

H. S. C. at STONY BROOK

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NEGOTIATIONS RESUME

Jeanne Galbraith
Negotiations Committee

Full negotiations at the table are scheduled to resume during the week of August 9. Although no formal negotiations session have been held for the past month, informal talks between UUP and the State have been frequent during this period.

Actions planned by the Negotiations Committee at its meeting on June 28 have been held in abeyance. As long as face-to-face discussions continue with representatives of the Office of Employee Relations (OER), we will temporarily postpone our plans for public demonstrations.

Vital issues are still unresolved. Our affiliates and our Negotiations Team are still working diligently for our package of contract demands. Resumption of formal negotiations is a hopeful omen of a breakthrough in the current stalemate of contract negotiations.

UUP HSC at Stony Brook Officers

James Hartnett, President
Mark Swerdlhoff, Academic Vice President
Sarah Gudaitis Fornadel, Prof. Vice President
Jeanne Galbraith, Secretary
Raymond Woznick, Treasurer
Leonard Andors, Academic Grievance Chairman
Sheldon Scher, Prof. Grievance Chairman
Richard Baron, Field Representative

ARE YOU ELIGIBLE TO VOTE ON THE CONTRACT?

Only UUP members will be allowed to vote on ratification of the contract agreement reached by our negotiations team and the State of New York.

You will be unable to vote acceptance or rejection of the settlement unless the central UUP office in Albany has received a signed membership application from you prior to the settlement of the contract.

Have you signed a membership form? Will you be able to tell UUP and the State how you feel about the contract settlement by casting your vote?

A membership application form is printed on the back page of this newsletter. Sign it and mail it today.

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EDITORIAL

By now you have had sufficient time to chew, digest and assimilate the distribution of discretionary money published in the last newsletter. For those among us astute enough to take umbrage with the manner by which recipients are chosen, I say read on! For those among us who have adopted the postural attitude of the proverbial ostrich, I say read on!

It is apparent through the comparison of last year's list of names and this year's list of names that a seemingly paternalistic pattern emerges. One that is singularly odious to the concept of union fraternalism.

Of the 107 faculty receiving discretionary money, 44 (41%) are repeats from the previous year. Of the 149 NTP's receiving discretionary money, 35 (23%) are repeats from the previous year. It is worth noting however, that of the 11 persons receiving \$2,000., 5(45%) are repeats from the previous year. Also, of the 29 persons receiving \$1,000. or more, 15 (52%) are repeats from the previous year.

These rewards represent anywhere from 4% to 10% salary increases over and above the across the board increases. Obviously, these monies are being used by management as a wedge among our membership, to produce dissatisfaction with the representation of the UUP to its members. By not expressing a unified, vociferous disdain with the present method of disbursement, it is perceived as an acceptable practice by management. Besides voicing your displeasure with the present system, a more productive course would be to come up with an alternative method. One such alternative would be to add the % of discretionary money to the across the board increase and reward personnel for exemplary service, productivity etc. through the promotional mechanism already in place (UUP Agreement).

Remember, none of the other unions dealing with New York State are subjected to the internally divisive practice of discretionary money.

By Jeanne Galbraith

The American Federation of Teachers Convention met at the New York Hilton Hotel from July 2 through 7. UUP seated approximately 50 delegates among the 2,337 who registered representing 407 locals nationwide.

Several major issues were discussed at the initial business meeting on Saturday. Delegates voted to hold biennial conventions in even-numbered years beginning in 1984. A constitutional provision which allows calling a special convention during an odd-numbered year was passed, as well as a number of "house keeping" amendments to adjust wording to reflect the change from annual to biennial.

Delegates voted to increase per-capita taxes from the locals. Currently, per-caps are \$4 for each local member per month. They had been scheduled to increase effective Sept. 1, 1982, to \$4.40. This new amendment, however, will increase them to \$4.65 per member per month beginning in September. Another motion stipulated that 25¢ of each member's per-capita tax would be set aside each month to finance purchase of a building in Washington, D. C., for AFT headquarters.

In further debate, delegates defeated an amendment requiring a secret ballot for election of officers and delegates to the AFL-CIO Convention.

At the opening session, delegates applauded U.S. Senator Paul Sarbanes (D-Md.) who vowed to stand firm against efforts to cut federal funding for education. AFT President Albert Shanker said that Ronald Regan's presidency may result in revitalization of the educational system by stirring up support in opposition to his budget-cutting proposals.

In speaking at the Higher Education Breakfast, Shanker affirmed AFT support for development of higher education locals.

POINTS TO PONDER

The following interrogatories quite possibly have crossed your mind from time to time as individual queries or a perplexing group of questions frustrating to both Talmudic scholars and clergy alike.

1. How come our union receives similar across the board increases as does the other unions without benefit of an annual increment career ladder?
2. How come our union is forced to accept a discretionary percentage as part of the across the board increase when other unions are not?
3. How come our union contract expires on June 30 and all other union contracts expire on March 31?
4. How come our union was forced to accept a 3 year deferred (lag) system of remuneration as part of the last contract, when other unions did not?
5. How come current negotiations have as a consequence of not reaching agreement forced us to accept another lag, since whatever increases are settled upon may not be seen in the paycheck until January 1983?
6. How come our contract regardless of when it is negotiated has a built in lag three months after other unions have received their salary increases?
7. How come the State is under no pressure to negotiate in good faith during the summer?
8. How come procedures with regard to performance, evaluation, and terms and conditions of employment, although explicit in the agreement (contract), are not uniformly applied Statewide?

9. How come our membership placidly accepts whatever the State offers and says, "Thank you"?
10. How come our membership, a veritable sleeping giant, is unable or unwilling to lift a finger (requiring a muscular contraction), to be vocal, visual, vibrant?
11. How come the membership is concerned only with salary increases and only consults with the union when their position is in jeopardy or they feel entitled to more money?
12. How come most of those reading these questions will shrug their shoulders and not do very much more?
13. HOW COME?.....because of membership lack of involvement!

NEW SECRETARY

IN CHAPTER OFFICE

We would like to welcome Mrs. Davida Harris to the HSC UUP office. Mrs. Harris began working as our chapter office secretary on July 12.

Community activities such as volunteer work for the American Red Cross, driving patients home from hospital treatments, and teaching swimming are among her many interests.

Mrs. Harris will be in the office Monday through Friday, 10AM-1PM, to answer questions, take messages, and distribute literature. Feel free to stop by the office in Room 131 on Level 4.

PROBLEM ABATEMENT THROUGH THE GRIEVANCE PROCESS

1. Problem: Various governance groups were contacted by the Administration concerning potential changes in the form currently used to evaluate professional employees.

Remedy: A grievance was filed and the decision sustained the grievance. No action will be taken until completion of contract negotiation. UUP is recognized as agent for changes in terms and conditions of employment and will be an integral part of any proposed changes in evaluation form--if any.

2. Problem: Continued overt harrassment and covert discipline of an employee subsequent to a grievance pending in Albany based on related issues.

Remedy: An additional grievance was filed to eliminate continued pressure by his supervisor to denigrate his position and duties.

3. Problem: After denial of grievance at Step I and Step II levels, hearing was held at Step III.

Remedy: The State has offered a settlement which is under consideration at this time.

4. Problem: Another instance where an employee was evaluated and non-renewed despite the fact that no performance program was in place for the evaluation period.

Remedy: Informal resolution resulted in rescinding of recommended non-renewal, a one year term appointment was given and a performance program to be put into effect.

5. Problem: Employee who was eligible for permanent appointment received non-renewal while on extended sick leave, in an untimely and callous manner without benefit of procedures as afforded by the contract. No performance program was in place during the last eight months of evaluation period.

Remedy: A grievance was filed to rescind all material since gross procedural errors occurred. The administration offered a settlement which was turned down by employee. Grievance was denied and appealed to Step II.

6. Problem: Unreasonable demands by departmental supervisor, which were in direct conflict with union and administration policies, created an unsavory atmosphere in the department.

Remedy: Informal discussions were held to resolve problem. Counseling of supervisor by administration was deemed necessary as a first step towards developing a more harmonious and professional atmosphere in which to work.

7. Problem: As a result of other Union settlements, some UUP supervisors were salaried at less than or equal to their subordinates.

Remedy: A proposal for a salary increase for those affected was prepared by the department, processed by campus administration and sent to Albany for approval.

WHAT'S IN A NAME?

Our newsletter stands up well in comparison to those from other UUP chapters around the state. It's newsworthy and presentable. But it lacks a name.

Help us select a name for our UUP chapter newsletter. Farmingdale's is the UNIFIER. COLLEAGUES is the name of the Geneseo Chapter newsletter and Brockport calls theirs THE BEACON. The Stony Brook main campus chapter named theirs INSIGHT.

Submit your suggestions for a name for the newsletter to an Executive Board member or to the chapter office (Level 4, Room 131, HSC). Suggestions should be received in the office by October 15, 1982.

CHAPTER OFFICERS AND DELEGATES

President: Jim Hartnett
Immunology Lab
Hosp L2-664
124-2240

**Delegates
(Professional):** Dick Blakeslee
Restorative Dentistry
So Camp K-189
6-2520 (2521)

**Vice President
(Professionals):** Sarah Gudaitis
Dept of Pharmacology
BHS T8-140
6-2236

Mary Dickinson
Schl of Med
HSC L4-185
6-2082

**Vice President
(Academics):**

Ray Woznick
Dental
So Camp L-200
6-2601

Treasurer: Ray Woznick
Dental
So Camp L-200
6-2601

Dawn Hopkins
Nursing Admin
Hosp 13N-030
124-2952 (2958)

Secretary: Jeanne Galbraith
Bio Med Library
HSC L-3
6-2515 (2512)

Alternate: Barbara Kelly
Dept of Pathology
HSC T9-143
6-2185

**Grievance
(Professional):** Sheldon Scher
DLAR
HSC L-1
6-2195

**Delegates
(Academic):** Jeanne Galbraith
Bio Med Library
HSC L-3
6-2515 (2512)

**Grievance
(Academic):** Leonard Andors
Dental Med
So Camp L-105
6-2387

Doug Perry
Schl Allied Health
L2-052
6-2136

**Alternate
(Professional)**

Dominick Buonecore
Pharmacology
T7-190
6-2236 (2237)

Kathy Kozma
Immunology Lab
L2-664
124-2231

Valerie Boylan
Immunology Lab
Hosp L2-662
124-2231

**Alternate
(Academic)**

Patricia O'Neill
Schl of Nursing
HSC L2-207
6-2006

Gail Habicht
Basic Health Sci. Serv.
T9-125
6-2457

Ora Bouey
Schl of Nursing
HSC L2-226
6-2169

Donald Cox
Periodontics
So Camp J-108
6-2921

HSC

Stony Brook



JOIN NOW

Return to Jim Hartnett, President

..... Health Science Center

UUP MEMBERSHIP APPLICATION

UUP is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT).
UUP members are entitled to all benefits offered by NYSUT and AFT.

Payroll Deduction Authority for UUP Membership

TO THE COMPTROLLER OF THE STATE OF NEW YORK

I am a member of or apply herewith for membership in United University Professions, Inc. of the State University of New York, and HEREBY AUTHORIZE YOU to deduct from my salary and to pay over to United University Professions, Inc. on a biweekly basis the amount of \$_____ to pay for my dues in said organization.

Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize the United University Professions, Inc. to act as my exclusive representative for the purposes of collective bargaining and in the administration of grievances. I understand that this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

Last Name		First Name		Initial		Position Title		Local Society No.	
Street Address			City	State	Zip	Line No.	Campus	Department	
Signature					Date				

(Fold Here)

LIFE INSURANCE BENEFICIARY CARD

UNITED UNIVERSITY PROFESSIONS GROUP LIFE INSURANCE PROGRAM

MALE
 FEMALE

FULL NAME OF MEMBER (LAST NAME FIRST)			DATE OF BIRTH		SOCIAL SECURITY NO.	
FULL NAME OF BENEFICIARY (LAST NAME FIRST)			MEMBER'S CAMPUS		RELATIONSHIP	

SIGNATURE

DATE

ADDRESS