

BRIDGES

July 1994

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



Message from the President

Labor/Management Meeting with Dr. Marburger

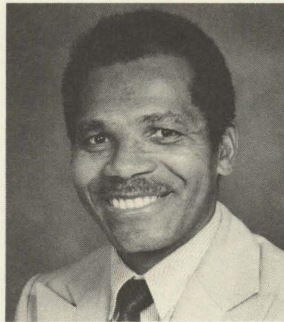
by Edward Alleyne

UUP has enjoyed a long and lasting labor/management relationship with Dr. John Marburger III, President of Stony Brook University. He recognized early on that labor and management must not be at odds, but must establish a cohesive relationship in order to fulfill the mission of the university.

He has established the groundwork for a strong Affirmative Action Program, with a commitment to cultural diversity and opportunity in the workplace. During his tenure there has been increased emphasis on promotional opportunities for women and minorities as well as a commitment to increased minority enrollment in the university.

On May 19, 1994, UUP hosted a working Labor/Management luncheon meeting in recognition of Dr. Marburger. This probably was the last meeting we will have with Dr. Marburger during his tenure as President of the University at Stony Brook. He will not be far away, however, since he will remain as a faculty member in the Physics Department, and he will be a full-fledged, card-carrying member of UUP (United University Professions).

So many of the issues that concern the union parallel those that concern President Marburger - education, research, health care, environmental matters, cultural and social concerns, and a strong commitment to undergraduate enrollment.



Dr. Marburger spoke about choices that each and every one of us must make in order to be part of the growth and development of the community we serve through the university. The union has supported these initiatives, and in some cases, promoted a political agenda in order to move the mission forward. Labor has not been stagnant, nor silent on some of the choices; for example, the union supported the rebuilding of the infrastructure; worked

and lobbied the legislature for a realistic budget to support the increase in enrollment in the state universities and increase in faculty to meet these needs; it also supported flexibility legislation to allow the hospitals more autonomy to meet the needs of a changing health care environment. UUP and management have come full circle and sit on the same side of the table on some of the issues, and that, in part, developed as a result of the style of Dr. John H. Marburger III.

Some issues on the other hand were not as easily solved, but the persistence of labor in areas of health and safety, patient outcomes, employee satisfaction, employment security, promotion, and salary equity have been foremost on our labor/management agenda. They have been put on the table, discussed, and in some instances resolved, but we will continue to raise issues, support the challenges and make the important choices. We will move forward. ■



Present at the Labor/Management meeting are: (left to right) Dawn Hopkins, Edward Alleyne, Donald Pisani, Diane Rulnick, Alyce Hobbs, Randy Glazer, President John Marburger and Ed Moretti.

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Professional Promotion Review Committee

by Joe Moreschi

The Professional Promotion Review Committee provides an appeal process for university professionals (non teaching professionals) who have requested promotion and are dissatisfied with the result. Promotion is defined in the Memorandum of Understanding (July 1979) between SUNY and UUP (Article III; Paragraph A) as:

"Promotion shall mean an increase in a professional employee's basic annual salary without a change in title by movement within rank or to a higher rank, or with a change in title within rank or to a higher rank:

1. resulting from a permanent significant increase or change in his or her duties and responsibilities as a consequence of movement from one position to another of greater scope and complexity of function at the same or different campus;
or
2. resulting from a permanent significant increase or change in his or her duties and responsibilities as a consequence of a permanent increase in the scope and complexity of function of his or her position."

If you believe that you have a valid case, please contact the Chair of the Committee, Joe Berendowski at 4-1462. ■

Grievance Corner

Update, TB Masks

by Leslie Burnett

Leo DeBobes, Director, Environmental Health and Safety, brought three types of ventilators to our last meeting. They were evaluated for breath and patient communication sounds. It was decided that we would have a test group and this group would be comprised of two members of each bargaining unit. The ventilators would be worn for four hours.

The June 1, 1994 deadline was to remain in force, although the exceptions (facial hair, medical) have not yet been dealt with. At our next scheduled meeting we will try to deal with those exception groups.

We are still waiting for On Call/Recall update from Human Resources. The Grievance Committee as a whole has been buzzing with phone calls with regard to what appears to be changes in work life at the Medical Center. At this time we are not able to disclose our suspicions, however we will be monitoring the situations closely. ■

HELP WANTED

Do you enjoy organizing and editing? Do you like to write? Would you like to take over the production of the chapter newsletter? If you think you might be interested, please call Sharon in the Union office (4-1505) or call Joan (286-2265) for more information. A new newsletter editor will be needed this fall. Let's hear from you!

Professional Evaluation Review Committee

by Mary Hoch

The guidelines for the Professional Evaluation Review Committee are specified in the Memorandum of Understanding dated August 8, 1989 and appear as an addendum to the UUP contract. As an employee you are entitled to a review of your performance on an annual basis. You have a right to have input to your evaluation and a discussion concerning your evaluation with your supervisor. If you feel the content of your evaluation is not what it should have been, you have the right to write a rebuttal. The rebuttal should be attached to your current evaluation and placed in your official personnel folder. The official personnel file is kept in Human Resources. Some departments keep their own personnel files, but these are not considered the official file.

Any employee who receives an unsatisfactory evaluation or an evaluation circled satisfactory where the content is truly written in an unsatisfactory manner is entitled to a review by the Evaluation Review Committee. In order to initiate the process, the employee must inform in writing his/her immediate supervisor, the Chair of the Professional Evaluation Review Committee (Mary Hoch), and Human Resources within ten working days of the receipt of their evaluation.

The committee is comprised of five professionals: three elected by the union at large and two appointed by the president. This group is a fact finding committee that functions as an advisory group to the president. The charge of the group is to investigate the course of events that lead to an unsatisfactory evaluation. The committee conducts a series of interviews: the first being with the employee, the next the immediate supervisor, and then an undisclosed number of individuals whose input is confidential who can enlighten the committee as to the working situation and how the employee performs his/her job function. The final person to come before the committee is the employee to clarify any questions that have arisen. At the completion of the interviews the committee writes a recommendation to the president. The president can do anything he deems necessary with the recommendation. This means he can go along with the recommendation, overturn it or expand upon it. In the past, the committee has had an excellent working relationship with the president's office. If anyone has any questions or concerns regarding their evaluation, please feel free to contact any member of the committee: Mary Hoch, Bernard Ritchen, Julius Elias, Maureen Burns or Edward Drummond. ■

PDQWL Awards at Stony Brook HSC

The NYS/UUP Professional Development and Quality of Working Life Committee's second and third round of awards have been announced. Recipients of awards for the Stony Brook HSC are:

Round 2, Librarian Study Leave Award Program

JULITTA JO was awarded \$1,195 to conduct research, evaluating the serials control and acquisitions control systems, by interviewing people with direct knowledge of various systems at the Medical Library Association Annual Conference, San Antonio, TX, May 13-19, 1994.

COLLEEN KENEFICK was awarded \$4,300 to conduct research on the utilization of humor in the health care professions for journal submission. This activity will occur in medical libraries on Long Island and New York City, December 1993 - June 1994.

AMY YOUNG was awarded \$4,300 to conduct research on the utilization of humor in the health care professions for journal publication. This activity will occur on Long Island and New York City, December 1993 - June 1994.

Round 2, Professional Study Leave Award Program

DIANE CAREY was awarded \$315 to complete requirements for a bachelor's degree in Health Administration at St. Joseph's College, Patchogue, NY, from September 1993 - June 1994.

ZHE CHEN was awarded \$1,220 to attend the 11th International Conference on Computers in Radiation Therapy, March 20 - 24, 1994, in Manchester, England.

CAROL FAIRCHILD was awarded \$893 to attend the Master Practitioner Program at the New York Training Institute for Neuro Linguistic Training, New York, NY, September 1993 - May 1994.

JOANN MCCASLIN was awarded \$145 to participate in a Spanish course for Health Care Professionals at Stony Brook HSC, February 24 - March 30, 1994.

JOSEPH MORESCHI was awarded \$504 to undertake 9 credits of course work toward an MBA at Dowling College, Oakdale, NY, Fall, 1993.

ANITA RISENER was awarded \$750 to attend the Alcoholism Counseling Training Program for health care professionals at South Oaks Institute of Alcoholism and Addictive Behavior, Amityville, NY, September 13, 1993 - May 2, 1994.

BERTHA SMILOWITZ was awarded \$770 to attend the Neuro Linguistic Programming Master Practitioner Certification Program, University Medical Center, New York, NY, October 8, 1993 - May 31, 1994.

SUZETTE SMOOKLER was awarded \$620 to attend The American Dietetic Association Meeting, Anaheim, CA, October 24-28, 1993

MARGARET STOLZ was awarded \$893 to attend the Neuro Linguistic Programming Master Practitioner Certifica-

tion Program at University Medical Center, New York, NY, September 17, 1993 - March 4, 1994.

SCOT WEBER was awarded \$430 to attend the Pharmacy Symposium on Cancer Chemotherapy, Houston, TX, October 3-5, 1993.

Round 3, Professional Study Leaves

EDWARD DRUMMOND was awarded \$1,070 to participate in the Annual Meeting of The Microscopy Society of America, July 31 - August 5, 1994, in New Orleans, LA. He will complete a short course titled "Digital Image Processing for Microscopy".

EDMUND HAYES was awarded \$504 to obtain his external Doctor of Pharmacy degree, Albany, NY, July 1, 1994 - June 30, 1995. ■

Spring Delegate Assembly in Albany

by Colleen Kenefick

A large contingent of academic and professional delegates attended the 1994 Spring Delegate Assembly. The two day meeting was held on May 6 and 7 at The Desmond in Albany. The HSC chapter sent: Ed Alleyne, Howell Archard, Ora Bouey, Ed Drummond, Dan Fischer, Margaret Fischer, Everton Forde, Jeanne Galbraith, Joan Goland, Edward Hines, Sharon Hines, Colleen Kenefick, Judith Schwartz, Michael Silverberg, Eugenie Weber, and Ann Zuppardo. All but one SUNY campus sent delegates and there were 230 delegates seated.

The main events were the elections for state-wide officers and for five executive board seats. Bob Albrecht (Alfred) was re-elected as VP for Academics, Tom Matthews (Geneseo) was re-elected as VP for Professionals, and Rowena Blackman Stroud (Brooklyn HSC) was elected as Treasurer. Greg Auleta (Oswego), John Hunt (Farmingdale), Frank Maraviglia (Env. Science and Forestry), Janet Potter (Oneonta), and Barbara Silverstone (Syracuse HSC) were all elected to the executive board.

In other actions, the proposed budget for fiscal year 1994-95 passed unanimously. A copy of the UUP budget is in the office for your review. William Scheuerman was invited to be an election observer in Natal Province, South Africa and reported on his experiences during the historic event. There may be 80 new faculty lines this year and additional money for equipment, especially for the outdated ag and tech colleges.

One of the highlights of the meeting was the 1994 Friend of SUNY award given to Ernest L. Boyer on Friday night. He was introduced by Lt. Governor Stan Lundine and UUP President William Scheuerman. Dr. Boyer served for seven years as SUNY chancellor in the 1970's, and then as U.S. Commissioner of Education and is now president of the Carnegie Foundation for the Advancement of Teaching. For his efforts on behalf of higher education in New York State and the nation and for his numerous contributions to educational reform, UUP salutes Ernest Boyer. ■

Affirmative Action Leave Program

Deadline for submission of the Dr. Nuala McGann Drescher Affirmative Action Leave applications is September 16, 1994. This award will cover activities occurring January 1 - June 30, 1995. As usual, more information and application forms are in the union office. Call Sharon at 4-1505.

**UNITED UNIVERSITY PROFESSIONS CHAPTER ELECTION REPORT
Stony Brook HSC Chapter**

UUP election procedures require that the results be published in their entirety, so here are all the details:

1. January 20, 1994 Date notice of election and call for nominations mailed to home addresses of members of the chapter.
2. February 24, 1994 Date nominations were closed.
3. April 8, 1994 Date ballots were mailed to home addresses of members
4. May 4, 1994 Date ballots were due.
5. May 4-5, 1994 Date votes were counted.
6. 7 Number of control envelopes returned by postal service as undeliverable.
7. 302 Number of valid control envelopes received.
8. 15 Number of invalid control envelopes received and reasons invalid:
6 - no inner ballot envelope
8 - control envelope not signed
1 - not a member
9. 1 Number of invalid ballots and reasons invalid:
ballot destroyed by voter

Results are listed in descending order of votes received. Ties appear in rank order as determined by lot. Term of office begins June 1, 1994 and ends May 31, 1995, unless noted otherwise. (X indicates elected).

OFFICE	CANDIDATE	A or P	VOTES REC'D
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PRESIDENT:

Alleyne, Edward	P	230X
Protosow, Lucille C.	P	3
Caruana, Dennis J.	P	2
Lane, Edward J.	P	1
Melendez, Joseph A.	P	1
Nugent, Tara M.	P	1
Silverberg, Michael	A	1
Cousteau, Jacques (ineligible, not a member)		1

VP ACADEMICS:

Swerdloff, Mark	A	84X
Goland, Joan (not eligible)	P	1
Lane, Bernard P.	A	1
Harding, Tonya (ineligible, not a member)		1

VP PROFESSIONALS:

Pisani, Donald J.	P	93X
Protosow, Lucille C.	P	87

SECRETARY:

Kenefick, Colleen M.	A	218X
Stern, Howard (ineligible, not a member)		1

TREASURER:

Firestone, Susan K.	P	222X
Gregory, Dorothy T. (ineligible, not a member)		1
Steinbrenner, George (ineligible, not a member)		1

ACADEMIC DELEGATES:

Swerdloff, Mark	A	79
Silverberg, Michael	A	76
Galbraith, Jeanne L.	A	70
Siegel, Daniel M.	A	68
Bouey, Ora J.	A	67
Kenefick, Colleen M.	A	65
Archard, Howell O.	A	7
Baker, David A.	A	3
Bryde, Susan E.	A	3
Levine, Nancy	A	1
Jo Julitta Y.	A	1
Faro, Joan (ineligible, not a member)		3

PROFESSIONAL DELEGATE:

Hines, Edward W.	P	110
Protosow, Lucille C.	P	110
Pisani, Donald J.	P	108
Alleyne, Edward	P	98
Drummond, Edward	P	88
Fischer, Daniel J.	P	68
Zuppardo, Ann T.	P	67
Caruana, Dennis J.	P	64
Hoch, Mary Louise	P	63
Barnett, Irene W.	P	60
Connolly, James R	P	59
Moreschi, Joseph P.	P	58
Warner, Patricia M.	P	57
Lane, Edward J.	P	55
Marino, John J.	P	53
Schwartz, Judith L	P	53
Goland, Joan	P	53
Nugent, Tara M.	P	49
Manning, Marie E.	P	49
Conard, Christopher L.	P	45
Gaeta, Collette	P	43
Abdool, Satar	P	42
Bebber, Charles J.	P	40
Jordan, Aldustus E.	P	39
Forman, Edward B.	P	31
Forde, Everton J.	P	23
Jafari, Saied	P	20
O'Connell, Jeffrey T.	P	1
Burnette, Leslie A.	P	1

I certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report.

David H. Kreh,	Tellers:
Designated Election Official	Joseph Baldwin
	Rand Bishop

UUP Membership and You

by Lucille Protosow

The Stony Brook HSC Chapter of UUP wishes to extend to you a cordial and most enthusiastic invitation to become an active member of our union. This message is directed to all academic or professional employees who pay agency shop fees to bargaining unit 008, otherwise known as United University Professions. Whether you have been working here for years and have never "joined" by signing a membership card, or you are newly appointed and just have not signed up yet as a member, we want you to know that you are missed. We want you to join this dynamic and powerful organization.

Why does it make sense to be counted along with other members and professional colleagues? Even though we will steadfastly represent all union fee payers whether you are a signed up member of the union or not, there are additional benefits to you as a member. As a union member you can enjoy many opportunities to join various competitively priced insurance plans (life, auto/boat, home, disability, long term care, legal plan, group buying, etc.). There are many benefits to you, and at the same time your membership is beneficial to the union as well. More members give us more clout. And of course we welcome your ideas and opinions. Most importantly, many non-members are not always aware of the significant impact the Union has on the State and the University, through its legislative lobbying efforts, to influence many of the terms and conditions of our employment.

Please consider that there are many people who have not "signed-up" and their voices are not being heard. By your membership alone, you count when the Union negotiates with the State, takes its issues to our legislators, safeguards our rights and jobs. Your membership is good for you as an individual and it is also good for the entire Union and fellow University colleagues throughout the State. ■

New PDQWL Program Developed for Academics

The New York State/UUP Joint Labor-Management Committee has developed a new PDQWL program for academics. This leave program parallels an existing one for professionals and librarians.

The committee has set aside \$150,000 to provide grants of up to \$5,000 each. The grants will support activities designed to enhance instructional skills and general teaching effectiveness of academics in SUNY through utilization of improved materials or methods. Up to \$3,000 of the award is available from the PDQWL Committee for salary for a replacement while the successful applicant is on release time.

The deadline for applying for the fall semester, (Sept. 1 - Dec. 31, 1994) is July 15, 1994. November 1, 1994 is the application deadline for the spring semester (January 1 - June 30, 1995). Applications or additional information can be obtained from UUP's Administrative Office in Albany at (800) 342-4206 or from the local UUP chapter office at 444-1505. ■

Action on the Health Security Act

by Ora James Bouey

Several years ago the Nursing Professional Work Group Committee was formed at the behest of the President of United University Professions. Members are from SUNY units across the state in Nursing Education and Practice and/or Social Policy, and Health Care Delivery.

The Nursing Profession Work Group developed a resolution in response to the Health Security Act aka Health Care Reform or Clinton Plan.

Ora James Bouey, a delegate and member of the Work Group, presented the Resolution on Single Payer National Health Care to the UUP Delegate Assembly for acceptance. Another member of the Work Group, Martha Livingstone, faculty, SUNY, Old Westbury, and a renowned consultant in Health Care and Social Policy was given the opportunity to address the Delegate Assembly. This resolution was part of the report by Thomas Matthews, Vice President for Academics. Tom received support from the Executive Board of UUP prior to the request by Ora for consideration by the D.A. Martha offered additional data to queries and the vote was cast and the following resolution was accepted as submitted:

Resolution from the Nursing Profession Work Group Resolution on Single Payer National Health Care

Whereas, we acknowledge and appreciate the important contribution and positive steps the Clinton Administration has made in bringing Health Care Reform to the forefront of the national agenda, including the six principles (security, simplicity, savings, choice, quality, and responsibility); and,

Whereas, we believe the Clinton Plan still falls substantially short of the simplicity, cost control, equity, choice, and public accountability possible under a national single-payer plan; and,

Whereas, according to the Congressional Budget Office, the McDermott-Conyers Plan (The American Health Security Act - HR1200) would achieve universal

coverage, provide the greatest level of consumer choice and comprehensive benefits, would reduce annual medical spending by \$114 billion by the year 2003, and is the most cost-effective of all the health care reform bills currently before Congress; and,

Whereas, organizations such as NYS Nurses Association, Nurses for National Health Care, Physicians for a National Health Program, Public Citizen's Health Research Group and Citizen Action of New York, American College of Surgeons, whose positions are much more likely to be in congruence with the UUP constituency than the positions of the insurance or pharmaceutical industries, have all supported the single payer concept; and,

Whereas, we are aware of the repeated and unsuccessful efforts of the US Congress to enact a comprehensive and universal health care plan; therefore;

Be it resolved, that UUP oppose alternative proposals that merely provide for minor reforms in the present health insurance system and/or require purchase of health insurance; and,

Be it further resolved, that UUP support the single-payer approach to health care financing such as embodied in the Wellstone (S.491), and McDermott-Conyers plan (HR1200); and,

Be it further resolved, that UUP oppose vigorously any legislation, such as the Cooper-Breaux, Michel-Lott, Chafee-Thomas, and Nickles-Sterns, which does not allow states to adopt a single payer plan; and

Be it further resolved, that UUP call on the U.S. Congress to represent the wishes of the American people, putting aside the demands of the private for-profit interest groups, and enact legislation that will create a real health care system which provides universal access and quality assurance for all Americans while assuring them the right to choose the single payer system of financing. ■

BENEFITS

SAVE THAT SICK LEAVE! It's Like Money in the Bank....

If you're approaching retirement and have accumulated a lot of sick leave, don't think it will go to waste. At the time you retire, your unused sick leave can be converted into a monthly credit that will offset the cost of your health insurance for the rest of your life. Generally speaking, employees who receive health coverage as part of their job package, and have worked here (or other participating agencies) for 10 or more years prior to retiring, are eligible for continued health coverage after retirement and can use their surplus sick leave to offset their share of the cost. The more sick leave you have, the higher its monetary value will be. In fact, if you have accumulated enough sick leave, the credit would totally cover your health insurance costs.

NYSUT legal services getting better all the time.

NYSUT'S Legal Service and Retiree Legal Service plans now provide access to attorneys throughout the continental U.S. Previously, attorneys were located only in New York, New Jersey and Connecticut, and in Florida for retiree plan participants.

Also effective, this month, a new optional Elder Law rider is available to UUP bargaining unit members enrolled in either Legal plan. For \$35, the rider provides access to a national panel of elder-law attorneys who have agreed to discount their legal fees by 20%. The rider also provides one free legal security package, which includes a simple will, health-care proxy, living will and durable power of attorney.

For more information, contact NYSUT Member Benefits at (800) 626-8101.

UUP Delegates Serve Wherever the Need Occurs - in Hospitals - in Communities - On the Ground or in the Air!

by Ora James Bouey

Two members of the UUP Delegate Assembly - on a trip back from Albany, on the American Eagle Airline, were trying to unwind (take a nap) after a hectic weekend. Ora James Bouey was sitting by the window next to an elderly man, who suddenly slumped over preventing her from moving. She immediately asked a passenger to alert (shake, awaken) Ed Alleyne, who was a few seats in front of her, to the fact that his assistance was needed. Both Ora and Ed noticed that the passenger was unresponsive and they moved him from seat to narrow aisle and performed CPR. Ora asked if there was a physician aboard. There was no physician present, therefore the flight attendant notified the pilot who returned to Albany Airport. CPR was successful - the man recovered sufficiently to state that he was on his way to JFK for a connecting flight home to Germany to visit relatives. The paramedics met the flight and transported the man to a local hospital. The flight attendant expressed her appreciation to Ed and Ora. ■



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 at 286-2265 or 444-1505.

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