

HE BRIDGES

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

July 1999

Message from the President

John Marino
Chapter President

I would like to take this opportunity to thank you for your support in the last chapter election and to congratulate all the re-elected and new officers and delegates.

Our chapter voter turnout was very high, almost twice as many ballots were cast compared to the last election. We now have almost 60 academic and professional delegates eligible to attend the statewide delegate assembly held three times a year. This means our chapter will always send a full delegation to the delegate assembly. This is important when it comes to bringing Health Sciences Center issues to the forefront.

Now we will begin fine tuning what we have started, so put your seat belts on! You can look forward to more chapter activities than ever before. If you are interested in being a part of planning events and activities, the chapter development committee is always looking for new ideas. We will have a chapter meeting in the early summer to introduce the new delegates and give you an update on negotiations (hopefully we will have some news, if anything happens sooner we will report it to you).

The professional issues committee is now in full swing and meets once a month to discuss issues affecting professionals in their day to day

work life. By serving on this committee you can play a vital role in trying to solve some of the problems facing professionals in today's health care marketplace.

We would also like to expand our legislative committee. You can meet some of our local legislators and let them know what the relevant issues are that concern UUP members. After all, we do elect them and they need to know what issues are important to their constituency.

Our VOTE/COPE committee also needs to be expanded. VOTE/COPE is one of the most important committees in our chapter. During the past two years, our chapter VOTE/COPE contributions have doubled, but we need more. As the attack on public institutions continues, this money is used for our lobbying efforts so we can keep our legislators aware of what is important to our membership.

These are a few of the committees which are waiting for you. We need you, it's your chapter, be a part of it. If you are interested please call the chapter Membership Development Officer, Bruce Kube, at 444-2377 or the UUP office at 444-1505. Remember to include union participation as community service on your performance evaluation.

CHAPTER ELECTION RESULTS

Ballots in the Health Sciences Center chapter elections were counted on April 16, 1999. Below are the results tallied by Elections and Credentials Committee tellers Katherine Latal and Candace A. Merbler. Results were certified by David H. Kreh, Chair of the Elections and Credentials Committee, and UUP Secretary Thomas A. Corigliano.

Where two or more candidates received the same number of votes, a lottery was conducted to determine the rank order of election. In the case of delegates to affiliate conventions, the New York State United Teachers' Representative Assembly and the American Federation of Teachers' Convention, those candidates who were not elected as Chapter Representatives are automatically elected as At-Large Delegates to the respective conventions. It will not be necessary to conduct a separate At-Large election since there were fewer nominees statewide than the number of delegates UUP is entitled to seat at these conventions. The term of office for each position is from June 1, 1999 through May 31, 2001.

President and Delegate:

A/P		Votes	
P	Marino, John J.	297	X
	Pisani, Donald J.	168	
	Bouey, Ora James	1	
	Drummond, Edward	1	

Vice President for Academics and Delegate:

A/P		Votes	
A	Silverberg, Michael	91	X
	Bouey, Ora James	2	
	Lane Bernard P.	1	

Vice President for Professionals and Delegate:

A/P		Votes	
P	Drummond, Edward	220	X
	Caruana, Dennis J.	122	
	Fischer, Daniel J.	1	
	Seely, Patrick J.	1	

Secretary:

A/P		Votes	
P	Manning, Tina Maria E.	418	X
	McGuire, Darcy M.	4	
	Anthony, Kelly J.	1	
	Finn, Michael A.	1	
	Protosow, Lucille C.	1	

Treasurer:

A/P		Votes	
P	Hines, Edward	409	X
	Anthony, Kelly J.	1	
	Moreschi, Joseph	1	
	Valentine, Glenn J.	1	

Academic Delegate to Delegate Assembly:

A/P		Votes	
A	Lane, Bernard P.	87	1
A	Silverberg, Michael	86	2
A	Siegel, Daniel M.	79	3
A	Galbraith, Jeanne L.	71	4
A	Kenefick, Colleen M.	65	5
A	Goldsmith, Frank E.	65	6
A	Jo, Julitta Y.	61	7
A	Bouey, Ora James	11	8
A	Katz, Arnold E.	2	9
A	Swerdloff, Mark	2	10
A	Buhse, Marijean A.	2	11
A	DeSimone, Maria Elayne	1	12
A	Vidal, Carlos M.	1	13
A	Jonas, Steven	1	14
A	McClain, Steve A.	1	15
A	Coulehan, John L.	1	16
A	Peyster, Robert	1	17
A	Clark-Brown, Vera-Jean	1	18
A	Roche, Patricia E.	1	19
A	Andriola, Mary R.	1	20
	Robbins, Charles L. (1)	1	
	Carlson, Gay (2)	1	
	Kallus, Lester (2)	1	
	Rafal, Elyse (2)	1	

(1) Ineligible. Not an academic.

(2) Ineligible. Not a member.

Professional Delegate to Delegate Assembly:

A/P		Votes	
P	Marino, John J.	240	1
P	Drummond, Edward	229	2
P	Pisani, Donald J.	199	3
P	Hines, Edward W.	198	4
P	Manning, Tina Maria E.	176	5
P	Alleyne, Edward A.	172	6
P	Weisman, Doris R.	158	7
P	Protosow, Lucille C.	154	8

P	Caruana, Dennis J.	142	9
P	Vlahos, Thersea M.	115	10
P	Southerton, Kathleen	115	11
P	Seely, Patrick J.	105	12
P	Hoch, Mary Louise	104	13
P	Burnett, Leslie A.	102	14
P	Lane, Edward J.	94	15
P	Caruana, Katherine A.	88	16
P	Moreschi, Joseph	85	17
P	Fischer, Daniel J.	85	18
P	Hines, Charles	82	19
P	Kube, Bruce T.	78	20
P	Schwartz, Judith L.	74	21
P	Alaimo, Gina	72	22
P	McGuire, Darcy M.	70	23
P	Barbera, Linda J.	68	24
P	Gizzi, Carol	66	25
P	Green, Walter	61	26
P	Johnson, Lydia L.	60	27
P	Ernest, Darlene	60	28
P	Mazzarese, Charles	58	29
P	Connolly, James R.	57	30
P	DeVito, Angela M.	57	31
P	Abdool, Satar	56	32
P	Kessler, Carla	54	33
P	Bebber, Charles J.	52	34
P	Zaugg, Warren G.	44	35
P	Schindler, Steven M.	39	36
P	Jafari, Saied	32	37
P	Kube, Carolyn, S.	10	38
P	Conard, Christopher L.	1	39
P	Mazza, Lawrence A.	1	40
P	Coombs, Edwin L., Jr.	1	41
P	Verderosa, Vincent	1	42
P	Maston, Harold L.	1	43
P	Bullock, Daniel	1	44
P	Valentine, Glenn J.	1	45
P	O'Connell Geoffrey T.	1	46
P	Gonzalez, Nereida E.	1	47

**Chapter Representative Delegate
To 2000 and 2001 NYSUT
Representative Assemblies:**

	Votes	
Marino, John L.	287	X
Pisani, Donald J.	244	X
Silverberg, Michael	239	X
Alleyne, Edward	200	X
Galbraith, Jeanne L.	196	
Weisman, Doris R.	183	
Southerton, Kathleen	147	

**Chapter Representative Delegate to
2000 AFT Convention:**

	Votes	
Mario, John J.	147	X
Silverberg, Michael	99	
Alleyne, Edward	63	
Weisman, Doris R.	48	
Southerton, Kathleen	42	
Galbraith, Jeanne L.	41	

Need information? Try these web sites!

Aetna	www.aetna.com
AFL-CIO Boycott and Do-Buy Lists	www.unionlabel.org
AFT	www.aft.org
Davis Vision	www.davisvision.com
Delta Dental	www.deltadental.com
Governor's Office	www.state.ny.us/governor
HSC UUP Chapter	www.uhmc.sunysb.edu/uuphsc
Metropolitan	www.metlife.com
NYS Assembly	www.assembly.state.ny.us
NYS Attorney General's Office	www.oag.state.ny.us
NYS Comptroller's Office	www.osc.state.ny.us
NYS Department of Civil Service	www.cs.state.ny.us
NYS Employees' Retirement System	www.osc.state.ny.us
NYS Senate	www.senate.state.ny.us
NYS Teachers' Retirement System	www.nystrs.albany.ny.us
NYSUT	www.nysut.org
TIAA-CREF	www.tiaa-cref.org
U.S. House of Representatives	www.house.gov
U.S. Senate	www.senate.gov
UUP	www.uupinfo.org
VALIC	www.valic.com
White House	www.whitehouse.gov

**TO BE A MEMBER OF UUP YOU
MUST SUBMIT A SIGNED MEMBER-
SHIP CARD. IF YOU HAVE ANY
QUESTIONS ABOUT YOUR MEM-
BERSHIP STATUS, PLEASE CALL
THE OFFICE AT 444-1505.**

To Your Health: The Right Diet

For many people who don't eat what's commonly called a "balanced diet" but who want to make a healthy change in their food consumption, the principal obstacle to making that change is usually not lack of knowledge. With the plethora of "good nutrition" information available these days in the electronic and print media, most people know what's good for them in the way of food and drink.

Most people know that the primary keys to healthy eating are lowering the amount of animal fat in their diet, while increasing the amount of what are called the "complex carbohydrates," found in the food grains, fruits, and vegetables. All well and good. Knowledge is not the problem. Making constructive use of it is. Easier said than done. Why should that be?

Well, for one thing, we are conditioned to think that the way, the only way, to make changes of the magnitude being considered when changing one's diet is in question, is to do it all of a sudden, all at once. But as with many common behaviors, attempting to do that with eating is tough. Cut out all the meat, all the cheese, all the candy, tomorrow, just like that? Forget it.

But you don't have to make all of those tough changes all at once. In fact, for many people, trying to do it all at once guarantees nothing but short-term failure. And what you are looking for is *long-term success*. So instead of rushing into things, try thinking this: "slow and easy." Try thinking of one of my favorite slogans: "gradual change leads to permanent changes."

Are you eating meat seven times a week now? Next week, don't try going to two times, or harder yet, no times. Try going to six times. Do that for two weeks. Then go to five times, then to four, and so on, gradually, one relatively easy step at a time, until you reach the minimum that feels right for you. And that minimum may well not be, and for most of us will not be, zero. It's reduction, not elimination, that we are looking for. Another example: having an ice-cream cone every day? Don't try to cold-turkey the cold sweet. Next week, skip one day, two weeks later skip two days, and so on.

Just as important as reducing your intake of fatty foods is the substitution of a lower-fat food that you like for the fatty one you are eliminating. For meat that could be (skinless) chicken or (most) fish, and, yes, the occasional all-vegetable/pasta/potato/-salad meal. For regular ice-cream, a low-fat variety or low-fat frozen yogurt (it is tasting better and better these days), or sherbet/sorbet (simply the French word for sherbet, by the way) could well do the trick for you.



If you don't try to make your food changes all at once, and you substitute lower-fat foods that you like for the higher-fat ones you are presently eating, you will find the task much easier to do. And your chances of long-term success will be much improved, too.

Steven Jonas, MD, MPH, MS
Academic Grievance Chair

VOTE/COPE Update

VOTE/COPE is our fund for statewide union political activity. VOTE/COPE exists to strengthen the political influence needed by this organization to focus legislative attention in both Albany and Washington. Support is given to candidates whose philosophies and actions are consistent with our goals. Also, funding can provide for newspaper, radio or TV ads so we may drive home those issues we support.

You have done a great job, voluntary donations to VOTE/COPE were up 23% in 1998. Participation from the Health Sciences Center chapter has increased 50% in the last three years. We need your support for greater political communication with legislators to reach our target.

-  Double your donation or add to it AND
-  Double your outcome

Invest in your future, every donated dollar brings much more value in return. Please stop by the UUP office to sign a payroll deduction card or to increase your contribution.

Doris R. Weisman, NP, MS
VOTE/COPE Coordinator



Pictured standing (l to r): Ed Drummond, Dennis Caruana, Ed Alleyne; pictured sitting (l to r): Geoffrey O'Connell, Judy Schwartz, Donald Pisani, Katherine Caruana, and Nereida Gonzalez

Chapter President Marino Elected to Statewide Executive Board at May Delegate Assembly

In an affirmation that the delegates approve of the direction that UUP is moving, the entire slate of United caucus candidates was elected to lead the union into the next millennium.

I attended two meetings on Friday, the negotiations committee meeting and the professional issues and professional delegates meeting. Discussions centered mainly on two topics. One topic that is of interest to everyone is the contract negotiations. While nothing of substance could be divulged, Chief Negotiator, Tom Matthews, was quick to point out that there is movement. Oddly enough, it was said that the recent contract troubles of CSEA and PEF have made UUP look very moderate. Nothing is guaranteed, but we are looking optimistic for some real progress in the contract talks. As re-elected President Bill Scheuerman reports, we are asking for only five things. Money, money, money, something to address part-time concerns and lastly, money.

The focus of the second meeting seemed to be ways in which the union leadership can inform and empower the general membership. Ideas discussed were putting the contract and other relevant information on the UUP web site and/or on CD. Having online learning/training was another idea. There is currently an online course on performance programs set up by a UUP member from SUNY Oneonta. If you are interested, you can call the union office here.

Several notable issues were raised during the plenary sessions. One was a case before the Supreme Court regarding the right of state employees in Maine to sue the state for violations of the federal labor law. The Supreme Court's decision could easily affect us, and this should be a concern of ours. There was also a motion from the executive board to enter into a new affiliation with AAUP. A new motion was then made to defer the original motion until the Jan. '00 DA so that a report could be written to address some concerns about AAUP. Voting occurred on a motion to support legislation that would include three groups into anti-bias laws. These groups are gays, handicapped people, and women. This motion was approved with little discussion.

As always, the Delegate Assembly is an excellent opportunity to network with colleagues from other campuses and Health Science Centers. We can share common concerns and problems as well as how they are handled. Most problems are not unique to Stony Brook. One person I had a chance to speak with from Syracuse HSC recently wrote an article on FLSA. This is information we should all have and know. All the activities (committee meetings, voting, motions, and caucus meetings) show our union as pro-active and forward thinking. A fellow unionist reported to me that she feels that while this millennium is winding down, UUP has a newer, greater energy that will speed us forward meeting member needs and public higher education.

Daniel Fischer
Delegate for Professionals

NYSUT Supports UUP Resolutions

First Lady Hillary Clinton was warmly welcomed by the 3,000 member audience at the New York State United Teachers' Representative Assembly where she received NYSUT's first Albert Shanker Distinguished Service Award. NYSUT President Thomas Hobart cited Mrs. Clinton's role in the White House Conference on Early Childhood Development in 1997, her book *It Takes a Village and Other Lessons Children Teach Us*, and her other advocacy work for children as reasons she received the union's highest service award. Mrs. Clinton, clearly subdued by the tragedy at the Columbine High School which had occurred only two days prior to the convention, praised teachers for their dedication to providing a safe environment for children and their progress towards standards-based education reform. After giving her speech, Mrs. Clinton shook hands with many members of the audience.

Among other notable speakers at the convention were New York's new senator, Charles Schumer, Congresswoman Nita Lowey, and Attorney General Eliot Spitzer. Schumer received an especially loud round of applause after commenting that his 400,000 vote margin was just about the size of NYSUT's membership. NYSUT worked hard for the defeat of former Senator Alfonse D'Amato after his campaign published and broadcast advertisements bashing public school teachers. All three speakers promised continued support for public education in New York.

Three constitutional amendments and over 100 resolutions and Special Orders of Business were considered by convention delegates. Restructuring the dues brackets was accomplished by adoption of a constitutional amendment. Since UUP pays dues to NYSUT out of its members' dues, UUP members will not see any direct effect of this change in their deductions for dues or agency fee payments. Two other constitutional amendments enabled the creation of non-voting associate membership for "unique constituency groups" and allow the Board of Directors to cast votes based on the inclusion of these groups.

RA delegates supported several resolutions co-sponsored by UUP. One such resolution calls for NYSUT and its member locals "to commit themselves to working with the State Legislature and the Board of Trustees of SUNY to pursue budget appropriations and an institutional commitment to reverse the erosion of full-time faculty and staff of SUNY, CUNY, and the Community Colleges." The original CUNY-centered resolution was amended in committee, under the prodding of our own Michael Silverberg and UUP's Vice President for Academics Henry Steck to give much more weight to SUNY. Another significant resolution will require NYSUT to seek legislation for a new statutory requirement that the Comptroller must, by objective means, certify that "financial exigency" exists at a state operated campus before that campus can implement any budget restrictions based on that argument. Other

resolutions commit NYSUT to seeking legislation which requires a five-year planning process for the state and city university budgets and "to secure adequate funding to maintain, update, and replace technology" on SUNY campuses. Delegates also adopted a resolution to support the efforts of the Needlestick Injury Prevention Coalition to pursue regulations requiring the purchase of safer needles for use in New York's health care institutions.

Delegates to the RA in Niagara Falls not only took care of their business agenda from April 22nd through 24th, but also sent thousands of letters and messages to state and federal officials via e-mail and fax. The NYSUT Political Action Center was set up to send prepared messages on subjects ranging from Medicare and Social Security to pension reform and budget support for education, or to allow delegates to write their own missives to the governor, members of the state senate and assembly, and members of Congress.

The NYSUT Representative Assembly is the annual policy-making meeting of all the unions in the state federation of unions affiliated with the American Federation of Teachers. For more information about the RA, speak to HSC Chapter delegates Ed Alleyne, Jeanne Galbraith, or Michael Silverberg, stop by the chapter office to view materials from the convention, or visit the NYSUT website at www.nysut.org.

Jeanne Galbraith Delegate for Academics



(l to r) Stony Brook student Alexander Urbelis, Assemblyman Anthony S. Seminerio, Bill Godfrey, and Tina Manning at SUNY Lobby Day in Albany

PDQWL GRANTS AWARDED TO CHAPTER MEMBERS

The following chapter members have been awarded grants from the NYS/UUP Professional Development and Quality of Working Life Committee (PDQWL) Individual Development Awards Program. This award period, the last for our current contract, covers expenses for the period of July 1, 1998 through August 31, 1999 with an award total of \$113,522.54. The committee was composed of Ora J. Bouey, Kenneth Feldman, Lydia Johnson, Tina Manning, Faith Merrick, and Herbert Ratner. Congratulations to all the recipients and may these awards foster new creativity and initiatives for our campus

community.

ABDOOL, SATAR
ADELL, THERESA
ADLER, HOWARD
ALLARD, KAREN
AYALA, LINDA
BACON, JEAN
BECKER, SHANNON
BELLING, CATHERINE
BERGER, CANDYCE
BOUEY, ORA
BOUGHTON, SABRA
BRANDWEIN, RUTH
BRODERICK, JOAN
BUHSE, MARIJEAN
CAMPOS, ANGEL
CARAMANTE, LOUIS
CASANO, THERESA
CAUTHERI, CORDELLA
CHANDRAN, LATHA
CLARK-BROWN, VERA JEAN
COBURN, KAREN
COLETTI, VIRGINIA
COLSON, PAUL
CONNOR, JEAN
COSTA, DONNA
CUNNINGHAM, VIVIAN
DARNEL, DAVID
DESIMONE, M. ELAYNE
DIAZ, LISSETTE
DIAZ, LUCY
DUMAS, MARY ANNE
DUNNE, ROBERT
ESCALLIER, LORI
FIRESTONE, DEBORAH
FISCHEL, JANET

FRANCIS, LINDA
FRAWLEY, CAROL
FRISCHER, ZELIK
GANCI, LAURENE
GARLICK, JONATHAN
GIGLIO, JOSEPH
GOLIGHTLY, CANDACE
GOSTIC, CHERI
GREENBERG, MICHAEL
HAZELL, GLEN
HINES, CHARLES
HOCH, MARY
HOLLANDER, KERI
JENSEN, LISA
JO, JULITTA
JOHNSON, LYDIA
JOHNSON, PETER
KOTLAS, MAUREEN
LATORRE, PATRICIA
LEE, SUSAN
LIANG, JEROME
LICHTMAN, RONNIE
LOMBARDO, CYNTHIA
LUNDGREN, EDIE
LUNATI-NILL, JUDITH
MACDOWELL, KENNETH
MACKOW, ERICH
MAIONE, ORLANDO
MARCOLINA, RUTH
MAZZARESE, CHARLES
METZ, GLENNIE
MONAHAN, KATHLEEN
MONTE, DENISE
MURPHY, BERTHA
PAGANO, JOSEPH

PANESSA-WARREN, B.
PEABODY, CAROLYN
PERROTTA, PETER
PRELEC, ANTONIJA
PURCELL, SHARON
RANNAZZI, GEORGE
RIGOROSO, REGINA BORUCH
ROBBINS, CHARLES
ROUHANA, NICOLE
RUSSO, SANDRA
SACINO, LINDA
SCHREIFELS, DEBORAH
SCHULSINGER, DAVID
SHEYNKIN, YEFIM
SHURPIN, KATHLEEN
SMALDONE, ARLENE
SOARES, DANIEL
SOO, VIVIEN
SPITZER, SILVIA
SPRUNG, BARBARA
STACO, LORI
STEIN, MICHAEL
STERN, IRENE
TALANKI, RAVEESH
TAYLOR, SUSAN
THOMSON, JOHN
TORTORA, GEORGE
USHER, VICTOR
VETTER, CATHERINE
VIDAL, CARLOS
VLAY, LINDA
WALTZER, WAYNE
WATSON, LAUREN
WERTHEIM, WILLIAM
ZIEVE, GARY

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.

Independence Day '99	Monday, July 5th
Labor Day	Monday, September 6th
Columbus Day	Monday, October 11th
Election Day	Tuesday, November 2nd
Veterans' Day	Thursday, November 11th
Thanksgiving Day	Thursday, November 25th
Day after Thanksgiving	Friday, November 26th (in lieu of Lincoln's Birthday)
Christmas Day	Saturday, December 25th
New Year's Day '00	Saturday, January 1st
Martin L. King Day	Monday, January 17th
Washington's B'day	Monday, February 21st
Memorial Day	Monday, May 29th
Independence Day	Tuesday, July 4th
Labor Day	Monday, September 4th

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Hours: Mon. - Thurs., 9:15 a.m. to 4:00 p.m.
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OFFICERS

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Vice President (Academic) - Michael Silverberg 444-2347
Vice President (Professional) - Ed Drummond 444-2245
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Treasurer - Edward W. Hines 444-1347
Grievance Chair (Academic) - Steven Jonas 444-2147
Grievance Chair (Professional) - Ed Drummond.....444-2245
NYSUT Field Representative - Dawn Hopkins 273-8822
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Administrative Assistant - Sharon Hines 444-1505

The opinions expressed in the Newsletter 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.
