pay in order to accept an invitation for assignment at a foreign university was subsequently returned to his clinical responsibilities and it appears his leave will be granted.
- * Some inappropriate statements made in a performance evaluation were removed through the informal grievance process. Because of remaining discriminatory statements the matter has been referred to the Affirmative Action Officer.
- * A supervisor's refusal to allow persons time to attend job-related meetings and conferences was resolved. The position description clearly included meeting attendance as part of the job activities and responsibilities.
- * Denial of vacation time due to insufficient staff was resolved. Such denial is not acceptable reason per President Marburger.
- * The Personnel Office has changed attendance report forms for Professionals and Academics to a monthly basis as provided by the UUP Agreement.
- * The informal grievance process was used to improve the interpersonal relationship between an employee and supervisor.
- * An employee received a notice of non-renewal despite the fact that he had

been working eighteen months without a performance program or evaluation.

The grievance was denied for being untimely. Employee decided not to appeal.

- * A grievance was filed to gain a salary increase for increased duties and responsibilities included in a revised performance program. The grievance was withdrawn since a salary increase was subsequently approved along with the retroactive pay increase for six months.
- * An employee was denied renewal and grieved. The grievance was denied at the Step 1 level and was not appealed by the employee.
- * An informal resolution to complaints of harassment and discrimination was achieved through the informal route, although a formal grievance was filed.
- * We were successful in removing a letter of reprimand from an employees' file. Not only were the facts untrue but the employee received no counselling prior to notification of discipline.
- * An employee filed a grievance since his 3½% raise was based on an incorrect annual salary. Prior to a hearing the employee was notified that his retroactive raise would be adjusted to reflect the higher annual salary.

Respectfully submitted,
s/ Sheldon Scher
Grievance Chair for Professionals.

The Grievance Report of the Academic Grievance Chairman will appear in the next issue of the chapter newsletter.

At retirement age a TIAA-CREF member must decide whether his/her benefits are to be paid solely from one fund or from a percentage of each. The retiree will receive only one check in either case.

After age 55 CREF funds may be transferred into TIAA. Funds transferred prior to age 55 are subject to a service charge. A retirement transition benefit allows the retiree the option of receiving 10% of the pension accrual as a lump sum upon retirement. The remainder of the accrual is paid in monthly payments.

A beneficiary has two options if your death occurs before retirement age. The beneficiary may receive a lump sum death benefit or choose to receive an annuity.

TIAA-CREF contracts may be cashed in at any time but you are not forced to withdraw your pension funds until age 71. Under present regulations, Mr. Kiley pointed out, if you cash in your policy after belonging less than 5 years, you will get back your own contribution and New York State will receive its portion of contributions.

Supplemental Retirement Annuities (SRA's) and group insurance policies are also available through TIAA-CREF. They offer major medical insurance, group disability and individual policies.

TIAA-CREF members who have questions regarding their contracts may call collect at any time. The number is 212-490-9000. Ask for Policy Services if you are calling about your individual concerns. You may ask them to do any calculations you desire, such as the value of your pension if you retire at a different age or if you transferred all your funds into TIAA alone. Questions regarding TIAA-CREF as well as other retirement plans may also be directed to the Personnel Department on campus.

MERIT LIST CORRECTIONS

The Office of Personnel has informed us that the list of persons recommended to receive discretionary increases which that office supplied to our UUP chapter was not correct. We published that list in our last newsletter.

One person was recommended for a merit increase whose name was omitted from the list. Sui-Sun Chan from the Department of Laboratory Animal Resources should have been included in the published merit list.

Seven people whose names appeared on the list we published were "inadvertently included" but were NOT recommended for discretionary increases. Those people are:

Robert Allen - Technical Assistant
Louis Cardi - Clinical Physician PT
Meredith Ferraro - Teaching Hospital
Recreational Therapist

Marie Iannotti - Technical Specialist
Millissia Morrissey - Tech Specialist
James Terry - Lecturer
Bertrand Winsberg - Assoc Professor

The Personnel Office has assured us that this error will not happen again.

OPTICAL PLANS (cont. from p. 2)

S.H. Laufer Vision in Lynbrook discounts their \$8 eye examination by 40% for NYSUT members. Glasses and/or lenses are discounted by 35-40% from retail prices.

Sterling Optical, located in Smithhaven Mall, does not give discounts on eye examinations. However, a 10% discount on glasses and/or lenses can be obtained by showing a union card. A 20% discount is available by showing a Better Buying Service card.

All three of these optical centers have other business locations in addition to these which are closest to Stony Brook.

YOUR CHAPTER OFFICERS AND DELEGATES

President: Jim Hartnett
Immunology Lab
Hosp L2-664
124-2231

Alternate: Barbara Kelly
Dept of Pathology
HSC T9-143
6-2185

Vice Pres
(Professionals): Sarah Gudaitis
Dept of Pharmacology
BHS T8-140
6-2236

Delegates
(Academic): Jeanne Galbraith
Bio Med Library
HSC L3
6-2515

Donald Cox
Periodontics
So Camp J-108
6-2921

Vice Pres
(Academics): Henry Godfrey
Dept of Pathology
HSC T8-182
6-2364

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Dept of Pathology
HSC T8-182
6-2364

Ora Bouey
Schl of Nursing
HSC L2-226
6-2477

Treasurer: Ray Woznick
Dental Schl
So Camp L-200
6-2601

Alternates: Patricia O'Neill
Schl of Nursing
HSC L2-207
6-2292

Secretary: Jeanne Galbraith
Bio Med Library
HSC L3
6-2515

Marion Lewis
Schl of Nursing
HSC L2-204
6-2006

Grievance
(Professional): Sheldon Scher
D.L.A.R.
HSC L1
6-2195

Field Representative:

Richard J. Baron
NYSUT Regional Office
350 Vanderbilt Motor Parkway
Hauppauge, New York 11787

Grievance
(Academic): Leonard Andors
Dental Med
So Camp L-105
6-2387

Telephone: 273-8822

Delegates
(Professional): Dick Blakeslee
Restorative Dentistry
So Camp K-189
6-2520

Mary Dickinson
Schl of Medicine
HSC L4-185

Chapter Office:

4L Room 131, HSC

Telephone: 246-2332

Dawn Hopkins
Nursing Admin
Hosp 13N-030
124-2952

Kathleen Cooper
Coram Health Center
732-0400

Hours:

Mon., Tues., Fri. 11 am - 1 pm
Wed. 9 am - 12 pm