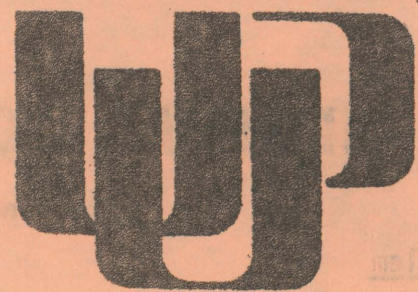


# H. S. C. at STONY BROOK



March 1982 Volume 2 No. 5

## NEGOTIATIONS & THE SUNY BUDGET

by President James Hartnett

As this issue of our newsletter goes to press many of you should have been aware of the Total Vacancy Freeze imposed upon SUNY by the Division of the Budget. This freeze is a harbinger of the difficulties the University will experience in the foreseeable future and should be a clarion call for action by the faculty and staff at Stony Brook Health Sciences. We cannot assume that Budget will eventually relent, and exempt the Clinical Faculty and University Hospital from further freezes because our mission is different from the University's.

We must insure that SUNY's future budgets will continue to fund the growth of the Clinical faculties and the necessary professional staff for the Hospital by actively lobbying the Legislature in Albany. Our chapter will be sending delegates to Albany on the 16th, 24th, and 30th of March to campaign for restoration of the cuts in SUNY's budget.

We need volunteers to help us impress upon the Legislature the serious harm these cuts will do to the University and, ultimately, the state. Lobbying the Legislature does not require some special skill or training. In fact, you'd be amazed at how receptive they are to the University faculty. If you would like to go to Albany, please contact Jeanne Galbraith or me.

I would also like to give you an update on negotiations. During the past month and a half we have met with the State on three successive Wednesdays to clarify our meaning on the changes and additions we have made to the contract. This

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## SWERDLOFF ELECTED V.P.

Mark Swerdloff, Associate Professor of Oral and Maxillofacial Surgery was elected Academic Vice-President of our chapter to fulfill the remaining year of Henry Godfrey's term of office. Dr. Godfrey resigned in January.

About 20% of the 226 ballots mailed to academic members were returned by the March 2nd deadline. Dr. Swerdloff received all but 3 of the valid votes cast. Eleven of the returned ballots were not valid since the voters had not followed election instructions to sign the outside return envelope.

Dr. Swerdloff has already assumed the responsibilities of his office and says he hopes to represent the concerns of all academic members. His door is always open to any one requesting information or assistance from UUP.

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## GENERAL MEMBERSHIP MEETING

PAT KOENIG

UUP/NYSUT LOBBYIST  
in Albany

is our guest speaker

DATE: Tuesday, April 6

TIME: 12:30-2:00 p.m.

PLACE: 3L - Room 106

LUNCH WILL BE SERVED

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# GRIEVANCES SOLVE PROBLEMS

Sheldon Scher, Professional Grievance Chairman

## Problem

1. Employee evaluated and non-renewed despite the fact that no performance program was in place for the evaluation period.

## Remedy

A Step I grievance hearing was held to: rescind the evaluation, develop a performance program on which to base a future evaluation, generate a retroactive term appointment letter. Grievance sustained.

## Problem

2. Employee has been subjected to discrimination resulting from union animus.

## Remedy

A Step I Grievance has been filed to: remove letter from personnel file, generate a letter indicating management's ignorance of basic institutional, inter-personal, and labor-management policies. Hearing to be held.

## Problem

3. Employee has been paid less than a colleague who was recently hired to do the same duties and responsibilities in the same job title.

## Remedy

A Step I grievance hearing was held to: upgrade salary to achieve parity, retroactive to the date when new employee came on board. An informal resolution has sustained this grievance.

## Problem

4. Employee harassed and discriminated by department and administration because of union involvement. In addition employee has been paid inequitably compared to other supervisors with the same duties and responsibilities.

## Remedy

A Step I grievance hearing was held to: restore the rights and privileges, eliminate all union animus, bring salary to a level equal to that of his peers. An informal resolution has sustained this grievance.

## Problem

5. Employee simultaneously given a promotion based on past performance of additional duties and responsibilities while being evaluated as unsatisfactory and recommended for non-renewal.

## Remedy

A Step I grievance hearing was held to: provide retroactive salary commensurate with promotion, rescind evaluation and procedurally re-evaluate employee in lieu of his promotion. Grievance denied - appealed to Step II.

## Problem

6. Upon examination of official personnel file (Admin. Bldg.) grievant learned that written response to an evaluation received 18 mos. ago was not forwarded to U.H. personnel office.

## Remedy

A Step I grievance hearing was held to: secure a copy of response and attach to evaluation in the file, inform grievant when this has been accomplished. Grievance sustained.

## Problem

7. Employee not afforded procedures of Article 19 and has been unjustly disciplined. Employee's rights to seek UUP council has been reflected in evaluation.

## Remedy

A Step I grievance hearing was held to: rescind disciplinary statements in evaluation, eliminate all hints of union

(cont. on page 3)



GRIEVANCES... (cont. from page 2)

animus, procedurally develop a new evaluation and realistic performance program. Grievance denied - appealed to Step II.

DEPARTMENT REPS MEET

Sarah Gudaitis

Problem

8. Employee has performed increased duties and responsibilities in a modified performance program without an increase in salary.

Remedy

A Step I grievance hearing was held to: adjust salary upward to reflect increase in duties and responsibilities. Grievance denied - appealed to Step II.

Problem

9. Employee moved from his office and relieved of certain aspects of his duties and responsibilities. Portions of new performance program written without benefit of consultation. Disciplined without due process.

Remedy

A Step I grievance hearing was held to: restore employee to former office, resumption of full responsibilities of current performance program. Grievance denied - appealed to Step II.

An informal get-together was held at 5:00 p.m. on Tuesday, February 16, 1982 for Department Representatives in the HSC Chapter. The purpose of this gathering was to introduce new Department Reps to the Department Rep Structure and to bring together all the representatives for an hour of socializing and relaxation.

President James Hartnett, member of the Negotiations Team, answered questions raised about the current negotiations for the contract between the State of New York and UUP. Questions relating to other issues were answered as well. The get-together turned out to be both enjoyable and informative for all who participated.

It is hoped that the HSC Department Rep Structure develops rapidly and effectively for the purposes of disseminating information to chapter members. Also, Department Reps gather input on matters of concern to the membership which need to be addressed by the chapter or state organizations. They are available to department members to answer questions relating to the contract and membership.

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ACADEMIC GRIEVANCE REPORT

\$479 FOR DISCRIMINATION SUIT

A Step I hearing on behalf of an academic member was held with the campus hearing designee on March 3d. Dr. Leonard Andors, Academic Grievance Chairman, reports that we are awaiting response from that grievance. No other academic grievances are presently in progress.

The chapter treasury was reduced by \$479 this month when we were assessed that amount to support legal fees for a class action discrimination suit at the New Paltz campus.

A motion was made on the floor of the Winter Delegate Assembly to transfer money into the Legal Defense Fund line of the budget expressly for the purpose of supporting the New Paltz suit. The motion failed to obtain the 2/3

(cont. on page 4)



# Marburger Comments on Budget

The Executive Budget which Governor Carey sent to the state legislature "includes unworkably deep cuts in the allocations for this campus," says President Marburger. He made the declaration in his "Remarks on the Executive Budget Proposal for 1982/83". Copies of the "Remarks" were distributed in Dr. Marburger's report to the March 8th meeting of the Faculty Senate.

Four major problem areas for the Stony Brook campus are salaries, Supplies & Expense, student support, and instructional computer equipment. In his remarks, Dr. Marburger made specific references to the impact of the budget on University Hospital and the campus.

A scenario was proposed in which priority was given to using available funds to pay salaries for all current employees. The supposition continues, "Then let us determine the minimum amount required to open the mandated number of hospital beds and assume that additional funds were intended to go there first. That amount exceeds the proposed budget by roughly \$2.2 million. That is, we either open the mandated number of hospital beds and drive away enough non-hospital employees to generate the \$2.2 million needed to do so, or we suffer a hospital revenue loss that SUNY will have to absorb," said Dr. Marburger.

The total loss would be even larger since some hospital costs would be covered by overhead. In order to cover a \$2.2 million loss Dr. Marburger projected a layoff of 107 employees earning an average salary of \$20,480. This supposes the layoff occurs 1 April 1982. Any delay would mean an even larger employee reduction.

Opening the new hospital beds would also deplete almost all of the additional funds proposed for maintenance supplies. Only 3.1% is provided for price increases for supplies and ex-

penses other than utilities in Governor Carey's proposed budget.

The president pointed out that Temporary Service was underfunded by \$916,200. Temporary Service funds pay hospital residents' salaries. An additional \$1.4 million would be needed campus-wide to meet current commitments for faculty and support staff for academic programs.

The news in regard to proposed cuts in financial aid for students is very serious for Stony Brook. "Coupled with proposed federal cuts, the state proposal will lead to a 99% reduction in aid available to medical and dental students, stated Marburger.

"There is no excess in the Stony Brook budget," is the president's understated conclusion. The complete text of President Marburger's "Remarks" are available in the UUP office or from members of the Faculty Senate.

(Excerpts reprinted by permission.)

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DISCRIMINATION... (cont. from page 3)

vote needed to adapt the budget which had already been passed.

A subsequent motion proposed that the funds be made available from individual chapter treasuries by assessing them on a pro rata basis of their membership. This motion, which required a simple majority vote, was passed by the delegates.

Each UUP chapter was assessed 55 cents per member. The total sum raised in this manner amounts to approximately \$9600. The New Paltz women will spend the money on fact-finding to support their case.



was a very tedious and time-consuming process for us. However, it must be done before we can justify our demands.

After clarification, the State presented us with their interpretation of which articles and sections were mandatory demands and those that were non-mandatory. Under the Taylor Law the State is only obligated to discuss mandatory demands; non-mandatory demands can only be discussed if they so desire. We, of course, have the right to interpret their proposals in the same fashion and accord them the same courtesy as they do to us.

The last meeting we had was primarily given to negotiating over the state's insistence on dealing only with mandatory demands. At some future time they would let us know what non-mandatory demands they would consider discussing.

We insisted that they deal with the demands as presented during justification and resolve the issue of whether the article or any portion of it were non-mandatory at that time. We felt it was disruptive to the negotiations process to discuss articles in parts, and insisted on preserving the integrity of each article as presented. The State kept on insisting that we follow their agenda and discuss only those demands they were prepared for at that meeting.

The intransigence on their part almost led us to break off negotiations. We spent the greater part of the day negotiating how we would proceed with negotiations.

Our team offered a compromise to the State, and as an act of good faith, took the first step. The State will consider our compromise and, if accepted, we will resume on March 17th. If they still refuse, we will be celebrating St. Patrick's Day at home.

Court sessions are scheduled to resume on Tuesday, March 23d, at the First District Court in Uniondale in the case of Coser vs. Moore. In a new development, Judge George C. Pratt has decreed that sessions will be held in the evenings to allow more persons to attend.

The suit was brought on behalf of 29 female Stony Brook employees. It charges the university with discrimination in hiring, promoting, granting permanent and/or continuing appointment, and in salaries to its female employees.

The defense has begun presenting its case. The university expects to call at least four more witnesses before the plaintiffs call rebuttal witnesses.

It is anticipated that the trial will continue for at least two more weeks. Interested persons are invited to attend the court sessions. Judge Pratt has said sessions will begin at 5 p.m. and last no later than 9 p.m. each evening.

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EXECUTIVE BOARD MEETING

The Executive Board and chapter Delegates met on March 15, 1982. Those present were: V. Boylan, D. Buonocore, D. Cox, M. Dickinson, J. Galbraith, S. Gudaitis, G. Habicht, J. Hartnett, B. Kelly, D. Perry, S. Scher, M. Swerdlhoff, and R. Woznick.

1) Persons elected to attend the NYSUT Representative Assembly were urged to attend. UUP must show its solidarity in votes taken at the affiliate convention.

2) Plans to lobby in Albany and to generate a letter-writing campaign to protest the cuts in the SUNY budget were discussed. Sample letters will be produced. Volunteers will go to Albany on March 16, 24, and 30 to lobby.



CHAPTER OFFICERS AND DELEGATES

<b>President:</b>	Jim Hartnett Immunology Lab Hosp L2-664 124-2240	<b>Delegates (Professional):</b>	Dick Blakeslee Restorative Dentistry So Camp K-189 6-2520 (2521)
<b>Vice President (Professionals):</b>	Sarah Gudaitis Dept of Pharmacology BHS T8-140 6-2236		Mary Dickinson Schl of Med HSC L4-185 6-2082
<b>Vice President (Academics):</b>	Mark Swerdloff Oral Surgery So Camp L-167A 6-2912		Ray Woznick Dental So Camp L-200 6-2601
<b>Treasurer:</b>	Ray Woznick Dental So Camp L-200 6-2601		Dawn Hopkins Nursing Admin Hosp 13N-030 124-2952 (2958)
<b>Secretary:</b>	Jeanne Galbraith Bio Med Library HSC L-3 6-2515 (2512)	<b>Alternate:</b>	Barbara Kelly Dept of Pathology HSC T9-143 6-2185
<b>Grievance (Professional):</b>	Sheldon Scher DLAR HSC L-1 6-2195	<b>Delegates (Academic):</b>	Jeanne Galbraith Bio Med Library HSC L-3 6-2515 (2512)
<b>Grievance (Academic):</b>	Leonard Andors Dental Med So Camp L-105 6-2387		Doug Perry Schl Allied Health L2-052 6-2136
	<b>Alternate (Professional)</b>	<b>Alternate (Academic)</b>	Ora Bouey Schl of Nursing HSC L2-226 6-2169
	Dominick Buonocore Pharmacology T7-190 6-2236 (2237)	Patricia O'Neill Schl of Nursing HSC L2-207 6-2006	Donald Cox Periodontics So Camp J-108 6-2981
	Kathy Kozma Immunology Lab L2-664 124-2231	Gail Habicht Basic Health Sci. Serv. T9-125 6-2457	
	Valerie Boylan Immunology Lab Hosp L2-662 124-2231		