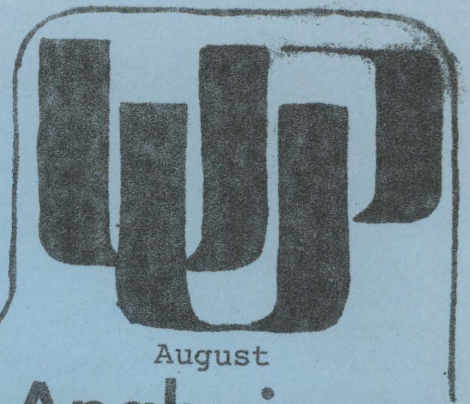


Health Sciences Center Stony Brook Chapter Sessions



August

Salary Settlement: An Analysis

The raise for the 1978-1979 year represents a 9.2% increase of which each individual will receive at least 8%. This is the largest raise in UUP's history and may well be the highest raise in Higher Education this year. Nationally, raises have been averaging 5.2% and in some cases have been 100% merit money (this means that some people will not receive any raise as other people are more meritorious).

Twelve month employees will receive the first part of the raise (6.5%) this month and academic year employees will receive their 6.5% in September. In March everyone who received the 6.5% will receive an additional 1.5%. During September and October committees will recommend how to distribute the 1% merit. In November this money will appear in paychecks (retroactive to September).

If the 6.5% is inadequate to bring a person up to minimum for his/her rank, he/she will receive extra money to make the minimum. This money can NOT come out of the merit money pool and these persons will still receive 1.5% in March. Persons newly hired for Fall must be paid at least the minimum for rank and this is pro-rated for part-time people. The impact on part-time people will be discussed at the July Labor-Management Meeting.

Salary raises negotiated by UUP have been higher than the national average for higher education in every year since UUP was founded in 1971 except for 1976-77 when we received no raise. Prior to this year we have totaled almost 5% above the average (including 76-77). Our 9.2% this year may actually move the national average upward a noticeable amount.

INSURANCE COVERAGE

All UUP members are automatically covered by the following policies:

1) \$5,000 Term Life Insurance - if beneficiary card is not filled out the policy will be paid to the estate.

2) \$100,000 supplemental Major Medical - takes over where State coverage leaves off so your family will not be destitute if you have a catastrophic illness.

3) \$1,500/\$3,000 Death and Dismemberment - pays
\$1,500 for accidental death
\$3,000 for accidental death on a common carrier
lesser amounts for loss of hand, eye, etc.

This coverage is not available to non-members and free for UUP members.

SALARY SHUFFLE!

Recent salary minima are a costly item, since numbers of low-paid non-teaching professionals have benefitted from negotiations which place the minimum salary for a PR-1 employee at \$10,000. Some Stony Brook officials have attempted to circumvent these salary provisions by threatening employees with firing unless they switch to Stony Brook Research Foundation lines where there is no necessity to abide by UUP salary minima (since they are not covered by the agreement.) Employees who brought the issue to the attention of the UUP hoped that they would be able to remain in their present positions. UUP central immediately took the matter up and have conveyed to SUNY extreme dismay at attempts to deny employees benefits negotiated by UUP.

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New Accountability Gained

It is only reasonable that as public employees we be accountable for the quality of our service. What is usually ignored by our critics is the importance of accountability for college administration. The wage settlement for the 1978-79 year reflects an important advance in holding the administration accountable for its actions.

The original recommendations for merit money will come from peer committees for both faculty and NTP's. While this is not new for faculty, it is new for NTP's. What is very new for everyone is that the recommendations of these committees must be given due consideration. If the president recommends merit money in a manner different than the committee, he, or a management-confidential representative, must go to the committee and discuss the criteria that were used. The SB UUP newsletter will be happy to print comments from committees after such meetings.

Often people ask why a certain person was awarded discretionary money while a person deemed more worthy by the department was not. Now the peer committee can demand an answer from the people who made the decision.

Labor Reform Is Good for NY

This is a reply to the letter by Harry Rains [May 27], who wrote on behalf of the Long Island Association of Commerce and Industry to oppose the reform of the nation's labor laws now before the Congress.

This bill would strengthen the National Labor Relations Board, which was established in 1935 to give workers the right to join a union and bargain collectively, if they wished to do so. Government protection of that right was badly needed in the 1930s because of bitter and violent opposition to unions by many employers. Recent experience has shown that a determined company with a large legal staff can thwart the law even today. The best known example is the giant J.P. Stevens textile conglomerate in the South, which has been found by the courts to be in violation of the law over and over again, but at present can only be punished by slap-on-the-wrist fines after years of litigation, while workers fired for union activity are left out in the cold for those years, and other employees are thus intimidated from speaking out.

The fact of the matter is that labor law reform would be good for Long Island, good for New York state, and good for all of the Northeast. Over and over again we lose plants and jobs when corporations move to nonunion areas of the South, leaving behind ghost towns and shattered lives.

Additional BBS benefits for members

Only union members may take advantage of a number of "special services" offered by UUP, NYSUT and AFT. One of those benefits is access to Better Buying Service.

BBS will help you purchase a wide range of consumer products at significant savings. Among them: automobiles (new and used); stereo sets; cameras and other photographic equipment; lawn mowers and snow blowers; musical instruments; roofing, siding, storm windows and doors; typewriters; and even office equipment (also new and used).

Other special services include low-cost travel programs and many kinds of group and discount insurance.

These are just a few of the many ways in which UUP members may actually save more money each year than they pay in dues.

If you're not a member already, you're missing out. Why not sign a card now? Or, for more information call the UUP chapter office at 6-3368.

AGENCY FEE LAW

Recent court decisions and law clarifications have shot down the hopes of some non-members who were expecting large rebates on their agency fee money. Rebates can be demanded only on money used for causes of a political or ideological nature which are only incidentally related to terms and conditions of employment.

Rains complains that if the labor laws were really enforced under the proposed new bill, the federal government would need 900 more employees. I don't know if his figures are correct, but the argument is a familiar one: If legislation would help the people and restrict the giant corporations, then don't talk about the legislation, talk about "bureaucracy." This slick campaign succeeded in killing the Consumer Protection Agency, and now it is being used against labor law reform. We need as many employees as are required to uphold the law and protect the rights of American citizens. Would the LIA advocate firing half of the air traffic controllers at the nation's airports to "cut down on the swollen government bureaucracy"?

Hugh G. Cleland
Setauket
UUP Member

Editor's Note: The writer is a member of the American Federation of Teachers, AFL-CIO.

Join Now!

Major med for UUP members

UUP members will be protected in the event their life-savings are threatened with being wiped out by astronomical medical costs due to a catastrophic illness, injury and prolonged medical treatment, reported UUP Treasurer Joe Drew in announcing a new UUP-sponsored major medical plan. Offered through the Sentry Life Insurance Company of New York, the plan will become effective June 1 pending the approval of the State Insurance Dept., Drew said.

The plan will pay up to \$100,000 for any one cause over a five-year period. Any condition for which a member is being treated when the policy goes into effect will be covered, Drew said. Chemotherapy treatments, drugs and other medications, laboratory exams, semi-private room and board, therapeutic services, physiotherapy treatments, and many other high cost items are included in a long list



Shown above are President Sam Wakshull and Treasurer Joe Drew concluding the major medical agreement with representatives of Sentry Life of New York.

of eligible expenses under the plan. A \$20,000 deductible amount is required, which can be paid over a two-year period by a member's existing health insurance policy such as with Blue Cross/Blue Shield and/or other major medical policy.

SUZANNE PRESCOTT, FINE ARTS BLDG., UUP.
TO BE ELIGIBLE FOR COVERAGE FILL OUT AND RETURN THE CARD TO

Fill out & return

Last Name	First Name	Initial	Position Title	Social Security No.
Street Address	City, State, Zip	Line No.	Campus	Department

Payroll Deduction Authority for UUP Membership

TO THE COMPTROLLER OF THE STATE OF NEW YORK:

I am a member of or apply herewith for membership in United University Professions, Inc., of the State University of New York, and HEREBY AUTHORIZE YOU to deduct from my salary and to pay over to United University Professions, Inc., on a biweekly basis the amount of \$..... to pay for my dues in said organization. Such authorization is made in accordance with the provisions of Section 6-a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize the United University Professions, Inc., to act as my exclusive representative for the purposes of collective bargaining and in the administration of grievances. I understand that this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

← BE SURE YOU HAVE SIGNED THIS CARD And Mail To UUP, 15 Computer Drive, Albany, N.Y. 12243

Annual membership dues in United University Professions, Inc., are one percent (.01) of employee's basic annual salary with a maximum of \$250.

Biweekly UUP dues deduction can be computed by dividing total yearly UUP dues by 21 or 26 depending on employee's schedule.

Date
Signature

THE MAJORITY PARTY

Announcement of the salary settlement precipitated a large number of new members in HSC SBUUP. HSC SBUUP gained 70 members between May 3 and July 31 raising their total to 172. Many of those who joined indicated they had been waiting to see what UUP got before joining. At least one new member commented, "I can't say any longer that UUP hasn't done anything for me and I'd been thinking about joining anyway." SBUUP executive committee members commented, "I guess those who joined realized that what we got resulted from the efforts of those of us who are members and who've been working for a good settlement. We're glad to have them join us and hope they'll become a little more active...now that they're members."

The recent increases in membership are expected to have a beneficial effect on the reopening of contract negotiations this fall. Previously faculty and staff from two and four year colleges complained that lack of support from University and Medical School faculties had hindered or limited negotiations outcomes (and that whatever was achieved resulted primarily from their efforts). The picture has changed this year as UUP membership at Universities and Medical Schools rapidly approaches majority status (UUP achieved majority status at Downstate Medical School just last month). UUP Field Representative, Suzanne Prescott, commented, "Faculties with a larger percentage of membership get better contracts. Contract limitations are more related to lack of faculty involvement than lack of effort on the part of those who are members. With continuing increases we should see some major improvements in the collective bargaining agreement, although faculty membership at Stony Brook still needs improvement." (See article below)

FALL DRIVE ANNOUNCED

As membership in SBUUP passed the 170 mark, members of the HSC SBUUP have focused on 210 as the next step in membership growth. 210 members will mean that a majority of faculty and staff at Stony Brook HSC support the negotiating process and will help to improve recognition of HSC interests in the actual collective bargaining contract. "THE NEXT 50" is an HSC goal, which can hopefully be achieved by the end of October. "We want to go into fall negotiations with as much support for HSC issues as possible", stated UUP Field Representative, Suzanne Prescott. Members of the Executive Committee hope that each individual who is not yet a member will give reconsideration to joining and those who have been thinking of joining will delay no longer.

UUP MEMBERSHIP

	<u>Faculty/staff size</u>	<u>UUP membership</u>	<u>Percent</u>
DOWNSTATE MEDICAL	1,200	670	56
STONY BROOK HSC	418	172	41

*Can we catch up with Downstate Medical Center in terms of percent