

BRIDGES

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



Message from the President

A Call for Involvement of Our Members

by Ed Alleyne

It doesn't seem possible that it has been a year since I was first elected President of the Stony Brook HSC chapter of United University Professions (UUP) - maybe because the term of office runs from June to May. Whatever the reason, it was clear that this would be a difficult period in the history of the Union to be a new president, but with the full support and cooperation of all the members, the difficulties were made easier. Back in June of 1991, my first month in office, I attended a labor-management meeting to discuss some very pressing issues concerning retrenchments and non-renewals. The State budget crisis was looming and this no doubt would have devastating effects on the entire campus operation, employee job security, promotions and hirings. Right

on the heels of these uncertainties was the threat, and possibility, of the hospital being separated from the University to form a Public Benefit Corporation. There was no crystal ball available, and furthermore, no clear information as to what would be the final outcome. However, some action had to be taken. Frequent labor-management meetings occurred, actions and counter-actions were taking place and, as a result, the projected massive number of retrenched employees was reduced considerably. However, the loss of one job is one too many, and through the efforts of the Union plans were made for retraining retrenched employees to gain new skills for new jobs.

The next issue which had to be addressed was the Public Benefit Corporation (PBC). Several statewide UUP members attended various Board of Trustee meetings to gather information on this proposed new organization (PBC), and to learn the effects it would have on job security, benefits, quality of care, and the mission for which the university was established. We lobbied the legislators, we wrote letters, we mailed postcards and we communicated with several members of the Board of Trustees in order to be enlightened on the issues - these efforts continue. Furthermore, new issues perpetuate themselves, requiring immediate union involvement. From my perspective it seems that all of the fires are burning at the same time. The State's withholding of our retirement pension fund was critical, and needed the full force of each member, statewide, to have this pension grab reinstated. Our legislative action, through letters, phone calls and lobbying of the elected officials resulted in the reinstatement of our pension fund,

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Spring Delegate Assembly

by Colleen Kenefick, Secretary

The 1992 Spring Delegate Assembly was held on May 1-2 at the Desmond Americana in Albany. Attending from this chapter were: Edward Alleyne, Howell Archard, James Connolly, Edward Drummond, Joan Goland, Edward Hines, Colleen Kenefick, Harold Maston, Donald Pisani, Lucille Protosow, Judith Schwartz-Silverberg, Michael Silverberg and Eugenie Weber. There were 233 academic and professional delegates present with all but one SUNY chapter represented.

Perhaps the most important business conducted at the spring assembly was the election for statewide officers and executive board seats. Both VP for academics William Scheurman of Oswego and Treasurer John Hunt Jr. of Farmingdale won re-election to two year terms. Thomas Matthews of Geneseo ran unopposed for VP for professionals, succeeding Thomas Corigliano of Plattsburgh. Five positions were open on the executive board and will be filled by: Greg Auleta (Oswego), Harvey Axlerod (Buffalo), Thomas Corigliano (Plattsburgh), Janet Potter (Oneonta), and Rowena Blackman-Stroud (Brooklyn).

Sharon Hines, our chapter secretary, took part in a special ori-

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Spring Delegate Assembly

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entation held during the delegate assembly. About 12 secretaries from chapters across the state toured UUP and NYSUT headquarters and sat in on DA deliberations. Although secretaries perform critical work on behalf of the union and its members, they rarely meet the staff with whom they deal, via the telephone and E-mail on a daily basis.

Tom Corigliano, negotiations chair, spoke about the lack of progress on the contract. The Governor's Office of Employee Relations continues to seek give-backs and is calling for UUP to "recognize the fiscal realities of the state" in stepped-up contract talks. UUP is holding firm to its stated positions; improved compensation for its members and the return of the lag pay. Meanwhile, the state's largest employee union, CSEA, has reached a tentative agreement and the state talks with Council 82 have broken down again.

In other business, the delegates authorized the president to continue the struggle to assure that teaching assistants and graduate assistants have a bona fide election with the widest possible choice for a collective bargaining agent in the election ordered by PERB. Passed without dissent was a resolution recommending federal civil rights charges against the policemen in the Rodney King case. The proposed balanced budget for fiscal year 1992-93 also passed without dissent. UUP leadership is actively engaged in fashioning a retirement incentive bill which they feel has excellent chances of being passed by the legislature. ♦

Top: Ed Alleyne, Colleen Kenefick, Ed Hines, Harold Maston, Michael Silverberg and Donald Pisani, all of Stony Brook HSC, cast their ballots during the spring Delegate Assembly. UUP delegates voted for three statewide officers and five executive board members.

Bottom: Ed Alleyne waits his turn to speak at the microphone behind Mac Nelson of Fredonia. He proposed a special order of business recommending federal charges against the police in the Rodney King case. This passed without dissent.



Message from the President

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but the race has not yet been completely won - more action may be needed when the Governor's task force completes its findings on the entire pension structure.

We have now come full circle and are back to the State's budget crisis with the devastating cuts which will affect the University as well as each and every one of us. We must be empowered through our collective efforts, to have these budgetary problems corrected. Our chance of victory on any issue will be strengthened if we join in a coalition with others. This is a call for involvement of our members in the issues of the moment; be familiar with the legislative calendar, be informed and take action! The key word is E-M-P-O-W-E-R-M-E-N-T.

Again, you have elected me for a full two-year term of office as your chapter President. As I have promised before, I will serve you to the best of my ability, but in order to do so I will need your help, advice and cooperation. Above all, your involvement in all the activities which affect us is of vital importance to me. If you

are interested in getting involved, we need people on some of the following committees: legislative, part-time concerns, EOC/Diversity, women's concerns, to name a few. There is much work to be done and together we will succeed.

Budget Impact

Have you given the budget impact a second thought? You probably have, but if you haven't, then you need to be enlightened. Think about job consolidation and departmental reorganization, salary reduction (yes, a cut in salaries), and an increase in workload. This impact also affects education, affordability and access. The budget cuts will have long and far reaching effects.

Our action plan must include a campaign for a supplemental budget, appropriations, job security, our pension rights, and increased access and protection of our bargaining unit. Be aware that UUP Central is presenting a retirement incentive bill to the legislators designed to prevent job loss. This bill will need sponsors and support. As you can see there is a great deal of work to be done and we need your help. ♦

The Grievance Procedure

by Leslie Burnett, Professional Grievance Chair

The grievance procedure provides the individual worker with the means of enforcing the terms of the contract and a democratic method of appeal against any one person's arbitrary decision affecting their wages or working conditions. It protects the democratic rights of the individual in the same way that our judicial system protects our democratic rights in civil life.

The collective bargaining agreement - the contract between the union and the employer - is the legal document which brings a measure of justice, equity and democracy to the employment relationship and the workplace. The contract is only as effective as its enforcement. Know your contract - its application to you as well as to the people you may supervise.

If for any reason you know or perceive your rights have been

violated you should consult the Union immediately. There are time limits which must be adhered to in order to validate your complaint (see below).

Many people have difficulty utilizing the union for the purpose of obtaining their rights. There is a tendency to either feel guilty or to assume reprisal is surely to follow. I appeal to all members - this is not true! We handle all issues in a courteous and professional manner - Labor/Management relationships are alive, well and respected. Many issues never get to the grievance level because a clear contract violation will be resolved by discussion between the parties.

For those of you who like statistics - in my 2 1/2 years serving on the grievance board, I have personally handled a total of 58 cases of which only 7 went to grievance. ♦

Contract Articles You Should Know About:

- **Grievance** - 45 calendar days from act or omission or knowledge of act or omission (Article 7).
- **Notice of Discipline** - within 10 working days of service (Article 19).
- **Academic Employee/Professional Employee: Request for reasons** - 10 working days following notice of non-renewal, then 10 working days following notice of right to review (Article 33).

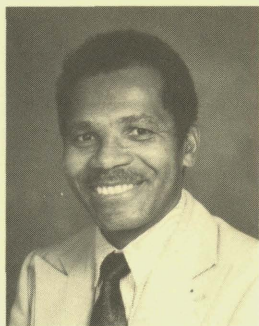
Most Utilized Contract Provisions for All Employees:

- **Compensation** - Salary and disputes concerning this subject (Article 20)
- **Leaves** - Vacation, sick and other leaves (Article 23).
- **Appointment, Evaluation and Promotion** - contains

reference to Policies of the Board of Trustees (Article 30)

- **Personnel File** - Describes nature of the file, employees' access to it and ability to know and rebut material contained within (Article 31).
- **Notice of Non-Renewal** - One of the most frequently misapplied contract provisions; contains notice of time limits (Article 32).
- **Job Security (Chancellor's Review)** - Applies to those individuals whose appointment would be on the basis of continuing or permanent appointment; describes rights and procedures (Article 33).
- **Retrenchment** - Describes conditions and factors that must pre-date retrenchment and outlines right to be protected and procedures to be followed if retrenchment is to be applied (Article 35).

Meet Ed Alleyne



Ed Alleyne has been re-elected President of the Stony Brook HSC chapter. Congratulations, Ed! He is a proven leader and he has a long record of serving our membership.

Before he became President, Ed served as a chapter delegate for more than ten years. He is a member of the statewide Committee on Equity and Cultural Diversity and Affirmative Action, a member of the HSC

Concerns Committee, and a member of the advisory board to the Department of Occupational Medicine. He also serves on the Labor Management Tripartite Committee which represents members on issues of non-renewal.

He is the past chair of the Stony Brook Equal Opportunity Committee. He is an active member of the statewide Nursing Profession Committee, a group charged with reviewing, research-

ing and developing a position on current legislative issues which affect the nursing profession. Ed is also an elected delegate to NYSUT.

One of the things Ed has become involved with on the Stony Brook campus is the mentoring program. He has been a mentor to incoming freshmen and he continues to support his proteges through their senior year. In 1990 Ed was the first recipient of the Mentor of the Year Award.

Ed has been a very energetic, committed President during this past year. He has worked very hard to get a large number of people involved in union activities. He reactivated the Legislative Committee which in turn was responsible for the massive and successful letter writing campaign to New York State Assembly persons, Senators and the Governor regarding the TIAA/CREF pension grab.

Judging from the overwhelming response of the voters, it is evident that Ed Alleyne's devotion and untiring efforts to work for the membership have been both recognized and appreciated. ♦

Money Flows Back to TIAA-CREF

Just hours before the deadline, Gov. Mario Cuomo signed legislation restoring state contributions to the pension funds of nearly 17,000 TIAA-CREF policyholders. That was all that was needed for the state comptroller to thaw pension monies frozen since mid-January. The comptroller's office has made retroactive payments and resumed regular contributions with the March 25 payroll. Certainly the aggressive telephone and letter-writing campaign directed at the Capital by the union members was instrumental in convincing the lawmakers to restore the funding.

Not only were the funds restored, but in response to a petition made on behalf of UUP, the Comptroller agreed that interest was reasonably due to policyholders for the amounts retained and a check was forwarded to TIAA-CREF from the Office of the Comptroller on April 24 in the amount of \$40,041.22. The money was distributed to the accounts of eligible employees of State University, State Education Department, Higher Education Services Corporation, and State University Construction Fund.

But while participants in TIAA-CREF, the state's optional retirement plan, have been spared for now, UUP leaders say there's still work to be done to ensure that the retirement plans of workers are not put in jeopardy once more by politicians and number crunchers. John Reilly, UUP president, explained that the union-crafted legislation signed into law by the governor creates a task force to study inconsistencies in the State's two pension laws that determine contribution rates.

The Governor has finally named the members of this Task Force and they are: Joseph Bress, Executive Director of the Governor's Office of Employee Relations; Patrick Bulgaro, Director of the State Division of Budget; James Wetzler, Commissioner of Taxation and Finance; Alan C. Marin, special counsel to Assembly Speaker Saul Weprin; and Victor Farley, senior counsel to Senate Majority Leader Ralph Marino. The task force will also include SUNY Provost Joseph Burke; Albert Bowker for the City University of New York; and Peter Gilbert, Director of the Mayor's Pension Unit, for the Mayor of New York. UUP President John Reilly and PSC President Irwin Polishook are also task force members. The task force has until June 1 to make recommendations. ♦

Benefits don't rest

NYSUT Member Benefits continue to work in your interest throughout the summer, so don't forget to take advantage of the benefits available to you.

If you have summer travel plans, keep in mind the Road America Motor Club, car rental discounts, Six Flags and Magic Kingdom discounts and all the other benefit programs that offer you savings and protection.

For more information, contact Member Benefits at (800) 626-8101 weekdays, 9 a.m. to 5 p.m. During July and August, hours are 8:30 a.m. to 4:30 p.m. ♦

Your UUP Library

Please visit your UUP Library at the UUP Office in Room 572 on the fifth level of the Health Sciences Center. Office hours are Monday through Thursday 9:15 a.m. to 4:00 p.m. Books may be borrowed for three weeks and videos for three days. You may use the office book drop to return the materials borrowed. You also

can use the book drop or call 4-1505 for suggestions regarding new books or videos you would like to see added to our collection. Remember, this is your library! All members are eligible to borrow the books and videos. Enjoy! ♦

BOOKS:

A Primer on American Labor
Biographical Dictionary of
American Labor
Career Burnout
Critical Teaching and Everyday
Life
Eight Men Out
Health Care Facilities Handbook
Hazardous Chemicals Desk
Reference
Intensive Care: The Story of a
Nurse
Labor Arbitration in Health Care
Labor Arbitration - What You
Need to Know
Labor Relations in Hospitals
Labor and Management at the
Crossroads

Mother Jones
Right-To-Know and Emergency
Planning
Seventy Years of Life and Labor
The Grapes of Wrath
The World Of The Worker
Union-Management Cooperation
What Color is Your Parachute?
What Do Unions Do?
Workers at Risk
Working for Democracy
Worlds of Pain
Working But Poor
The Evolving Process: Collective
Negotiations in Public
Employment
Life and Safety Code Handbook
(reference only - can not
leave office)

VIDEOS:

A Critical Look at TIAA/CREF
All My Sons
Citizen Kane
Country
Days of Heaven
Death of a Salesman
Down and Out in America
FRONTLINE: Crisis at General
Hospital
Front, The
Grapes of Wrath, The
Harlan County USA
High and Low
Hunchback of Notre Dame, The
I am A Fugitive From A Chain
Gang
Inside Albany
Matewan

Miracle of Life, The
Mr. Smith Goes to Washington
Norma Rae
NYS/UUP Excellence Awards
1990
On the Waterfront
Our Daily Bread
Reds
River, The
Shop Around the Corner, The
Silkwood
Triangle Shirt Factory Fire
Scandal, The
Work, Work, Work
Working With HIV in the
Laboratory

Racial and Social Class Bias: A Challenge to UUP

by Aldustus E. Jordan, Associate Dean for Student and Minority Affairs, School of Medicine

The Rodney King decision and its destructive aftermath serves as a grim reminder that in many ways we are still a nation very much divided, separate and unequal. Once again the nation is scrambling to "fix" the situation through temporary programs and political debate. These recent events and the national reaction are similar to those enacted almost 25 years ago. As a nation we seemed to have learned very little about individual and institutionalized racism, social class bias, and dreams deferred despite a characteristic belief that we have advanced in so-called race relations.

Significant changes are occurring in the demographic make-up of American society during the 1990's. By the year 2000, one third of the United States will be African American, Latino, Asian or Native American up from 21% in 1985. The number of women and persons from these groups in the workforce will also rise, from 57% in 1985 to nearly two thirds by the year 2000. In Suffolk County there has been at least a 15.6% increase in the population of African American youth under the age of 21 (82,910) and a 49% increase in the Latino population (87,852). In effect, the so-called "minorities" are rapidly becoming the statistical majority. The United University Professions (UUP) must not avoid effective responses to these demographic changes.

Traditionally, the labor unions have provided leadership in movements which promote justice and equal opportunity. During the 1950's and 1960's labor unions were at the forefront of the civil rights movement in the United States and continue to support

such activities. However, the combination of the ongoing "bread and butter" issues of salary and working conditions coupled with the many constituencies represented by the UUP often obscure the need for supporting effective Affirmative Action and promoting programs which increase multicultural education and understanding. The negotiation of contracts and working conditions means little without corresponding shifts in attitude and perceptions on the part of individuals and institutions on matters of racism, sexism and social class bias.

UUP must take a real leadership role in combatting racism, sexism, and social class bias both at the state and local levels. Such leadership should be more than high profile campaigns and involve a commitment of funds, energy and deeds. As a union representing a diverse work force within health and education settings, UUP can play a key role in working with its membership, local school and communities, and other organizations in promoting greater people to people understanding. Programs which promote such activities are fundamental to the long term "bread and butter" gains made by the UUP. The fervor with which issues of salary, parking and tenure are pursued must be translated equally in dealing with institutional racism, sexism and social class bias. Union strength and solidarity depends upon uniting around issues which affect all of its members both economically and socially. Dignity, respect for individual differences, and equal opportunity lead a long list of issues which should guide the negotiation process.

The task will be challenging, but not impossible. ♦

Stony Brook HSC Chapter Election Results

Officers

President: Edward Alleyne
Vice President, Academics:
Mark Swerdloff
Vice President, Professionals:
Donald J. Pisani
Secretary: Colleen M. Kenefick
Treasurer: Susan K. Firestone

Academic Delegates:

Michael Silverberg
Howell O. Archard
Jeanne L. Galbraith
Julitta Y. Jo
Ora J. Bouey
Colleen M. Kenefick

Professional Delegates:

Edward W. Hines
Edward Alleyne
Donald J. Pisani
Ann Zuppardo
Leslie A. Burnett
Edward Drummond
Margaret E. Fischer
Joan Goland
Eugenie A. Weber
James R. Connolly
Aldustus E. Jordan
Geoffrey T. O'Connell
Daniel J. Fischer
Judith L. Schwartz

Professional Alternates:

Charles J. Bebbler
Everton J. Forde
Lucille C. Protosow
Harold Maston
Arthur Wiegert
Ruperto C. Deguzman
Mary S. Berendowski
Connie Seidl
Stephen M. Heim

Official returns listing the number of ballots for each candidate are available in the UUP Office. HSC L5-572 ♦

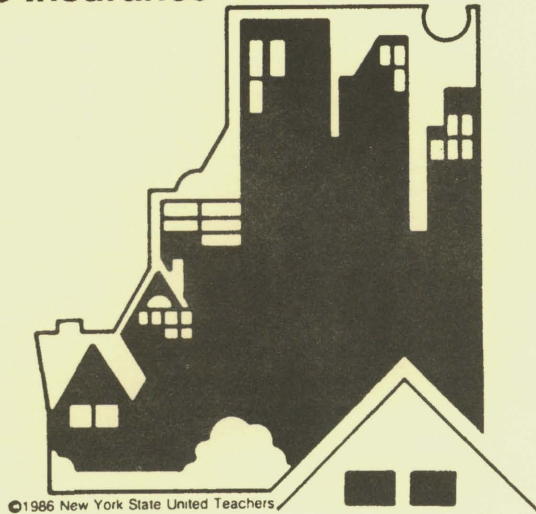
Do You Know...?

Do you know that NYSUT endorses an insurance program that offers a five percent discount on **each** policy when you purchase **both** auto and homeowners insurance?

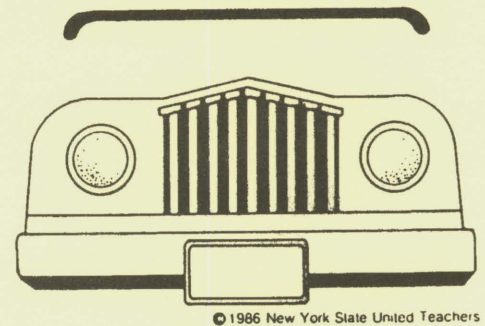
Do you know that for over ten years, United Community Insurance Company has provided thousands of NYSUT members with competitive insurance coverage and hometown service? Don't you owe it to yourself to find out what other members already know?

Check your present coverages and then call 1-800-822-8242 for further information and a no obligation Rate Request Form. When your premium quotes arrive, compare your rates. If you need more help in selecting the coverages just right for you, call again. UCIC's experienced representatives are ready to help you get the right insurance for your personal needs. Find out what UCIC can offer you.

Home Insurance



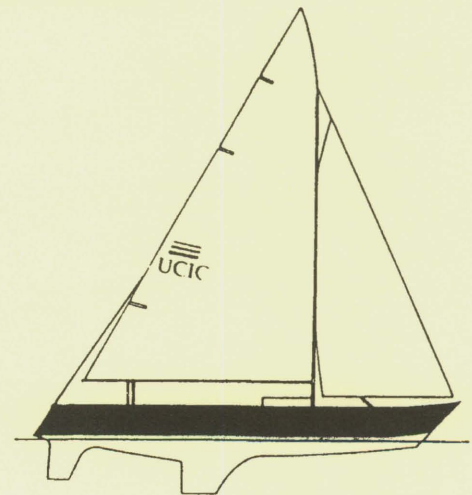
Car Insurance



Personal Umbrella Insurance



Boat Insurance



Board of Trustees Acts on New ORP Options & Policies

What have you done for me lately?

The SUNY Board of Trustees took action on four matters related to the Optional Retirement Program. All of them are of importance to UUP members, and all are matters that UUP has pursued.

The Board approved three alternate insurers to be available to participants in CREF who wish to transfer funds. The three insurers are Aetna, Metropolitan, and VALIC. This is a big accomplishment and represents a culmination of work UUP initiated in 1987 when they intervened in a motion before the Securities and Exchange Commission that led eventually to loosening the control of policyholders' money in TIAA-CREF.

The Board passed a resolution also to enable employees who leave the University with less than five years of service to recover all contributions made to the ORP by themselves and the employer. This policy gives portability genuine value. It also underlines the point that pension contributions are deferred compensation...it is our money.

The Board authorized participation in TIAA's new Global Equities Account. Policyholders all have received mailings about this. It is a new initiative of TIAA.

The Board also authorized a loan possibility for participants in the TIAA-CREF-SRA. People taking part in the Special Annuity Program may now borrow from the SRA accumulations up to 45% of the total amount.

So, in spite of many troubles, there have also been some wins. These actions are some of those wins. UUP had taken initiative to secure them as early as 1981 when preparing the package for contract negotiations and found rising interest in member's control of their pension money. At that time they negotiated for a supplementary vehicle, which now has grown into Opportunity Plus.

So, to update the old question, "What have you done for me lately?" The answer would be, at least partly, those four things listed above are the result of the work of UUP. ♦

UUP Negotiators Won't Budge on Key Positions

It's not surprising that the Governor's Office of Employee Relations is asking UUP to "recognize the fiscal realities of the state" in stepped-up contract talks between the two sides.

"The call for givebacks is a familiar one," said UUP President John M. Reilly, who is chief negotiator. "But now the state is saying to us, 'You decide how to give us something back; then we'll present the idea back to you and you can thank us for it.' UUP has no intention of self-funding its contract through concessions."

UUP - like Council 82 of AFSCME - is holding firm to its stated positions that members deserve raises, and that the state's lag-pay plan is unconstitutional and in direct violation of the union contract. Council 82 recently walked away from the table for a second time, primarily because the union refuses to give up its court challenge on lag pay and to make concessions on workers' compensation.

Council 82's stand is in contrast to the Civil Service Employees Association (CSEA), which reached a tentative agreement with the state that includes no raises in years one and two of the four-year contract, and withdrawal of the union's court fight on lag pay. CSEA's tentative pact - which awaits a vote by the membership in June - also includes language that accepts, in principle, the lag-pay proposal.

Council 82, with two decisions on the lag-pay issue on its side, refuses to give in to the state's demands just to settle a contract that is long overdue.

UUP shares that view. "The state has wiped its feet on our contract with its lag-pay scheme," Reilly said. "We will not succumb to the demand that we come up with a way to make it acceptable. It's an outrage." ♦

1992 State Employees Federated Appeal

The following letter from John M. Reilly, President of UUP, is addressed to all UUP members.

June 10, 1992

Dear Colleague:

Labor Day 1992 has been designated "Help Yourself, Buy American Day" by the New York State Legislature. Labor Day also is the kick off for the State Employees Federated Appeal (SEFA). Through SEFA you can help yourselves, your fellow members, and your neighbors in many tangible ways.

United University Professions is proud once again to endorse this year's SEFA campaign, and we are asking you to participate in and give to this year's SEFA. We are proud of our members' support which helped SEFA raise over \$6 million statewide in 1991 despite a difficult year for state employees. Your contributions to SEFA and the United Way supported agencies have helped many of our members and their families.

Each year volunteers from state employee unions coordinate local SEFA campaigns, determine which agencies deserve funding and allocate undesignated funds to worthy programs. This insures that your SEFA contribution is used efficiently for the most pressing needs in your community.

So when someone in your department approaches you about SEFA please give through payroll deduction, if you have not before, or consider increasing your bi-weekly contribution. Better yet, volunteer to reach out to others in your department and in our union for SEFA. With your support we will demonstrate that UUP is a union which cares about the community.

In solidarity,

Tim Reilly, President

United University Professions

Important Telephone Numbers

MetLife

Participating Provider, Major Medical claims and APM claims issues

1-800-942-4640 (NYS)

1-800-341-4312 (Outside NYS)

Empire Blue Cross and Blue Shield

Non mental health and substance abuse hospital claims

1-518-465-0171 (Albany & Alaska)

1-800-342-9815 (NYS)

1-800-428-4292 (Outside NYS)

American PsychManagement

APM for mental health and substance abuse services

1-800-446-3995

Intracorp

HealthCall, when the Empire Plan is primary, for non mental health and substance abuse benefits management (Hospital Pre-admission Certification, Prospective Procedure Review and Second Opinion)

1-800-992-1213

Vision Care Voucher

1-800-999-5431

United University Professions/Stony Brook HSC Chapter

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The opinions expressed in the Newsletter are those of the authors, the editors, or the Stony Brook HSC Chapter of UUP and are not necessarily the opinions of 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: Joan Goland, Dean's Office/School of Medicine, Zip 8430; Telephone: 4-2295.



Health Sciences Center

L5-572

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