

BRIDGES

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The Newsletter of the Stony Brook HSC Chapter of United University Professions



Message from the President

Just Say NO — or Why Can't Management Manage?

by Michael Silverberg

We have a President, who appoints Deputies to the President. Then there are Vice Presidents and they have Associate Vice Presidents or Assistant Vice Presidents (I can never keep all those straight in my head) and then there are Deans and they have Associate Deans and Assistant Deans (but never Vice Deans) and then there's the Provost and he has Associates (we wouldn't want him to be lonely) and Assistants... So why, when they have to do something serious, like deal with potential conflicts of interest or plan for financial exigency by proposing retrenchments, do they get the Faculty to do it? Now don't misunderstand me — I'm all for the Faculty having a say in how the University conducts its

affairs. In fact, I come from a system where the Faculty was truly considered to be the University and ran the University. But that's not the American Way. Here we have professional administrators (the President, and his Deputies, and the Vice Presidents...) and they have the power to make policy and hire and fire. OK, so why don't they? Or why should they? Because the only effective way the Faculty can protect itself against arbitrary use of that power, and to attempt to better its lot, is through collective bargaining — the Union. Whenever bargaining unit members get involved in those kinds of decisions that affect their peers' lives, especially matters of discipline or employment status, there is an unfortunate legal consequence. The ability of that colleague to seek redress or relief through the grievance process is fatally compromised. Several times, in New York, arbitrators have refused to consider cases where bargaining unit members were part of committees that recommended retrenchment or disciplinary actions. You can be sure that the administration knows this full well when they appoint faculty members to these committees — the priorities committee, the financial disclosure review committee, etc. Our only defense against this tactic is to just say NO! ♦

Budget Crisis

by Michael Silverberg

The situation is changing too rapidly to expect anything written here to be current by the time you read it. Above all don't believe rumors — furloughs will require either legislation or negotiation. The legislators aren't too keen on the former and the Governor doesn't seem interested in the latter. The unions, including UUP, are prepared to negotiate responsibly to help the State tackle its financial problems. Other stories about 12 month employees being cut to 10 months and Clinical Faculty State FTE's being cut by half are just that... stories. We have been getting reports from UUP in Albany and putting the juicy ones on our bulletin board on level 5. We'll continue to do that so look there for the latest news.

Meanwhile how we got here...

The politicians said that if they cut taxes it would stimulate the economy. So they cut taxes and now we have recession and the State Government is broke. The voters rewarded the politicians by voting them all back into office. Now they say that they have a mandate not to restore taxes because it would drive away business — instead they are going to fire you! Only, not exactly, because then they'll be unpopular, which for a politician is a BAD THING — so they're doing nothing and making the Governor do it all.

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Negotiations Update...

by Donald Pisani

At the October chapter meeting we presented the results of the Stony Brook HSC survey. This survey was an opportunity for the membership to express their concerns for the upcoming contract negotiations. At this time I would like to present the issues that our chapter brought to a meeting held in Glens Falls November 16-18. This statewide meeting of the Negotiations Committee and Negotiations Team put together the final list of concerns to be incorporated into the final version of the contract package. Before presenting the survey results a few issues must be addressed:

- 1) The Stony Brook HSC chapter, the largest in the SUNY system, returned an abysmal 12% when, in late August, UUP Central sent a survey to all members. This was an opportunity for them to express their concerns about upcoming negotiations. The statewide average for returns of this survey was 34%. Your representatives at the chapter level are at a total loss to understand why such apathy exists among our members.
- 2) The local chapter survey had a total return of 366 surveys out of 1800 (approximately 21%). Of those 21%, 70% were from hospital employees. This was an appalling response even after active solicitation of the surveys. Many union members come to the UUP office looking for help and advice. Many complain about what the union has done (or not done) for them - yet

when asked to help themselves, the same members do not respond. Remember *you are the union*, and we represent your concerns. Your chapter representatives are tired of hearing complaints. This year contract negotiations are critical given the current fiscal crisis in New York State, yet, members are apathetic about their contract and what it means for their working conditions here. We will do our best to represent you, but don't complain if you do not like the contract - you certainly did very little to help us.

Now I'll turn my attention to a summary of our final package - a package based on the results of the survey and conversations held with chapter members over the last few months. The major issues addressed are:

Direct Compensation (Geographic differential, Overtime/Shift differentials, Expansion of On Call/Recall system to more titles)

Leave (Sick Leave Pool, Reinstate Annual/Sick Leave to 1.75 days per month, Personal Days, Family Leave Policy)

Health Insurance Benefits (Vision Plan benefits available annually, Increased reimbursements for dental plan and participating provider of Empire Plan, No increase in co-payment)

Education (Continuing Education Money, Free SUNY tuition,

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Financial Disclosure

by Michael Silverberg

The forms required by the N.Y. State Ethics Commission have arrived in faculty mailboxes and have elicited no little heat. Let's shed a little light...

Originally, the Ethics Commission proposed that all employees earning more than \$30,000 per year file a 19 page financial disclosure form. UUP argued that this was inappropriate for University Faculty, who are not in the position of spending large amounts of state money without oversight. "Ah," said the commission, "but you have grants!"

The faculty were put "on hold" while the issue was debated; UUP presented testimony and evidence that showed that faculty members neither receive grant money, nor spend it; the Research Foundation does.

The Commission finally agreed that University Faculty were different, but not that different. They would be required to file, but only a "short form". Let us say here and now, loud and clear, that there is no "agreement" that we "signed off on". Instead, it was UUP, and no-one else, certainly not SUNY, that cajoled the commission into reducing the degree of reporting required. We have always maintained that faculty should not have to file — the commission has insisted that we do and they have the force of the law!

How does it work? First all faculty who earn more than \$50,171 from state sources must file the "SUNY-1" form which has one question asking you to list the sources of income other than state

sources. Note that current interpretations count practice plan income in that category. Don't list amounts of money! Secondly, faculty who apply for research grants must complete a second form "SUNY-2" which has three further questions. Again, no amounts or dollar values are to be listed.

Where do these forms go? The initial review is carried out at the level of Dean. Provided that no potential conflicts of interest are found, the forms get stashed away in Human Resources and probably forgotten. Note that the forms do *not* go to the Research Foundation in multiple copies even if they are distributed initially with grant application kits.

What if the Dean decides there might be a conflict of interest? The Ethics Commission implies that such conflicts be reported to them, but presumably

University Administration needs to determine more carefully whether that is warranted. This is where it gets tricky. Our administration wants to have a committee, including faculty, to review suspect reports. Nuts to that! Every other state employee gets to maintain his privacy — but they want faculty subject to having theirs invaded by committees including their peers. Committees mean secretaries, multiple copies, etc. I am informed that the commission itself has decreed no committees so it looks as if the administration will just have to do their own dirty work!

The full text of the N.Y. State Ethics Commission decision on financial disclosure by SUNY and CUNY faculty is available in the UUP office. ◆

***UUP...cajoled the
commission into reducing
the reporting requirement***

Report from the Joint Labor/Management Health and Safety Committee

by Marge Ort

A few months ago, the HSC UUP Joint Labor/Management Health and Safety Committee sent its second needs survey to the Chapter members. The Survey asked for feedback on areas of concern with a priority weighting to let us know which problems are most urgent. Following is a summary of the results and follow up actions taken by the committee.

Security: Security has been a major focus of the Health and Safety Committee's efforts for some time. Clearly, the problems stemmed from the lack of a dedicated security force for the Health Sciences Center complex. In a meeting with Dr. Oaks and Dr. Marburger, the Committee recommended the establishment of a dedicated security presence. We also cited the need for a systematic study of the security needs in the entire Health Sciences Center complex, and the implementation of all appropriate measures determined to be necessary to secure the HSC as a result of that study.

We were very pleased when the East Campus Public Safety office was established, with the addition of Mr. Joseph Oddo as Assistant Director of Public Safety. Mr. Oddo has implemented and completed a comprehensive training program for his present staff. Additionally, a survey of the security measures of similar health sciences centers across the nation was conducted by the Office of the Vice President for HSC. The results are currently being evaluated. We believe that the survey and selected site visits will assist Mr. Oddo in continuing to develop a public safety strategy best suited to our needs.

Lighting: Lighting was noted as a pressing issue in the HSC, particularly on Level 2. This issue was discussed with Mr. Gary Matthews, Director of East Campus Physical Plant, who informed us that Level 2 is being evaluated for future reconstruction and lighting will be addressed as part of that project. However, some interim measures are being taken.

An evaluation of the lighting in the garages was conducted by the HSC Physical Plant at the Committee's request, and it was determined that the lighting met NYS code requirements. We will continue to monitor that situation.

Since lighting is now being re-evaluated for energy conservation, we ask that you keep the Committee posted on any areas that you feel are problematic.

Elevators: The elevators in the HSC have historically been a source of frustration. Survey results indicated that concerns ran from the inconvenience of slow elevator service, to the fear for employee safety in malfunctioning or stuck elevators.

Mr. Matthews told us that training has been slated for Public Safety, Environmental Health and Safety and Maintenance personnel for safe removal of persons from the elevators in emergency situations. For other than emergency situations, the elevator contractor will handle any necessary evacuations.

Conditions of the elevators are now checked on a daily basis by maintenance workers for proper functioning of the elevators and their phones. Hopefully, this will avoid some of the

operational problems experienced in the past.

Air Quality: The air quality is of continuing concern to all persons who use the HSC. The \$2.5 million capital construction contract to improve air quality is in progress and is expected to be completed within two years.

For HVAC problems, a customer service representative has been assigned to assist with the day-to-day problems. Mr. Richard Scott is that representative, and he can be reached at 4-1515*.

Radiation Safety: Survey results indicated that a component of our membership was concerned with radiation safety issues. Concern was expressed about the apparent lack of inspections by the Department of Environmental Health and Safety. That office inspects most labs twice a year, but all labs at a minimum of once a year. Another issue related to a particular HSC department was lack of notification of staff when an irradiator was in use. After Committee follow up, a notification procedure was established and is now in effect.

Other areas of concern are still being researched and future newsletter articles will address these problems. The HSC UUP Health and Safety Committee monitors all health and safety issues that come to our attention, and we hope that our Chapter members will continue to feel free to voice their concerns to us. Any of our members are happy to help with problems or questions:

Marge Ort, Co-Chair, Neurological Surgery, 4-1210

Jesse Drucker, Human Resources, 4-2596

Ed O'Connell, Environmental Health and Safety, 2-6410 ◆

** Hats off to Gary Matthews – the system really works! I contacted Richard Scott because the Multidiscipline Labs (Medical School teaching labs) were either unbearably hot or extremely cold. He and James Ranieri immediately evaluated the situation and work began at once. Broken thermostats were replaced, lines cleaned and the system balanced so we now have a comfortable 70 degrees in all rooms. Miracles happen! - Joan Goland, Ed.*

Budget Crunch

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But, remember, the Governor, our Mario, he's a politician too! Meanwhile business leaders, who are supposedly being wooed by the low taxes, are saying that what they need is a better educated workforce. Where do you suppose they are going to get that from? Not SUNY, it seems; it's been told to trim \$50m in five months. What University can cope with that and still give a decent education to the children of the very taxpayers in whose name it's all being done? Does it make sense to you — if so please write. ◆

Chapter Input into your next Contract...



...not very much

The average return on the Statewide Survey was 34%.
That's pretty good for a mailed poll.

The return from the Stony Brook Health Sciences chapter was 12%.
That's awful.

If *you* don't care about your working life,
who else do you think does?

Benefit adds to take-home pay

UUP members can now tap into a benefit that lets you use pre-tax dollars to pay the day care costs for your children or dependent adults. Take note: the enrollment period for this benefit ends Dec. 21.

The Dependent Care Advantage Account (DCA), as it is known, is available under terms of an agreement reached by the joint labor-management Childcare Advisory Committee. Enabling legislation last year paved the way for implementing the pre-tax program for all state employees.

With a DCA, you decide each year how much to contribute to the account. That amount comes out of your salary before taxes. You pay the care provider, submit a reimbursement form and receive reimbursement from your DCA account.

Savings can be substantial. A single parent of one child, earning \$26,400 annually, would increase her take-home pay by \$1,440 a year. For more information, call toll-free through Jan. 11: 1-800-732-3777 during business hours. ♦

Open-Heart Surgery - Stony Brook Ranks 7th in state

Stony Brook rated seventh out of 30 hospitals statewide for open-heart surgery according to a state study that for the first time makes possible an accurate comparison of programs. The ranking compares programs as if the hospitals were operating on the same mix of patients. It was developed by the state Health Department, which believes it is the first such ranking in the nation. Health officials, working with doctors in the State Cardiac Advisory Committee, designed 14 risk factors intended to account for

differences in patient populations and assigned a weighted value for each factor. This method gives a basis for comparisons from institution to institution so that, based on a statewide average risk, one can gauge each hospital's performance even though its percentage of low- and high-risk cases may differ. This information gives consumers an opportunity to make intelligent choices based on a variety of issues including outcome of surgery. ♦

Help Safeguard Your Financial Security With NYSUT Disability Income Protection

Disability doesn't change the fact that bills need to be paid. Who will pay these bills if you can't work because of a disabling sickness or injury? You can get the help you need from NYSUT's Disability Income Protection Plan. When a covered sickness or injury prevents you from working, this plan can provide benefits to help pay your daily living expenses:

- Mortgage payment or rent
- Child-care costs
- Grocery bills
- Utility bills
- Repayment of education loans
- Medical expenses

Don't let a disability affect your ability to meet your financial obligations. Consider NYSUT's Long-Term Disability Income Protection Plan. For more information, call Mutual of Omaha's representative at NYSUT headquarters, 1-800-338-3358. ♦

NYSUT LONG-TERM DISABILITY INCOME PROTECTION

Mutual 
of Omaha
Companies

Protection for the way you live.™

MUTUAL OF OMAHA INSURANCE COMPANY
HOME OFFICE: OMAHA, NEBRASKA

For more information, contact: NYSUT Member Benefits
159 Wolf Road, Box 15-008, Albany, NY 12212-5008, 1-800-342-9810.

Negotiations Update...

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Expand PDQWL)

Part time issues (Accumulation of leave benefits, On call/recall, Geographic differential, Shift Differentials, Disability, Tenure)

Contract Period (Contract for 3 years with review of salary renegotiation in third year)

Miscellaneous (Expansion of child care, Elder Care, Maternity Leave Policy to include adoption, Clinical Practice Plan concerns, Parking - elimination of parking fees)

Our chapter is not alone in its concerns for the upcoming contract negotiations. From a statewide ad hoc Negotiations Committee Meeting, held in Syracuse on October 27, it became quite evident that all the campuses share similar concerns. Many people are worried about retrenchment, loss of programs, quality of working conditions, defined work week or definition of job as "professional obligation". HSC concerns of hospital employees are shared by the three hospitals in the SUNY system. We are well

aware of the state's current fiscal crisis and many have raised concerns about what will happen with this contract. The consensus from various meetings held to date is that monetary issues will be a hard fight. Quality of life issues for the campuses may be more easily won. This is not to say that the Negotiations Team will not fight for the best contract that it can get. They are prepared for a long negotiations struggle. As negotiations progress, I hope to be able to bring to the membership updates on the process.

I would like to take this opportunity to thank those members of the committee that I chaired for their help in developing and tabulating the survey. Many hours of hard work were contributed by Lucille Protosow, June Moriarty, Colleen Kenefick, Edward Hines, Daniel Fisher, Michael Lane, and Charles Bebbler. A special thanks goes to Sharon Hines, the union office secretary for putting up with our demands and providing tremendous help in our quest to develop and complete the survey. ♦

Standing Committee Chairpersons:

Affirmative Action:

Ed Drummond
Pathology
444-2245

Evaluation Review:

Mary Hoch
Deans Office, School of Medicine
444-2063

Grievance Chair (Academic):

Steven Jonas
Community Medicine
444-2185

Grievance Co-Chairs (Professional):

Leslie Burnett
Materials Management
444-2645

Geoffrey O'Connell

Ortho, In Patient
444-1315

Grievance Chair (Part Time Professional):

Joseph Moreschi
Biomedical Engineering
444-1420

Health and Safety:

Marge Ort
Neurological Surgery
444-1210

Legislative:

Richard Blakeslee
Restorative Dentistry
632-8977

Membership:

Colleen Kenefick
Biomedical Library
444-3097

Members of Stony Brook/HSC chapter serving on statewide committees:

Affirmative Action:

Ed Alleyne
Nursing Administration
444-3908

Computer Technology:

Michael Silverberg
Immunology
444-2347

Grievance:

Lucille Protosow
L.I. Veterans Home
444-3931

HSC Concerns Work Group

Ed Alleyne
Nursing Administration
444-3908

Ed Hines
Biomedical Engineering
444-1428

Michael Lane
Respiratory Therapy
444-2390

Nancy Moran
Ambulance Services
444-2925

Legislation:

Richard Blakeslee
Restorative Dentistry
632-8977

Negotiations:

Richard Blakeslee
Restorative Dentistry
632-8977

Nursing Prof. Work Group

Ed Alleyne
Nursing Administration:
444-3908

Ora Bouey
School of Nursing
444-3267

University Development:

Michael Silverberg
Immunology
444-2347

Fall Delegate Assembly held in Syracuse

by Colleen Kenefick

The 1990 fall delegate assembly met in Syracuse on October 12-13 at the Hotels at Syracuse Square. The lively two day meeting was attended by the following delegates from the HSC Stony Brook chapter: Edward Alleyne, Howell Archard, Charles Beber, Ora Bouey, James Connolly, Joan Goland, Edward Hines, Julitta Jo, Colleen Kenefick, Michael Lane, Lucille Protosow, Michael Silverberg, John Thompson and Ann Zuppardo. With the exception of Central Administration, all chapters were represented with 232 delegates attending.

An improper practice suit was filed by UUP against the state of New York to protect the autonomy and integrity of collective bargaining rights. At present, it has been proposed that a seat on the Board of Trustees be filled by the president of the University Faculty Senate. It is the union's position that if this were to occur, employees would be acting in a managerial capacity. Also, the board of trustees must act as management to approve the contract. A voting representative from the faculty senate could oppose the position taken by an elected union officer.

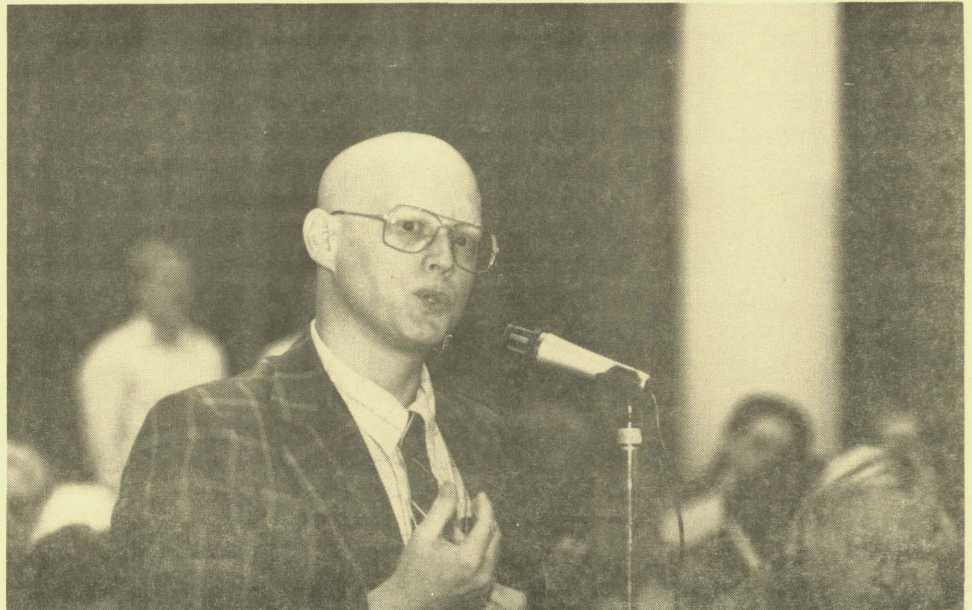
The negotiations committee hearing was well attended with many different suggestions for the upcoming contract negotiations. Some of the ideas discussed included; defining workload and work week, lifting the cap on accrued sick time, allowing new employees to buy disability coverage, increasing the geographic differential, increasing reimbursement for professional development, addressing clinical practice concerns, and enhancing the importance of teaching.

Much lengthy discussion centered on how best to fund an effective campaign to "Save SUNY Jobs" while at the same time keeping the union spending in line with income. Last year's vigorous campaign against state funding cuts contributed to a deficit union budget. Dramatic actions were considered by delegates to yield union money to fight retrenchment. But a proposal recommended by the UUP Executive Board without dissent to help fund the campaign to save SUNY jobs was not accepted by delegates. The proposal to suspend the current life insurance program, providing \$6000 individual coverage to each member, was defeated after protracted and vigorous debate.

A proposed constitutional amendment to eliminate the dues cap would have required those earning top salaries to pay

the same percentage of salary in dues as other members. This failed to pass by seven votes. If it had passed, each union member above the minimum salary, would have paid one percent of their total base annual salary.

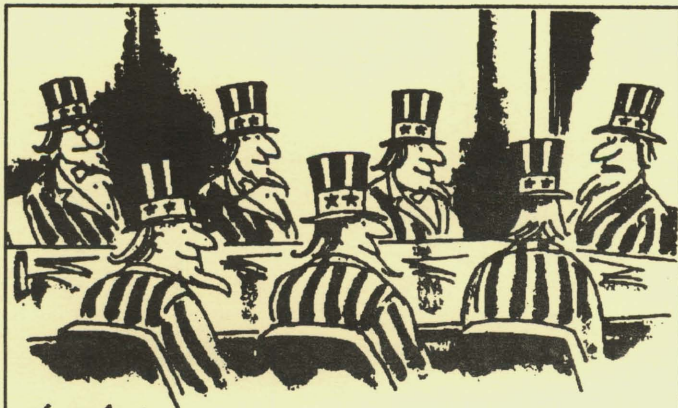
At dinner on Friday night the recipients of the Nina Mitchell Award for Distinguished Service were named. Three longtime union activists, John W. Hunt (Farmingdale), Nuala McGann Drescher (Buffalo) and W. Roy Slaunwhite (Buffalo), received the honor for a wide range of chapter and statewide union service. Presentation of the award ensures that the memory of Nina Mitchell of Brooklyn HSC will live on to honor dedicated and talented unionism. ♦



(Above) At the Fall Delegate Assembly in Syracuse, Stony Brook/HSC Chapter delegate Ed Hines voices his views and opposition to removal of \$6000 life insurance policy as a union benefit. The proposal was defeated and we still have the life insurance policy.

(Below) Michael Silverberg tries to convince upstate delegates to the Fall Assembly that it really does cost more to live on Long Island.





Harold

"In view of our equal-opportunity stance, all those in favor of adding an Aunt Sam to the Board say 'Aye'."

Pocket Calendars Have Arrived

Once again UUP is providing the membership with pocket calendars. The 1990-91 academic year calendar has been mailed to each person at their home address. If you failed to receive one, please stop by the Chapter office and ask Sharon, our secretary, to give you one.

United University Professions/Stony Brook HSC Chapter

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

Bridges 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: Joan Goland, Dean's Office/School of Medicine, Zip 8430; Telephone: 4-2295.

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