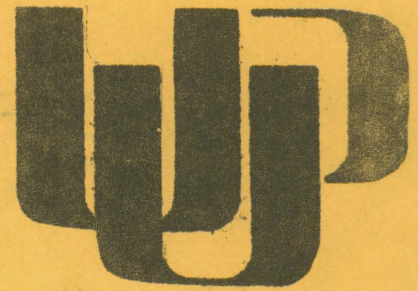


H.S.C. at STONY BROOK



January 1982 Volume 2 No. 3

PRESIDENT'S COLUMN

by James Hartnett

By now most of you should have received your copy of the Voice with our contract proposals and the State's counter-proposals. I hope you share the opinion with me that the State's package is ludicrous and an insult to our members.

However, in order for the Negotiations Team to be successful and to realize the contract you justly deserve, we need your help. In order to bargain effectively with the State it is imperative that they are aware that the membership's support of our efforts is active. To accomplish this, the HSC Chapter will keep you informed of the progress of negotiations in the following ways:

1. Post progress reports on all UUP bulletin boards in each department in the HSC and University Hospital.
2. Send progress reports and bulletins to each department representative regarding action needed by members, such as writing legislators, informational picketing, etc.
3. Post short informative articles about your contract on UUP bulletin boards.

In these ways we hope to reach every member with the most current news regarding negotiations. If you do not see any information regarding the negotiations in your department, it is because your department does not have a rep or bulletin board. We suggest that you select a department rep so as not to be left out. Contact Vice-President Sarah Gudaitis if you wish to serve as a rep.

I think this is the best contract UUP has proposed to the State. It addresses the concerns of all our members, whether they are academics or professionals, and regardless of their discipline. However, it is important that each of you realize that you yourself must get involved. Do not wait for the other person to act; that is what the State expects. You can't sit back and think the professionals will do it for you, we must all act together.

REMEMBER: the final contract will be proportional to your involvement.

JULES ELIAS

TEACHER, RESEARCHER, CLINICIAN

By Antoinette Bosco**

Jules Elias sometimes wishes he could win a Nobel Prize. Not for its glory, for its clout. Nobel Laureates are listened to, he says, and he has a message for his fellow scientists. He'd like them to speak up more about our responsibility to deliver a healthy, uncontaminated world to future generations, one that has arable land, clear ground water and breatheable air. Scientists, he believes, are too quiet about the devastation of these and other natural resources.

"We look at disease too often from only one end of the scope, and ignore the disease at the other end," he says. Elias' message to scientists would be a plea to join him both in speaking the truth that "technology is useful but it won't save us," and in acting to prevent further contamination of the earth.

"As I get older and see my children grow, I have a more global view of what the world will be like in 10 or 20 years. I'm concerned about my role in trying to prevent its deterioration," he says, adding, "a civics teacher told me once that we are obliged to know what's going on in this world so as to make it a little better. I believe in that responsibility."

This sensitivity to human values and responsibilities permeates everything Jules Elias does. Applied to his professional career, it has earned him the reputation of being a teacher, researcher and clinician who is the best in his field. Professor Elias is a histochemist at the SUNY University Center at Stony Brook, a scientist who examines tissue structures and cells by methods of sectioning and staining. He holds three titles - research

associate in pathology, clinical associate professor of health sciences technology in the School of Applied Health Professions, and chief of histopathology services at Stony Brook's University Hospital.

In addition, he has authored 31 published articles, is on the Editorial Board of the Journal of Histotechnology, and has recently been elected to the National Biological Stain Committee.

This past year his accomplishments and contributions were given tangible recognition when he received a 1980 Chancellor's Award for Excellence in Professional Services for his 11 years of quality work at Stony Brook.

Having initiated numerous new developments in histotechnology, Jules Elias is recognized by his colleagues and peers as a pioneering researcher, an outstanding teacher in his field. As such, he regularly receives several long distance calls a week for help, information, advice or invitations to be a guest lecturer at a conference or university.

"I guess I deliver information well," Prof. Elias admits. If further proof of that were needed, Dr. Ludwig Sternberger of the University of Rochester, author of Immunocytochemistry, has repeatedly invited Jules Elias to teach for him, delivering the information in the book to Sternberger's students.

**Reprinted from the S.U.N.Y. News for November 1981. Ms. Bosco is an Associate for Community Relations in Stony Brook's University News Service.

MONEY

SALARY RAISE FOR CALENDAR YEAR EMPLOYEES

Three and one-half per cent was added to the base salaries of those calendar year employees who were on the payroll as of 30 June 1981, as provided by the UUP contract. The raise will appear in the 13 January 1982 check which reflects the first payment of the 1981-82 salary increase.

The 3½% increase for the cost of living adjustment for the calendar year of 1982 and the retroactive deferred monies owed (for the across the board increase) from July 1, 1981 to December 30, 1981 will be paid in a single lump sum check no later than September, 1982.

Please disregard any other interpretations of the negotiated salary increase which you may have seen. THIS IS THE CORRECT VERSION OF THE NEGOTIATED SALARY INCREASE.

WHEN'S THE NEXT RAISE?

The complicated salary package contained in the current contract is about to rear its very intricate and confusing head. Since many people are (very understandably) concerned about their salaries, we will attempt a full description of the actual situation. For clarity, we discuss twelve month and academic year employees separately. The process is the same, but the dates differ by two months.

Twelve Month Employees

July 1, 1981 - No change in paycheck, but you start accumulating IOU's from the State. The IOU's are from 3.5% to 7% depending on the inflation rate. The actual amount is 3.5% plus a Cost of Living Adjustment (COLA).

January 1, 1982 - Paycheck increases by 3.5%. IOU's now accumulate only for the COLA.

July 1, 1982 - Paycheck increases by COLA. This is the new base retroactive to July 1, 1981. All IOU's are paid off in one of the regular paychecks (by September 30, 1982).

The above raises are applicable only to persons employed on June 30, 1981. Persons hired after that date will not receive a raise during the contract year.

Academic Year Employees

September 1, 1981 - No change in paycheck but you start accumulating IOU's from the State. The IOU's are from 3.5% to 7% depending on the inflation rate. The actual amount is 3.5% plus a Cost of Living Adjustment (COLA).

March 1, 1982 - Paycheck increases by 3.5%. IOU's now accumulate only for the COLA.

September 1, 1982 - Paycheck increases by COLA. This is the new base retroactive to September 1, 1981. All IOU's are paid off in one of the regular paychecks (by November 30, 1982). The above raises are applicable only to persons employed prior to June 30, 1981. Persons hired after that date will not receive a raise during the contract year.

EXECUTIVE BOARD MINUTES

December 9, 1981 - 5:00 - 6:25 p.m.

Present: Hartnett, J., Gudaitis, S., Galbraith, J., Scher, S., Dickinson, M., Woznick, R., Baron, R., Perry, D., (guest).

Absent: Andors, L., Bouey, O., Cox, D., Godfrey, H., Hopkins, D., O'Neill, P.

- Raymond Woznick reported a present treasury balance of \$2,776.52.

- Individual responsibility for various jobs was emphasized. These included:

Raymond Woznick - Finances and Entertainment
Ora Bouey - Affirmative Action Committee
Mary Dickinson - Delegates
Barbara Kelly - Newsletter
Dick Blakeslee - Legislative Committee
Sheldon Scher & Leonard Andors - Grievances
Sarah Gudaitis - Department Representatives

- Discussion of the grievance process was lengthy.

Dickinson, Scher, Gudaitis, Kelly, Andors, Hartnett and Galbraith will attend the Grievance Workshop on December 11-12.

Grievance Chairmen were asked to submit monthly reports.

It was decided to form grievance committees to assist the chairman and to increase the number of chapter persons knowledgeable about the grievance process.

- The Labor-Management meeting is scheduled for Monday, December 21 at 3:30 p.m.

- The Board decided to make a donation to the scholarship fund rather than purchase an ad in the medical school yearbook.

- Response to VOTE/COPE has been very slow.

- Richard Baron suggested that we design posters for chapter bulletin boards.

- The need for a larger chapter office where we could hold board meetings was discussed.

- It was decided to hold 3-4 chapter meetings during the spring semester.

- The Board voted to check on the cost of a telephone answering machine for the chapter office.

- Sheldon Scher announced that he won his grievance.

SAFETY IN THE HSC

GRIEVANCE OBSERVATIONS

By Sheldon Scher, Professional
Grievance Chairman

Henry Godfrey, Vice-President for Academics met with Gary Barnes, Director of Public Safety; Kenth SjolIn, Assistant Director of Public Safety (Main Campus) and Richard Clark, Assistant Director of Public Safety (East Campus) on November 4, 1981. They discussed problems of security and public safety affecting UUP members working at University Hospital and the HSC.

The discussion covered the presence of unauthorized people (undergraduates and members of the general public) on the floors of the Basic Science Tower and HSC after 6 p.m. and on weekends and holidays; lack of safety telephones in HSC elevators; lack of frequent security patrols throughout the various buildings in the complex after working hours; lack of access control to the complex after library closing hours; security problems in the paid parking and P-parking lots; and other related topics.

Mr. Barnes agreed that these were important issues that were in the process of being addressed by his department in various ways. Public Safety patrols in P-lot at night have already been increased; security problems in the paid parking lots will require study before they can be solved.

Mr. Clark indicated that whenever Public Safety officers were available, they would accompany any employees to their cars in the HSC and University Hospital parking lots. This service would be provided on an officer-available basis from the Emergency Room (4L, University Hospital). Additional public safety officers and technicians are being hired and trained, and more building patrols are planned.

Access control is under study (the study will cost \$400,000) and should result in the installation of electronic locks (opened with a magnetic card), closed-circuit TV and other modern security devices at critical points in the HSC-University Hospital complex. Until these

At a recent grievance workshop, those in attendance were apprised of the procedures to follow under Article 7 of the "Agreement". Together with the Policies we were shown the most utilized contract provisions for all employees that filed grievances. In addition to determining which issues are applicable to specific articles and the contractual time limits associated with the filing and appeal of grievances; an important conceptualization of the interface between the Union and Management is noteworthy for all members.

The role of an employee organization is not to put its members on trial but to defend and protect them from a management that has all the power just because it is management.

University faculty and staff are very much employed. The SUNY Trustees, Chancellor and campus president hire, fire, promote, evaluate and establish other conditions of employment of staff.

Members pay dues to be protected; not tried, by their organizations. Self-assured, confident faculty and staff members, not cautious toadies, build a healthy profession.

Management can not have a grievance; only employees can. Management has the inherent power to obligate; employees the right to complain, file a grievance, and if no settlement is reached, go to arbitration for relief. Confusing the role only stifles employee rights and causes wounds to fester.

The role of the Union is to listen to the complaint of a member, devise the best strategy for securing his interest, and set about securing it.

(continued on page 6)

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CHAPTER OFFICERS

President: James A. Hartnett
Immunology Lab
Hosp L2-664 444-2240

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

Vice President:
(Academics)

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

Secretary: Jeanne Galbraith
Bio Med Library
HSC L3
6-2515 (2512)

Grievance: Sheldon Scher
(Professional) DLAR
HSC L1
6-2195

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

Chapter Office: HSC Level 4-131
246-2332
Mon. - Fri. 10 a.m. - 1 p.m.

Hirlsa White
UUP - HSC secretary

GRIEVANCE (cont. from page 5)

If a member has a complaint against another member, it is not the Union's business to resolve it unless it can be turned into a complaint against management, although a conscientious Grievance Rep may try to mediate informally. The Union is an employee organization, not a religious sect.

SAFETY (cont. from page 5)

new devices are in place, access control will be improved using the available manpower as efficiently as possible.

Mr. Barnes emphasized that the purpose of the Office of Public Safety is to serve the people working on all parts of the campus and to protect them from harrasment. Mr. Clark said that telephones would soon be installed in the HSC elevators as the pilot installation in the Basic Science elevators has proved successful.

Dr. Godfrey stressed that UUP was anxious to work together with Public Safety to ensure the best interests of its members. Mr. Barnes agreed that the various areas discussed would be most easily resolved in a cooperative spirit.

NOTE THE NEW OFFICE HOURS, effective January 21, 1982:

Monday - Friday 10:00 a.m. until 1:00 p.m.