

THE BRIDGES

The Newsletter of the Stony Brook Health Sciences Chapter
of United University Professions

July 2001

UUP and the hospital problem

Michael Silverberg
Vice President for Academics

For the past couple of years, the financial status of SUNY's three teaching hospitals has been at the top of UUP's political agenda; UUP has given testimony to the legislature and Carl McCall, New York State Comptroller, has issued reports and warnings. Why is this apparently internal matter of SUNY's financial dealings of such concern?

Certainly, SUNY's teaching hospitals are not alone in suffering financial difficulties. Virtually, every academic health center (AHC) in the country is having trouble making ends meet and many of them are operating in deficit. Our major concern is that in a misguided attempt to solve this problem, SUNY could try to implement a catastrophic change to the relationship between the teaching hospitals and the university; in a word—privatization.

The roots of this problem lie in major changes that have occurred in the health care environment starting in the 1980's; their effects on American medical education have been described by Kenneth Ludmerer in his recently published book, "Time to Heal" (Oxford University Press). Our present state of American teaching hospitals has been studied in detail by a Commonwealth Fund task force which has released a number of reports (<http://www.cmwf.org>).

While it is hard to distill a thousand or so pages into a couple of paragraphs, the essence of the problem is a growing rift in the social contract that arose between medical schools and their related hospitals in the early years of the 20th century. Under this contract, AHCs were privileged, getting paid more than others for the care they provided; in return they developed new treatments for diseases and took care of huge numbers of uninsured citizens while producing the best educated clinicians in the world.

Once protected from market forces in order to nurture their unique contributions to society, in recent years, teaching hospitals have become increasingly exposed to a competitive environment which places no premium on the needs and costs of education while still providing the very best possible medical care. The Commonwealth Fund reports document that the cost of care in a teaching hospital is about 30% higher than in other institutions and those paying for care today, mostly Medicare, Medicaid, and especially managed

care insurers, are not prepared to pay that premium. In addition, AHC's are taking an ever higher percentage of "charity" cases as other hospitals, themselves squeezed by the same market forces, turn them away.

All teaching hospitals have been subjected to the same national trends, but SUNY institutions have had extra pressures with which to cope. Most AHC's coped with the first round of financial squeezes in the 1980's by tightening their belts; reducing length of stay according to recipes called DRG's (diagnostic related groups), reducing staffing levels, and other economies. Thus in the early 1990's, when New York State suffered a fiscal crisis, the one area that had some cash available was the hospital accounts. The temptation was simply too great—SUNY developed the notion that the hospitals were a "revenue generating program" and diverted funds from the hospital accounts into general SUNY accounts. As justification for this practice, SUNY argued that the fringe benefits for hospital staff should be reimbursed but this is very much a post hoc argument.

All fringe benefits for state employees are paid from a budget line separate from that of the respective state agency. SUNY was requesting a smaller allocation than it required and making up the shortfall by charging the hospitals an amount equivalent to the cost of their fringe benefits. In this way, the State treasury was being indirectly repaid for those amounts so that the hospitals could be considered as totally self-supporting. Money that should have been used to invest in facilities, equipment, and programs at the hospitals was used instead to maintain the academic programs of the rest of the University.

By the millennium's turn, SUNY's teaching hospitals were affected by the same forces that hit AHC's nationwide and money became scarce. Nevertheless, SUNY and New York State's addiction to what had originally been "easy money" remained. Although the money was no longer there, SUNY did not know, or did not want to know, how to wean itself off its fix but instead continued to ask for budget allocations that were predicated on the availability of surpluses at the hospitals. As the hospitals failed to generate those funds an air of crisis grew. The hospitals are no longer able to generate extra revenues demanded by SUNY and are technically in

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Message from the president

Ed Drummond
Chapter President

Greetings Brothers and Sisters,

First, I would like to thank you for electing me as your chapter President for the next two year term. Your continued support will be greatly appreciated. My first action as President is to express my gratitude and thanks to Ms. Darcy McGuire, who has served as my Vice-President for Professionals during the past year (6/1/00 to 5/31/01). Mr. Donald Pisani will now ably fill the role of Vice-President for Professionals. Election results are in this issue of *Bridges* on pages three and four.

As your President, my main priority will continue to be protection of your rights and fair treatment of all our members. I want to insure that there will be proper execution of our contract and to keep the entire membership (now some 2,500 strong) informed of anything that affects their terms and conditions of employment. It is UUP's intention to work cooperatively with management to resolve issues that concern our members.

On April 30, 2001, we were informed that a Committee on Streamlining Search and Selection had submitted a proposal for "Streamlining the Hiring of Administrative and Entry Level Professional Positions" which would be implemented on May 1, 2001. United University Professions was not asked to be involved in this process at all.

We have been told that a committee on Streamlining Search and Selection reviewed the existing process and identified five points of delay and obstacles to filling a position:

- ◆ Weekly meetings of Area AA/EEO committees
- ◆ A sequential as opposed to simultaneous methodology in the process of posting a position
- ◆ Processing time for Classification and Compensation review
- ◆ The use of search committees — required in all professional searches
- ◆ The bar on a hiring manager being a member of a search committee

Of the five "obstacles" noted above by the Committee the first item is probably the least likely to be an obstacle. The HSCAA/EEO Committee meets every Tuesday and is extremely professional and efficient.

While the "Streamlining Committee" did not suggest that in this first phase we do away with the AA/EEO committees, hiring professional employees at any level without a search committee is ludicrous. Women and minorities could and will be



Karen Kammer, New York State Theatre Institute, Ed Drummond, and Yulia Zus, Optometry receive awards at Spring Delegate Assembly for membership development

affected by this "streamlining" process. It seems strange that management did not solicit input from UUP to facilitate the hiring of professionals since this new "process" affects our members.

I feel that there are four ingredients for a successful working relationship between labor and management. They are as follows:

RESPECT Respect cannot be a one-way street. There must be a mutual and genuine respect for each other.

DIALOG There should be honest and open discussion of issues and decisions that are going to have an impact on our members.

RESOLUTION Respect and dialog are ingredients that can usually bring about an agreed upon resolution that will be acceptable to both labor and management.

ACCOUNTABILITY Someone needs to be answerable. It is the leaders who are ultimately responsible.

The things that I have stated are in no way intended to be a cushion of apathy for management nor a rock of immobility for labor. There will be times when we disagree and resolution will be extremely difficult to attain. The carrots of success have been dangled, but management has not shown us the stick of accountability. Brothers and sisters, I want you to know that UUP will do everything possible to have this "process" suspended.

Have a safe and healthy summer.

Chapter election report

Election results are listed in descending order of votes received. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received; tie votes are listed in rank order as determined by lottery. The term of office for each position is from June 1, 2001 through May 31, 2003.

PRESIDENT and DELEGATE:

A/P		Votes	
P	Drummond, Edward	365	X
P	Abdool, Satar	1	
P	Alleyne, Edward	1	
P	Caruana, Dennis J.	1	
P	Demmer, Angela C.	1	
P	Holland, Randy A.	1	
P	Protosow, Lucille, C.	1	
P	Valentine, Glenn J.	1	

VICE PRESIDENT FOR ACADEMICS and DELEGATE:

A/P		Votes	
A	Silverberg, Michael	60	X
A	DeSimone, Maria E.	1	

VICE PRESIDENT FOR PROFESSIONALS and DELEGATE:

A/P		Votes	
P	Pisani, Donald J.	142	X
P	McGuire, Darcy M.	130	
P	Abdool, Satar	1	
P	Gizzi, Carol	1	
P	Seely, Kevin	1	
P	Seely, Patrick J.	1	

SECRETARY:

A/P		Votes	
P	Manning, Tina Maria E.	350	X
P	Fischer, Daniel J.	1	
P	Hogan, Susan M.	1	
P	Protosow, Lucille C.	1	
P	Vlahos, Theresa M.	1	
P	Williams, David R.	1	

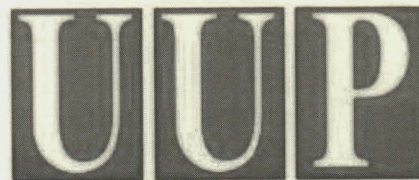
TREASURER:

A/P		Votes	
P	Hines, Edward W.	354	X
P	Demmer, Angela	1	
P	Southerton, Kathleen	1	
P	Kube, Bruce T.	1	

P	O'Connor, Brendan	1
P	Gizzi, Carol	1
	Combs, Ed (1)	1
(1) Ineligible, not a member.		

ACADEMIC DELEGATE TO DELEGATE ASSEMBLY:

A/P		Votes	
A	Silverberg, Michael	54	1
A	Bouey, Ora James	53	2
A	Siegel, Daniel M.	52	3
A	Galbraith, Jeanne L.	51	4
A	DeSimone, Maria Elayne	50	5
A	Goldsmith, Frank E.	46	6
A	Jo, Julitta Y.	46	7
A	Kenefick, Colleen M.	44	8
A	Lane, Bernard P.	3	9
A	Buhse, Marijean A.	3	10
A	Sepulveda, Hector	2	11
A	Wasnick, Robert	1	12
A	Bacon, Jean L.	1	13
A	Frischer, Zelik	1	14
A	Long, Patricia	1	15
A	Swordloff, Mark	1	16
A	Bruckenthal, Patricia A.	1	17
A	Steckel, Arleen J.	1	18
A	Axton, Kenneth L., Jr.	1	19
A	Andriola, Mary R.	1	20
A	Fourman, Stuart	1	21
A	Vidal, Carlos	1	22
A	Khan, Sardar A.	1	23
A	Katz, Arnold E.	1	24
P	Sansoucie, Debra A. (1)	1	
A	Marino, Marie (2)	1	
1. Ineligible, not an Academic.			
2. Ineligible, not a member.			



PROFESSIONAL DELEGATE TO DELEGATE ASSEMBLY:

A/P		Votes					
P	Drummond, Edward	215	1	P	Stein, Michael	58	26
P	Manning, Tina Maria E.	181	2	P	Kessler, Carla	56	27
P	Hines, Edward W.	172	3	P	Caruana, Dennis J.	55	28
P	Marino, John J.	167	4	P	Alaimo, Gina	54	29
P	Pisani, Donald J.	167	5	P	Connolly, James R.	54	30
P	Alleyne, Edward A.	134	6	P	Green, Walter	53	31
P	Protosow, Lucille C.	125	7	P	Schwartz, Judith L.	51	32
P	McGuire, Darcy M.	116	8	P	Bebber, Charles J.	51	33
P	Weisman, Doris R.	115	9	P	Mazzarese, Charles	47	34
P	Burnett, Leslie A.	96	10	P	Jafari, Saied	38	35
P	Southerton, Kathleen	90	11	P	Demmer, Angela C.	38	36
P	Hines, Charles	89	12	P	Betz-Giacalone, Victoria	37	37
P	Gizzi, Carol	85	13	P	Schwarz, Patricia E.	35	38
P	Hoch, Mary Louise	85	14	P	Williams, Benjamin J.	33	39
P	Vlahos, Theresa M.	83	15	P	Gonzalez, Nereida E.	28	40
P	O'Connell, Geoffrey T.	78	16	P	Bishop, Charlet S.	27	41
P	Kube, Bruce T.	77	17	P	Relan, Nand K.	12	42
P	Kube, Carolyn S.	77	18	P	Verderosa, Vincent	1	43
P	Abdool, Satar	74	19	P	Valentine, Glenn J.	1	44
P	Day, Doreen T.	71	20	P	De Guzman, Ruperto C.	1	45
P	Ernest, Darlene	70	21	P	Seely, Kevin	1	46
P	Moreschi, Joseph	68	22	P	Ross, Scott G.	1	47
P	Fischer, Daniel J.	66	23	P	Hogan, Susan M.	1	48
P	Johnson, Lydia L.	64	24	P	O'Connor, Brendan	1	49
P	Jordan, Aldustus E.	62	25				

Health stitches: sun, skin, and time

Doris R. Weisman, NP, MS
Delegate for Professionals

Your skin and hair comprise the integumentary system with our skin being a living, changing collection of cells and tissue layers, fed and cleansed by blood vessels, alarmed by neurons, and entrusted into the care of each one of us. We burn, bruise, color, dehydrate, and then starve it only to cover it with creams, gels, and oils. Somehow, our skin manages to survive us and continues to cool and protect.

Negative changes appear only after long-term exposure, but there are things we can do to maintain healthy skin and reduce the negative changes to skin, including cancer. Dr. Dan Siegel, a noted dermatologist and Clinical Associate Professor, reminds us that "wrinkles are not a direct result of aging, but rather a cumulative effect of skin damage over time." To keep skin healthy here are a few tips for the summer season. Always apply sunscreen with a rating from 15 to 30+, remember the fairer the skin, the higher the number. Sunscreen needs to be reapplied

every few hours while swimming or with heavy perspiration. Stay out of the sun between 10am and 3pm, or use a hat if you must be outdoors or stay in the shade. Natural and artificial sunlight both have similar negative effects. Keep infants out of the sun completely. Use sunglasses to protect your eyes and be aware that reflected light and overcast days can also be damaging. Lowered sun exposure may also reduce the risk of skin cancer.

Most damage is rooted in our youth, and protection should start in these early years. Handle your skin gently, using only mild soaps and moisturizers. Daily showering or bathing will wash off microorganisms, perspiration, salts, and old skin cells to keep skin clean. Adequate fluid intake and nutritious foods nourish the entire body, including the integumentary system. Smoking and heavy drinking have very negative effects on skin. As we enjoy this warm and sunny weather, take care of your and your family's skin for many safe seasons of enjoying a sunny life.

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debt. As the State Comptroller, Carl McCall, has pointed out SUNY is having to rely on dubious borrowing schemes to cover the shortfall.

Having described how the SUNY teaching hospitals became institutions at bay, what are the possible solutions? First it must be said that further belt-tightening is not a solution. A report by PricewaterhouseCoopers, commissioned by the SUNY Board of Trustees concluded that the hospitals are being well managed. As Ludmerer and many others have observed, we have already sacrificed too much time from the teaching process in the quest for clinical "efficiency" and shorter lengths of stay. Much of the solution must come, as the Commonwealth Fund task force recommends, from a recognition by government that the AHC's provide enormously important "public goods;" in order to continue providing the education and high quality innovative care that they have in the past, they must receive an adequate level of public support.

Much of the solution must come from a recognition by government that the Academic Health Centers provide enormously important "public goods"

At the national level, first Senator Moynihan, and now Senator Reed of Rhode Island have introduced legislation to provide a trust fund for medical education that would help make up some of the money for graduate medical education that the Balanced Budget Act of 1997 removed from their revenue stream. This bill has yet to become law and it may never, it certainly does not represent a short term solution.

On the state level, Governor George Pataki issued a budget proposal this year in which the problem and the important public service rendered by the hospitals was recognized. The budget included a modest allocation for the hospitals and also included a request for full funding for SUNY without a presumption of revenue transfer from the hospitals. Despite this welcome change in attitude, problems remain. The hospitals are still expected to eventually pay off their "debt" and they are still being viewed as "revenue generating programs." Even worse, the New York State budget is once again mired in a political non-process.

One solution that is constantly being proposed is the separation of the hospitals from the SUNY system in some sort of privatization scheme. The argument for this is based on calculations and guesses about the extra burden for the hospitals of functioning within the restraints of being part of a state agency. These restraints include difficulties in joining purchasing consortia and various affiliations with other providers of health care, and more controversial issues such as an inflated fringe benefit rate and the supposed cost imposed by statewide collective bargaining. Whether the removal of these constraints will allow the hospitals to improve their financial position is very much a guess. The PricewaterhouseCoopers report describes them as well managed and their difficulties in recruiting and retaining skilled staff indicate that their union wages and benefits are not overly generous by marketplace standards. New York "flex" legislation has gone some way to confer financial flexibility to the hospitals without removing them from state oversight.

We must also consider the non-financial aspects of the connection between an academic medical center and its teaching hospital. Medical education requires that students receive exposure to the broadest range of clinical problems and treatments. Johns Hopkins developed a model of the teaching hospital attached to and part of a medical school early in the twentieth century and, although not the universal arrangement, is widely acknowledged as responsible for the extraordinary success of American medicine and medical education in the last century. It is vital that some shelter from competitive market forces be devised if this success is to continue.

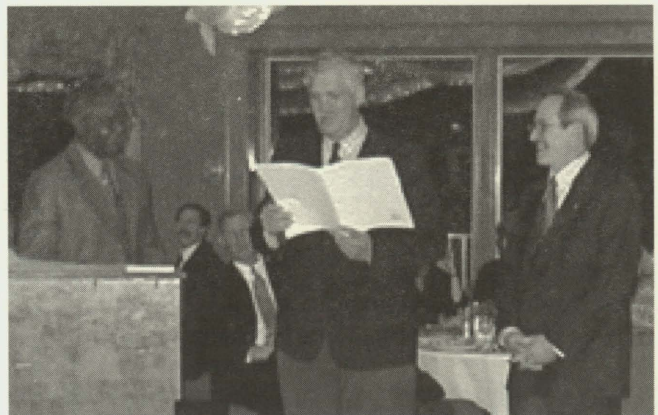
Finally, as unionists we cannot condone the loss of collective bargaining rights from a large number of our fellow workers. Because of uncertain benefits of privatization and certain drawbacks, it's hard to make a persuasive case for it. We believe that a sensible solution to the problem lies in the explicit acknowledgment of the services the hospitals provide to the state and the university and provision of adequate resources to continue.

"East meets West" Dinner Dance

Ed Hines
Treasurer

In February, the HSC and west campus chapters co-sponsored a Valentine's Day dinner dance at the Port Jefferson Country Club. The evening began with hors d'oeuvres, followed by a sit-down dinner, and then dancing. The event was well attended by members from both sides of the campus. Many of the UUpers at the event said it was like a wedding reception, except this was better, since they didn't have to bring a gift.

Assemblyman Steven Englebright was an invited guest and presented both west campus and HSC chapters with a citation honoring UUP for its commitment to excellence in public higher education. Other special guests were William Scheuerman, UUP President, his wife, Louise, and John Marino, Vice President for Professionals.



Chapter President Ed Drummond, Assemblyman Steven Englebright, and west campus Chapter President John Schmidt

Spring Delegate Assembly : "Growing the Profession"



Standing: Bill McAdoo, Lydia Johnson, Ed Drummond, Charles Hines, Colleen Kenefick, Walter Green, Jeanne Galbraith, Tina Manning, Dennis Caruana, Julitta Jo, Donald Pisani, and Michael Silverberg
Sitting: Dawn Hopkins, Mary Hoch, Ed Hines, Judy Schwartz, Doris Weisman, Ora Bouey, and Ed Alleyne

I am happy to report that the Spring 2001 Delegate Assembly was a rousing success. The first duty of delegates was the election of statewide officers and filling vacancies on the statewide executive board. Other duties were attendance at committee meetings and listening to guest speakers who kept delegates informed and energized to membership needs.

This was a rather unique election because a slate of three statewide officers ran unopposed. While anyone can be nominated, candidates usually come from one of two caucuses: either the Reform Caucus or the United Caucus. Compared to some more dynamic elections of the recent past, this was somewhat uneventful. The only real "excitement" was a candidates' forum of speeches, with questions and answers. Results of recent statewide chapter elections yielded a large turnover and an influx of new leadership on campuses, this truly is a vital and growing union.

Bill Scheurman (Oswego) was re-elected as President, Fred Kowal (Cobleskill) as Membership Development Officer, and Eileen Landy (Old Westbury) was elected as Secretary. Patty Bentley (Plattsburgh), Al Ermanovics (Buffalo Center), Fred Floss (Buffalo State), Glenn McNitt (New Paltz), and Michael Smiles (Farmingdale) were re-elected to the Executive Board. Darryl Wood (Binghamton) was also elected to the Executive Board. Congratulations to all those elected — and re-elected.

Committee meetings are standard fare at a Delegate Assembly. Two of the meetings I attended were the Professional Issues Committee and the Membership Committee. The Professional Issues meeting was chaired by Vice President for Professionals, John Marino. Topics ranged from family leave, the plan at Stony Brook to change searches for SL1 to SL-4's, FLSA gap time, on-call titles, and promotions. The meeting was free wheeling and there was ample discussion as well as the usual rabble rousers present to keep John on his toes.

The Membership Committee was a totally different kind of meeting, with a defined agenda and focused on accomplishing the tasks at hand. This saves committee members from heading around the state for another meeting. First on their agenda was the Nina Mitchell Award procedures. Second was a plan to help all the individual chapter membership officers by development of a compendium of events; how to plan for these, how long in advance, how much to spend, how many people, etc., etc. Sounds boring? Perhaps, but the bottom line is a membership that will be happy with the results. There was discussion about chapter membership drives, new items on the agenda were then discussed, and an agreement was made to meet before the fall Delegate Assembly.

One of the highlights was definitely a speech by Roger Bowen, SUNY New Paltz President. Dr. Bowen spoke about the opposing forces in the University. I could simplify it by pitting academic freedom versus the growing trend towards commercialization, if not corporatization, of SUNY. In the latter is included an insidious trend that has developed wherein political cronies and governmental yes-men get high ranking SUNY jobs or favors. This trend strips away academic freedom and endangers public higher education as we know it. Already at risk is the belief that higher education should not be denied to anyone who has a desire to learn and advance themselves regardless of their means.

The agenda was not packed full this spring but the actions of delegates surely were. Election of new officers, committee meetings, officer reports, and maintaining an energized membership will help us all prepare for the challenges ahead.

Dan Fischer
Delegate for Professionals

**TESTIMONY ON THE SUNY HEALTH SCIENCE CENTERS PRESENTED TO THOMAS F. EGAN,
CHAIR THE BOARD OF TRUSTEES OF THE STATE UNIVERSITY OF NEW YORK BY JOHN MARINO,
VICE PRESIDENT FOR PROFESSIONALS, UNITED UNIVERSITY PROFESSIONS**

MARCH 27, 2001

Chairman Egan, distinguished members of the Board of Trustees, I thank you for giving United University Professions the opportunity to comment on the financial situation at the SUNY health science centers. I am John Marino, vice president for professionals at UUP, the nation's largest higher education union representing 25,000 academic and professional faculty at SUNY.

UUP is concerned about the on-going, multi-million dollar budget shortfall for the three SUNY teaching hospitals. We find this problem very distressing because of its potential impact on the future of these fine hospitals and the services they provide for patients in their communities. If these hospitals don't receive sufficient funding, many of their clinical services may soon be in jeopardy.

The SUNY Board of Trustees' 2001-02 budget request and the 2001-02 executive budget proposal finally address the hospitals' fiscal crisis, but they don't provide enough funding to both pay down the existing deficit and preserve the health science centers' vital public health mission.

At all three SUNY health science centers, administrators have issued warnings that layoffs may be imminent unless more funding is forthcoming through the budget process. In areas where further staff cuts may compromise patient care, management has discussed the elimination of sorely needed clinical services. If this were to occur, it would indeed be a tragedy. Stony Brook

It is essential that the SUNY Board of Trustees work to resolve the teaching hospitals' fiscal problems without permitting cuts in vital patient services or layoffs.

HSC, for example, operates one of only three designated AIDS treatment centers on all of Long Island, and our burn unit serves the entire eastern end of Long Island. Likewise, the 4,000 employees of the Brooklyn Health Science Center offer a number of preventive medical services to the population of central Brooklyn, including one of the first school-based clinics in New York City to offer comprehensive health care to high school students. And in central New York, Upstate Medical University is the only hospital in a 15-county area providing essential, high-quality services to the indigent.

It is essential that the SUNY Board of Trustees work to resolve the teaching hospitals' fiscal problems without permitting cuts in vital patient services or layoffs. At the same time, please be aware that UUP adamantly opposes any threats to the hospitals' public health mission, changes to our members' status as SUNY employees, or layoffs and/or program cuts.

Again, we urge you to work toward a quick and reasonable solution, one that keeps our fine State University hospitals financially healthy and allows them to continue to serve the people of New York State. I thank you again for this opportunity.

Free money here

**Gail Maloy, Director
Member Benefits and Services**

The UUP Benefit Trust Fund is looking to give away \$500 scholarship awards to those who qualify.

To get an application for your dependent child, call the union's Benefit Trust Fund Office at (800) 887-3863; e-mail benefits@uupmail.org; or print it off the UUP web site at www.uupinfo.org. It can be found under Benefits; click on Benefit Forms.

TO QUALIFY FOR THE SCHOLARSHIP PROGRAM, DEPENDENT CHILDREN MUST MEET THE FOLLOWING CRITERIA:

- The dependent child must be eligible for and enrolled in the UUP Benefit Trust Fund on the last day of the semester for which he or she is applying.

- The dependent child must earn at least 12 undergraduate credit hours in the semester for which he or she is applying.

- The dependent child must have taken those credits at a state-operated SUNY school; this does not include, for example, any of SUNY's community colleges.

- The dependent child must provide an official college transcript displaying a 2.0 grade-point average or higher, in the semester for which he or she is applying.

- The application and official transcript must be postmarked within 60 days from the last day of the semester for which a dependent child is applying.

Three percent raise for those with an optional retirement program?

Daniel Fischer
Delegate for Professionals

Recently, members of the Employees Retirement System (ERS) and Teachers Retirement System (TRS) benefited from new legislation that eliminated the employee contribution after the attainment of 10 years of membership or service credit. For these individuals, approximately 20 percent of UUP members, this amounts to a 3% increase in their take home pay.

The majority of UUPers are not in the ERS or TRS. Rather, they choose to be in the Optional Retirement Program (ORP) of TIAA-CREF, Aetna, Metropolitan, or VALIC. The Optional Retirement Plan was created in 1964. Although its structure is different from that of the ERS and the TRS, it was the legislature's intent to ensure the equitable treatment of all the public retirement systems.

Additional legislation will be needed to ensure ORP pension equity. Such equity would include the state

payment of the employee contribution to the ORP after 10 years of membership or

service credit. VOTE/COPE (UUP's voluntary political action fund) monies can assist in the lobbying effort to achieve this important goal. VOTE/COPE will help our collective UUP voice be heard on this pension issue in Albany and here in our legislators' home offices. Please stop by the UUP office and fill out a VOTE/COPE contribution card *today*—\$1.00 per paycheck will go a long way to promote this and other issues important to our membership. If you currently contribute, please consider raising your contribution.

With your help, we can make our UUP voice heard loudly, clearly, and repeatedly. We can do it together.



To your health: "Have you ever thought about racing?"

Steven Jonas, MD, MPH, MS
Academic Grievance Chair

I have talked with you a lot about how to go about making health promoting lifestyle behavior changes. As many of you know, I have a great deal of both personal and professional interest in regular exercise, and that certainly shows in these columns. For many regular exercisers, just doing it provides ample rewards and incentives for continuing to do it. But there are others, like me, for example, who after some time doing it find ourselves drawn to one of the natural extensions of regular exercise: distance sports racing.

Why Race?

There are many reasons to try racing. Just as long as you pick a race of reasonable length and don't try to go too fast, it's just plain fun. Races are generally colorful affairs, with a happy spirit in the air that is infectious. Most people who race in the distance sports are nice people, good folks to meet and talk with, reasonably healthy, and in pretty good shape. Most of them are there simply to do the race, to try to complete the course in a time that is reasonable for themselves, not to try to win.

Attempting to win is a reason to race, of course. If you have the ability to do so, great. More power to you. But don't worry if you don't have it. Most of the other people

in any given race won't have it either. For most people racing there are no opponents. There are only the boundaries of your own mind and body that you are exploring. Racing can expand your mental limits—giving you a self-perception, an understanding of yourself, a level of self-esteem, that you never had before.

If you are anything like me, racing can provide a primary motivation to continue exercising regularly. It can provide a very powerful focus for your training. Many people exercise aerobically on a consistent, regular basis and yet never race. But for many others, racing is a terrific motivator. Each year, you can plan out a racing schedule for the spring-summer-fall season when in our part of the country most races are held. Then you can set up your training schedule around it. Knowing that you are going to race, and knowing how much you enjoy it, can help to keep you going with your exercise routine.

In the next issue of *Bridges* I will continue with much more on the subject of racing. We will cover the various kinds of racing, how to get into racing, preparing for your first race, and the dangers of competitiveness. In the meantime, continue with your regular exercise program and give some thought to entering a race in the near future.

Individual Development Awards

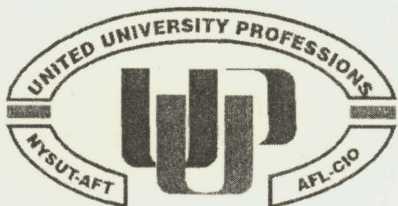
Our chapter committee was comprised of both UUP members and management; Jo Ann Arkin, Ora James Bouey, Lydia Johnson, Tina Manning, and Faith Merrick all contributed many hours to this endeavor. While we continue to advocate for our membership and to negotiate for additional funds, with a total membership of 2,560 members, it is not always possible to fund all applicants. For further information on the program, please visit the website: www.albany.net/~nysuup.

The following chapter members have been awarded grants from the NYS/UUP Joint Labor Management Committee Individual Development Awards Program (formerly known as PDQWL). This award period covered expenses for the period from September 1, 2000 through August 31, 2001 with an award total of \$76,744.00. Congratulations to all the recipients and may these awards assist in fostering new creativity and initiatives for the campus community.

Adell, Theresa
 Anand, Krishna
 Bebbler, Charles
 Becker, Shannon
 Belling, Catherine
 Berger, Candyce
 Boremski, Pamela
 Bosco, Mark
 Bouey, Ora James
 Bruckenthal, Patricia
 Caccavano, Michele
 Callender, June
 Clark, Lisa
 Coburn, Karen
 Coletti, Virginia
 Collins, Elizabeth
 Connor, Marilyn
 Cosgrove, Deborah
 Culhane, Margaret
 Cunningham, Vivian
 Dahlgren, Denise
 Dethlefs, William
 Diaz, Lucy

DiGiovanni, Valerie
 Drummond, Edward
 Dumas, Mary Anne
 Ferguson, Fred
 Fischer, Daniel
 Francis, Linda
 Garlick, Jonathan
 Gibbons, Barbara
 Gilsbach, Kathleen
 Gliganic, Michael
 Hines, Edward
 Hollander, Kerri
 Horowitz, Beverly
 Jensen, Lisa
 Jorgensen, Cynthia
 Jurgens, Corrine
 Jurow, Denise
 Kabacinski, Andrea A
 Kennedy, Nancy A
 Kube, Carolyn
 Lazarus, Kathleen
 Lozano, Daniel
 Ludin, Evan
 MacDowell, Ken
 Mahler, Linda
 Maione, Orlando
 Marino, Marie Ann
 McGuire, Darcy
 Miller, Kathleen
 Morse, MaryAnn
 Navaretta, Fran
 Neville, Jeanne
 Nicoleau, Herriot
 Perdomo-Ayala, Rosalind

Petrone, Nancy
 Pitts-Howell, Justine
 Pollack, William
 Rienzie, Candiano
 Rouhana, Nicole
 Russo, MaryAnn
 Sacino, Linda
 Safranek, John
 Sansoucie, Debra
 Schelling, Karen
 Scheriff, Kathryn
 Schery, Patricia
 Singletary, Sylvia
 Smaldone, Arlene
 Smalling, Tom
 Soares, Daniel
 Southerton, Kathleen
 Stark, Mary Jo
 Stearns, Cecelia
 Swartz, Jean
 Tarantino, Philip
 Varela, Marie
 Vlahos, Theresa



To be a member of UUP you must submit a signed membership card. If you have any questions about your membership status, please call the office at 444-1505.

Voter registration forms are available in the office on Level 5.

FEDERATION OF NURSES AND HEALTH PROFESSIONALS, AFT, AFL-CIO

Doris R. Weisman, NP, MS
Delegate for Professionals

I attended the Federation of Nurses and Health Professionals, AFT, AFL-CIO conference on April 20-22, 2001 in Washington, D.C. Its main theme was "Keeping a Quality Work Force—The Key to Quality Health Care."

A nursing shortage is an impending earthquake soon to ripple across this nation. The Department of Labor announced that by 2008, we will need 45,000 additional RNs. Nurses and health care workers all over the United States are not keeping quiet anymore. Today one in five will leave their job because of high stress, mandatory overtime, physical demands, short staffing, irregular hours, lack of respect and participation, and inappropriate compensation. All these factors affect patient safety no matter if the patient is seen in the home, hospital, school, clinic, or long-term facility. Other issues discussed were retention vs. recruitment, preventable errors, legislative issues, the survival of teaching hospitals, and the SUNY experience.

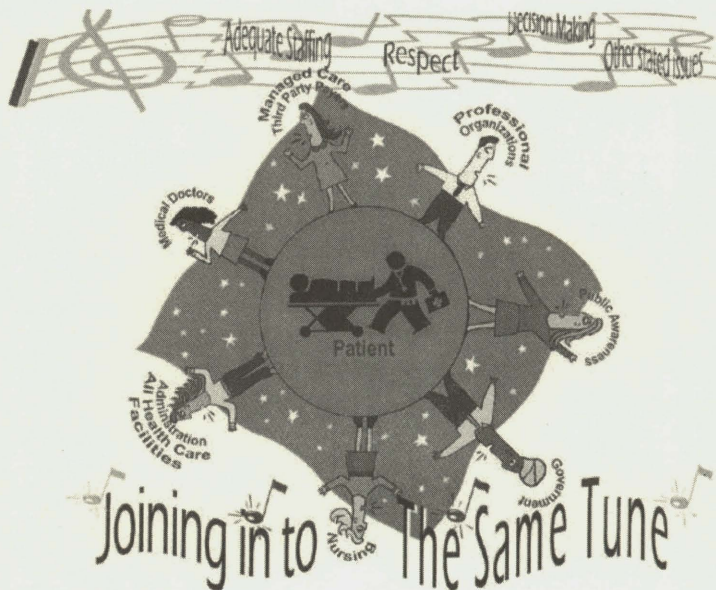
"Start Hearing Nurses-Nurses Vote" is the rallying cry for many. The health care system itself needs healing, nurses must be the advocates when the bureaucracy is incapable of

changing. We heard testimony to appalling conditions and consequent nursing activities, especially in Kansas City, Minnesota, and Wisconsin.

RNs only strike for extraordinary reasons and the Washington, D.C. Hospital Center nurses struck last year for all of the above reasons. The emergency department directed ambulances elsewhere due to inadequate staffing. The hospital brought in replacement nursing staff and even they had complaints, with one resigning. This strike lasted about seven weeks and was supported by other unions, including AFT. Ultimately, the D.C. nurses were victorious in many ways by working together.

It was a fantastic experience sharing and growing with all the other participants from around the country. At the closing, we heard a serenade by a group of other union members singing the songs of these troubled times for nurses.

I sincerely enjoyed meeting and working with the leadership at FNHP, the keynote speakers, and the nurses from other states.



Dear Dawn:

I am considering transferring from Stony Brook to another SUNY campus. Currently I am a tenured professional and would be moving into another professional position at my new campus. My friend tells me I would serve a one-year probationary appointment in my new position and then after completing that year automatically get tenure. Is she correct?

Jack

Dear Jack:

In this specific instance, your friend is incorrect. The key point here is that you are planning to accept a new tenure

(Editor's note: Dawn Hopkins is our NYSUT Labor Relations Specialist for this chapter. If you have a question that you would like answered in a future issue, please submit it any time to either the chapter office or the newsletter editor.)

track position at a college different from the one that originally granted you tenure. If you were accepting a new tenure track professional position at Stony Brook, your friend would be correct.

However, since you would be transferring voluntarily to another college, you could, at the time of appointment, request service credit towards your eligibility for tenure. Satisfactory full time prior service in a professional title at any one college may be credited as service up to a maximum of three years.

Dawn

Toucans, teachers, and taxes

Jeanne Galbraith
Delegate for Academics

Have you ever had a toucan sit on your arm? Well, neither had I until this year's NYSUT Representative Assembly (RA) in Rochester. It was a little bit of fun, courtesy of the San Diego Zoo, in the exhibit area away from the main business. Acting on dozens of resolutions and on a constitutional amendment to raise the dues brought forward by New York State United Teachers' locals was the real business of the meeting. Stony Brook HSC delegates John Marino, Michael Silverberg, Kathleen Southerton and I were among the crowd of 1,637 delegates and 828 alternates, guests, visitors, exhibitors, and staff attending the RA from May 3rd to the 5th.

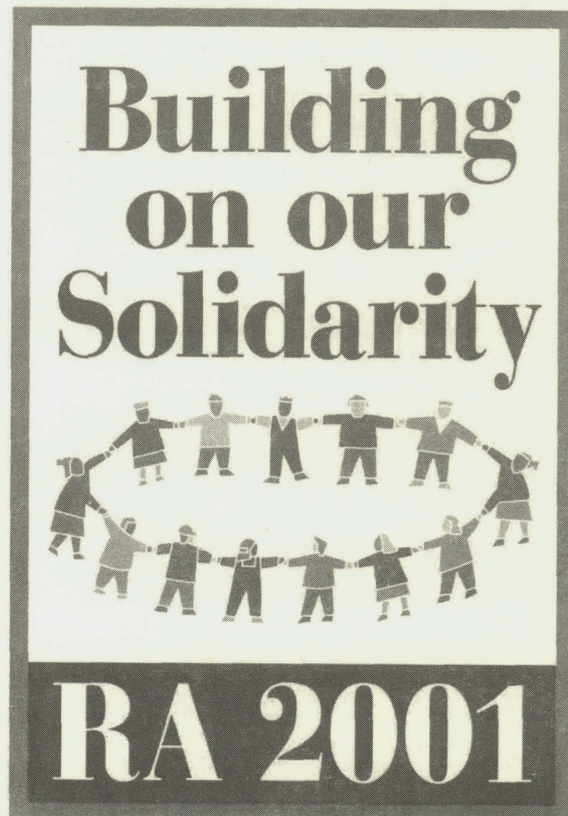
Former President Bill Clinton, New York State Senator Hillary Clinton, State Comptroller Carl McCall, and Assembly Speaker Sheldon Silver were the best of a long parade of guest speakers at the RA. Disney's American Teacher of the Year Ron Clark (the first white teacher and the first male teacher and probably the first with a southern accent, not to mention the first teacher who stayed for an entire year, that his fifth grade Harlem class ever encountered) was also a dynamic and entertaining speaker on the challenges of daily classroom teaching.

Former President Bill Clinton asked delegates to keep fighting for education funding, specifically mentioning support for school construction legislation and funding for after-school programs. Clinton received NYSUT's Albert Shanker Distinguished Service Award based on keeping all his promises on education while president. He said as a personal friend of Al Shanker that it was a special honor to receive an award named for the former American Federation of Teachers president.

Senator Hilary Clinton said accountability in education is dependant upon receiving adequate resources, and being without them could be compared to asking a carpenter to build a house without the tools necessary for the job. She's an articulate and organized speaker, seeming to speak directly to the audience without referring to a printed speech.

Carl McCall, state comptroller, coined the phrase "Am-Bush Administration" in saying that President Bush's proposed tax cut does not bode well for education. "We've got to tell our leaders that education has to be a priority from pre-K until they walk across the stage with their college diplomas" said McCall, who introduced himself as "the next governor."

Although there has been no dues increase in four of the last six years, delegates passed a constitutional amendment that



will increase the dues \$9 and \$14 in each of the next two years. The added revenue will provide for additional services to members. Over 20,000 NYSUT members participated in training programs in the past year alone. UUP officers encouraged support for the dues increase which passed without dissent on the convention floor.

Several healthcare related resolutions were adopted by delegates to the annual RA. Adopted were resolutions demanding that the union seek state and federal legislation to define and require compliance with safe nurse-patient staffing ratios; to restrict or outlaw mandatory overtime; to seek increased Medicare and Medicaid reimbursement rates; to offer incentives for people to enter the healthcare professions; and to provide Medicare coverage for annual tests to detect several forms of cancer.

Carmen the toucan, by the way, is very lightweight despite her large and colorful bill and left no claw marks on my bare arm as a souvenir of her short visit with me. Toucans like to grab your jewelry or glasses, however, so watch out if you ever hold a toucan!

Employee Holiday Schedule

Mark the following dates on your calendar. They are the holidays observed by UUP members at the State University of New York at Stony Brook.

Memorial Day	Monday, May 28th
Independence Day	Wednesday, July 4th
Labor Day	Monday, September 3rd
Columbus Day	Monday, October 8
Election Day	Tuesday, November 6th
Veterans Day	Sunday, November 11th
Thanksgiving Day	Thursday, November 22nd
Day after Thanksgiving	Friday, November 23rd (in lieu of Lincoln's Birthday)
Christmas Day	Tuesday, December 25th
New Year's Day '02	Tuesday, January 1st
Martin L. King Day	Monday, January 21st
Washington's B'Day	Monday, February 18th
Memorial Day	Monday, May 27th
Independence Day	Thursday, July 4th
Labor Day	Monday, September 2nd
Columbus Day	Monday, October 14th

Office: HSC Level 5, Room 572, Zip 8553
Hours: Mon. - Thurs., 9:15 a.m. to 4:00 p.m.
Telephone: 444-1505; FAX 444-7566

OFFICERS

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Vice President (Academic) - Michael Silverberg	444-2347
Vice President (Professional) - Donald Pisani	444-1505
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Professional Promotion Review - Bruce Kube.....	444-2377
Administrative Assistant - Sharon Hines	444-1505

The opinions expressed in *Bridges* are those of the authors, the editor, or the Stony Brook HSC Chapter of UUP and are not necessarily the opinions of the United University Professions.

The UUP Newsletter welcomes articles and letters submitted by members of the Stony Brook community. Remember, this is *your* newsletter. Share your thoughts with us, we want to hear from you. Persons who have material they wish to submit should contact: Colleen Kenefick at 444-3995 or 444-1505.