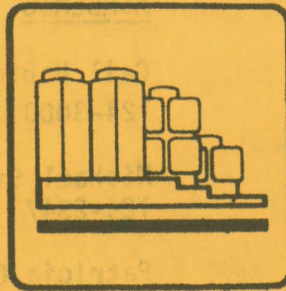




**UNITED UNIVERSITY  
PROFESSIONS**



**HEALTH SCIENCE  
CENTER**

# Newsletter

**STATE UNIVERSITY  
STONY BROOK, NY**

**VOL. 4, NO. 1      DECEMBER 1983**

## PRESIDENT'S COLUMN by DAWN HOPKINS

Current information suggests that the SUNY budget for 83-84 will be subject to a 2.1 million dollar deficit. This deficit originates from three specific areas:

1. The State's expectation of a bond float to return 10% rather than the accurate forecast of a 7% float;

2. Failure of the State to recognize and plan for rate increases in telephone services due to the Jan. 1 ATT breakup;

3. A significant decrease in student applications due to an increase in application fees.

The effect of this inadequate forecasting of these economic pitfalls is a 2.1 million dollar deficit. Of course SUNY's remedy to this situation is in the form of layoffs: 1000 by March 1984 plus an additional 100 layoffs by June 1984.

The Board of Trustees is currently meeting to approve the budget and its remedies. In the meantime, we must begin the plan to fight this attack on the University. President Drescher and others from UUP central will continue meeting with key SUNY administrative personnel and legislators. Locally we can prepare to counter the layoff rationale by identifying the already existent impact of staff cut backs at Stony Brook:

1. Changes in student-faculty ratios since 1981.

2. Student course/program evaluations indicating needs for more equipment, maintenance, etc.

3. Frequency of on-call, re-call instances and timely comp time availability in 1983 as compared to '81 or '82.

Submit examples of the above - or any others of which you may be aware - to your department representative, UUP delegate or officer. Remember that SUNY, its faculty and staff are interdependent and responsible for the existence and success of the University. The authenticity and integrity of the University should, particularly during this time of (organized) stress, transcend the personal values of the State.

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## EDITOR'S COLUMN

This year we are having an Editor's Column and a Personal Announcements column. You can send in questions to the Editor's Column and we will try to answer those questions that relate to Union activities. If you do not want your name printed, please indicate such.

Personal Announcements will be printed for Union members and those announcements will be births, weddings, engagements, etc.

Please send your questions or announcements to:

UUP Office  
4L - Room 131  
HSC

Ed Hines

P.S. Also, if anyone wants to be on the Newsletter staff, please contact me by mail through the UUP Office.

OFFICERS

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Mary Dickinson  
124-2083

Barbara Kelly  
124-3000

Dick Blakeslee  
246-2520

Field Representative: Richard Baron 273-8822

Newsletter Editor: Edward Hines 124-1420

"DISCRETIONARY" OR "MERIT" INCREASES

Pursuant to Article 20 (Direct Compensation) of the Agreement, "there shall be available an amount equal to one percent (1%) of the total salaries on 6/30/83, as increased by 20.2(d), of incumbents entitled to a salary increase...for distribution to such incumbents by the State University Trustees in their discretion."

Over the years, many members of the UUP bargaining unit have received "discretionary" or "merit" increases. These increases were given as the result of recommendations by supervisors to the appropriate administrators, the President's office and then for approval in Albany.

Increases under this article have been given for salary inequities as well as merit. Members should be cognizant of the fact that their supervisors are not empowered to arbitrarily grant discretionary increases. This power rests with the Trustees of SUNY after due consideration from the recommendations made by Campus Presidents. Salary guidelines must be followed regarding the individual employee's rank and the budget controls.

Below is a list of those people who received increases under Article 20 of the UUP contract.

Richard Baron

\$2501 - \$3000

Cain, Bernadett Whalen \$3,000  
Ghebrehlwet, Berhane 3,000

\$2001 - \$2500

Burns, Maureen \$2,500  
Fischel, Janet A. 2,500  
Hartnett, James 2,500  
Peerschke, Ellinor 2,104

\$1501 - \$2000

Alleyne, Edward \$1,800  
Christensen, David 1,600  
Gegory, Dorothy 2,000  
Geraghty, Marcia 1,567  
Gorzka, Patricia 2,000  
Holmes, Patricia 1,903  
Kelly, Barbara 1,731  
Knight, Margaret 1,600  
Leiken, Alan 1,750  
Lum, Judy 1,800  
McDevitt, Cahir 1,7  
McLaughlin, Stuart 2,0

\$1501 - \$2000 (Continued)

\$501 - \$1000

McMahon, Jane \$2000  
 Meyers, Rose 2000  
 Mundie, Gene 1800  
 Nelson, Daphne 1600  
 Pardo, Gonzalo 2000  
 Rouse, Agnes 1903

Eisenberg, Moises \$ 910  
 Elias, Julius 575  
 Etine, Janet 1000  
 Fleagle, John 1000  
 Fornadel, Sarah 591  
 Garcia, Peter 800  
 Gatten, Sandra 1000  
 Goodman, Patricia 750

\$1001 - \$1500

Ahman, Virginia \$1500  
 Aluar, David 1500  
 Cohen, Ira 1257  
 Drummond, Edward 1153  
 Gilbert, Susan 1500  
 Iden, Charles 1228  
 Matkovich, Anthony 1500  
 Smith, Stephen 1500  
 Taichman, Lorne 1500  
 Tegtmeyer, Peter 1200  
 Walton, Rose 1500  
 Wimmer, Eckard 1500

Hawkins, Robert 927  
 Heard, Gloria 750  
 Ishigami, Andrea 600  
 Jo, Julitta 600  
 Lombardo, Paul 1000  
 Maloney, Eva 800  
 Marcu, Deborah 1000  
 Marcus, Esther 850  
 Moore, Jean 1000  
 Moore, Leon 1000  
 Moriaty, June 910  
 Muller, Richard 800  
 Navarra, Joseph 1000  
 Newlin, Barbara 959

\$501 - \$1000

Barreca, Vincent \$ 700  
 Bernstein, Mary 600  
 Bonner, Evelyn 1000  
 Borley, Robert 700  
 Brass, Kathleen 1000  
 Brisbane, Frances 750  
 Brugge, Joan 1000  
 Cala, Ronnie 700  
 Conklin, James 800  
 Costello-Sassone, Judi 600  
 Court, Carol 600  
 Cox, Donald 900  
 Cunningham, Daniel 600  
 DeMaio, Robert 700  
 Della, Vincent 700  
 Duff, Charlotte 1000  
 Dyro, Joseph 800

Ort, David 800  
 Ort, Margaret 1000  
 Pennisi, Nancy 800  
 Polansky, Elinor 825  
 Pollock, Burton 750  
 Quel, Arnulfo 750  
 Rice, Nanci 750  
 Riley, Joseph L. 600  
 Ritche, Bernard 600  
 Rose, Wilma 1000  
 Sansone, Thomas 750  
 Schlissel, Edward 750  
 Schwartz, Sheila 1000  
 Seaman, George 1000  
 Silverman, David 1000  
 Smith, Robert 1000  
 Stambler, Nancy 543  
 Stephenson, Mavis 750  
 Sterling, Sandra 700  
 Stern, Jack 1000

\$501 - \$1000 (Continued)

\$0 - \$500

Thomas, Emily 1000  
Torres, Ana 750  
Trunca, Carolyn 800  
Tseng, Linda 600  
Tully, Michael 600  
  
Valter, John 593  
Von, Sharon 750  
  
Walcott, Benjamin 1000  
Warren, Clifford 800  
Williams, David 910  
Williamson, David 677

Hanks, Mary 50  
Harris, David 21  
Haynes, John 500  
Hung, May-Hung 500  
  
Iancono, Vincent 500  
Inouye, Masayori 500  
  
Jesty, Jolyon 500  
  
Kaplan, Erna 500  
Kaufman, Hershall 500  
Kineiko, Robert 500  
Knox, Dorothy 500  
Kozma, Kathryn 500  
Kra, Eleanor 500

\$0 - \$500

Alexander, Stanley 500  
Andreca, Linda 500  
Archard, Howell 500  
  
Badalamente, Marie 500  
Betti, Lucille 500  
Biedry, Nancy 500  
Blakeslee, Richard 500  
Bodnar, Laurel 500  
Bores, Angelika 500  
Boylan, Valerie 500  
Braithwaite, Brenda 500  
Brody, Phyliss 500  
Byrne, Michele 500  
  
Campos, Angel 500  
Confessore, Fred 500  
Coser, Rose 500  
  
Dahl, Marianne 500  
Dangelo, Nancy 500  
  
Ebers, Gloria 500  
  
Farberman, Harvey 500  
Faust, Janet 500  
Ferguson, Fred 500  
Ferguson, Richard 500  
Festa, Stephen 300  
Forrester, Gale 500  
Friedman, Seymour 350  
  
Ganun, Peter 500  
Giarraputo, Diana 500  
Green, Walter 500  
Grey, Denise 500  
  
Hageman, Evelyn 500

Laneve, Debra 500  
Laurie, Joanna 500  
Laverack, Elizabeth 500  
Leblanc, Denise 500  
Lehmann, Craig 500  
Lehmann, Joan 500  
Leon, Gloria 500  
Leske, Gary 500  
Leske, M. 500  
Lewis, Anita 500  
  
Mack, Winfred 500  
Manley, Michael 500  
McNamara, Thomas 500  
Meisner, Nancy 500  
Mooaslin, Jo 500  
Morrison, Sidonie 500  
Murphy, Raymond 500  
Munz, Christine 500  
  
Nabinet, Karie 500  
Nugent, Kathryn 500  
  
Orth, Michael 500  
  
Prelec, Antonija 500  
Proctor, Claire 500  
Pucci, Donna 500  
Pullis, Christopher 500  
  
Quick, Joyce 500  
Quinn, Kathleen 500  
  
Renner, Robert 500  
Riolo, Jack 500  
Ripa, Louis 500  
Rosenthal, Evelyn 500

\$0 - \$500 (Continued)

Banna, Lucille	\$500
Schmidt, Jakob	500
Schurra, Laura	500
Sengstock, Retta	500
Shakun, Mortimer	500
Shen, Liling	500
Sherman, S.	500
Shiu, Alexander	500
Silverberg, Michael	500
Simon, Sanford	500
Skillman, James	500
Smith, Lynne	500
Spatafora, Nina	500
Spinko, Joseph	500
Stern, Lawrence	500
Swerdloff, Mark	500
Swinford, Rita	500
Taylor, Stephen	500
Terry, James	500
Thompson, Gerard	500
Touminen, John	500
Turi, Dorene	500
Ugrinsky, Christa	500
Varma, Andre	500
Waldman, Sharon	500
Weiner, Shirley	500
Wells, Reginald	500
Whist, Roger	500
Wiegert, Arthur	500
Williams, Peter	500

LABOR MANAGEMENT MEETING

By Jeanne Galbraith

There were 7 items on the agenda of the November 22d Labor Management Meeting.

1. Campus Budget. Dr. Marburger stated the Stony Brook has been cut \$1.7 million in addition to the previously reported 162 lines cut from our budget. The state is going to give the campus some additional money to help with the utility bill.

The administration has planned a "rolling freeze" to distribute the vacancies across all vice-presidential areas. Dr. Marburger said the hospital will have a high priority in filling vacancies.

2. Overdue Performance Programs. President Hopkins indicated that withholding employees' paychecks was an unacceptable practice. Dr. Marburger responded administration was serious about requirements for programs and evaluations but they would change their method of compliance.

3. Emergency Labor Management Meetings. Dr. Marburger was very receptive towards meeting whenever the need arose, and expected others to be responsive if he were unavailable.

4. Hospital Elevators. Money has been appropriated and some contracts have been let to reprogram the hospital elevators. Dr. Francis will be contacted to give UUP a report on this.

5. Career Ladder Compensation. President Hopkins pointed out that employees in departments which had developed internal career ladders were not being economically compensated. Dr. Marburger will request a report from Dr. Newell and respond at the next meeting.

(continued in left column)

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Labor Management Meeting (cont.)

6. Non-renewals. UUP raised the issue of a possible trend toward non-renewal of employees in their 5th year of service. Dr. Marburger discussed the changes in management and said he would remain aware of potential problems.

7. Employee Assistance Program. The need for a separate program at the HSC was raised. Dr. Marburger will send copies of recommendations to President Hopkins.

Opinions expressed in this Newsletter are those of the authors of these columns and not official statements of United University Professions.

# HSC STONY BROOK



## JOIN NOW RETURN TO DAWN HOPKINS, PRESIDENT HEALTH SCIENCE CENTER UUP MEMBERSHIP APPLICATION

UUP is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT). UUP members are entitled to all benefits offered by NYSUT and AFT.

MEMBERSHIP APPLICATION

Date	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 of the State University of New York, and HEREBY AUTHORIZE YOU to deduct from my salary and to pay over to United University Professions 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 6a 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 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, HSC, 4L, Room 131

Signature

Annual membership dues in United University Professions are one percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine tenths of one percent for employees below the minimum salary negotiated for the bargaining unit; to a maximum of \$450. Biweekly UUP dues deduction can be computed by dividing total yearly UUP dues by 21 or 26 depending on employee's schedule.