

THE BRIDGES

The Newsletter of the Stony Brook Health Sciences Chapter
of United University Professions

January 2000

Make a difference this year

Well, another year has come and gone and we've made quite a bit of progress in activating our membership. In the past year, we have provided chapter members with a variety of activities both at the workplace and off site. In addition to these activities, we also had our third annual holiday meeting for the membership. Holiday activities were held for the hospital and HSC, the Veteran's Home, and Tech Park members. This event is usually a huge success and our chapter membership has provided only positive feedback.

We hope to continue this trend into the new year and beyond into the millennium. The Chapter Development Committee has already planned some upcoming events and we are always willing to accept input from the membership for additional activities.

So far, we have several great activities planned for 2000. On February 13th, the play "How to Succeed in Business...Without Really Trying" will be presented exclusively for us at the Airport Playhouse in Bohemia. This production will serve two purposes. Not only will it provide members along with their families and friends an afternoon's entertainment, it will also provide much needed funding for the Link Scholarship Trust Fund. The cost of the tickets is only \$10.00 and they are available now. We are also planning on obtaining tickets to baseball games. Depending upon availability, we will be getting tickets to the Mets, Yankees, and possibly the all-new Long Island Ducks. As the Chapter Development Committee, we will also begin in 2000 having new members' orientation on a quarterly basis. At this luncheon, which will be in addition to new employee orientation, new members will meet with current members and be able to ask questions and get information pertaining to UUP that may not have been answered initially. New members will also be able to meet and talk with other new and current members in an informal, relaxed environment.

Another big goal for the committee this year will be to further strengthen our department representative system. We would like to hear from any member who wishes to be a department representative. Department representatives provide a valuable mechanism to effectively convey accurate, timely information to fellow members in their departments. The more departmental contacts that are available, the more informed our membership will become. If you are interested in becoming a department representative, please contact either myself at bkube@suffolk.lib.ny.us or give your information to Sharon Hines in the UUP office (4-1505) and I will contact you. On behalf of UUP, I would like to wish all chapter members a happy, successful, and prosperous New Year.

Bruce Kube
Chapter Development Committee

What are doing on Sunday, February 13th?

Why not join your UUP colleagues at the Airport Playhouse in Bohemia for a performance of

HOW TO SUCCEED IN BUSINESS
Without Really Trying

Tickets are an incredibly low price at only
\$10.00/seat

Proceeds will benefit the Link Scholarship Fund
Visit the UUP office to pick up your tickets now

United University Professions

2000 LEGISLATIVE AGENDA

Restoring SUNY to Pre-eminence in American Higher Education

The following six proposals outline UUP's goal of restoring SUNY to its place of pre-eminence in American higher education. With careful planning and an appropriate level of funding, we are confident SUNY will reclaim its leadership role in public higher education.

- **Continue the Restoration of Full-time Academic and Professional Lines**
 - UUP commends the Legislature and the Governor for the additional funding for faculty lines in the 1999-00 budget, yet more full-time lines are required
 - Since the beginning of the 1995-96 academic year, SUNY has lost more than 1,000 full-time lines
 - SUNY enrollment has increased by more than 3,300 students at State-operated institutions for the 1999-2000 academic year, compounding the faculty shortage
 - While UUP recognizes the vital contribution of part-timers within SUNY, the percentage of part-time faculty in SUNY continues to rise, as it has for the past seven years

- **Fund the Expanding Institutional Missions of SUNY**
 - Additional funding for implementation of four-year programs at the Colleges of Technology
 - Additional funding for new requirements at SUNY Teacher Education programs
 - Fund the SUNY CONNECT Initiative
 - Expedite the Curriculum Approval within SUNY

- **Adequate Funding for SUNY Teaching Hospitals**
 - The State must recognize the contributions made to health care education and public health by SUNY's teaching hospitals and provide sufficient funds to safeguard their missions
 - End the practice of "taxing" the teaching hospitals to fund campus operating budgets

- **Five-year Operating Plan for SUNY**
 - Allows for greater public dialog on SUNY's future and helps gauge the impact of policy changes
 - Incorporates qualitative educational goals as part of the RAM formula
 - Is analogous to SUNY's five-year capital plan and other State budgeting practices

- **Permanent COLA for all State Retirement Plans**
 - UUP endorses a permanent cost-of-living adjustment for employees in all public retirement systems
 - UUP members who retired before January 1, 1991 should have the option to pass on their sick-leave credit for offsetting the cost of their health insurance premiums to a surviving dependent (the Dual Annuitant Option)

- **Restoration of Funds to the New York State Theatre Institute**
 - Return all UUP members to 12-month employment
 - Incorporate all UUP contractual salary increases and other levels of support advocated by UUP
 - Fund NYSTI in the State budget rather than by legislative member item

Professional election results

Elections were held recently for the review committee and review panel of vital importance to professionals of this chapter. Ballots were mailed on September 29th and must have been received by 5 p.m. on October 18th. Ballots were counted after 5 p.m. on October 18th and October 19th by Jeanne Galbraith, Colleen Kenefick, and Michael Silverberg.

Professional Promotion Review Panel

The six candidates with the most votes serve on this panel that reviews applications for promotions and makes decisions and recommendations with respect to such applications. It reviews applications for salary increases resulting from a permanent and significant increase in duties and responsibilities which are not accompanied by a change in title or rank.

Professional Evaluation Review Committee

This committee consists of five professionals: three elected by the union at large and two appointed by the campus president. They are a fact finding committee that functions as an advisory group to the president. The committee's charge is to investigate the course of events that lead up to an unsatisfactory evaluation. At the completion of their interviews, the committee writes a recommendation to the president.

Name	Votes	Rank
Edward Drummond	150	1
Tina Manning	102	2
Mary Hoch	68	3
Doris R. Weisman	67	4
Bruce T. Kube	47	5
Margaret Kelly	46	6
Charles Mazzaresse	42	7
Darcy M. McGuire	37	8
David Bekofsky	36	9
Carolyn S. Kube	32	10
Angela M. Devito	27	11
Barry J. Mendelsohn	26	12
Dennis J. Caruana	5	13
Walter Green	3	14
Nereida E. Gonzalez	2	15
Angelika M. Hrynda	2	16
Judith L. Schwartz	2	17
Catherine M. Fitts	1	18
Nora M. Hartmann	1	19
Lucille C. Protosow	1	20
Steven M. Schindler	1	21

Name	Votes	Rank
Lucille C. Protosow	191	1
James R. Connolly	165	2
Bruce T. Kube	160	3
Joseph Moreschi	152	4
Charles Mazzaresse	151	5
Eslyn A. Green	124	6
Barry J. Mendelsohn	110	7
Albert J. Carini	107	8
Dennis J. Caruana	6	9
Leslie A. Burnett	5	10
Nereida E. Gonzalez	3	11
Walter Green	2	12
Angelika M. Hrynda	2	13
Lydia L. Johnson	2	14
Glenn J. Valentine	2	15
Vincent Verderosa	2	16
Peter J. Abbate	1	17
John J. Bilski	1	18
Daniel Bullock	1	19
Lucy N. Diaz	1	20
Michael A. Finn	1	21
Carol Gizzi	1	22
Nora M. Hartmann	1	23
Eugene Hellin	1	24
Charles Hines	1	25
Susan M. Hogan	1	26
Frederick W. Luebke	1	27
Michael A. Luongo	1	28
Darcy M. McGuire	1	29
Dominick J. Papia	1	30
Donald J. Pisani	1	31
Francis D. Reynolds	1	32
Frances R. Ricco	1	33
Sabino Rutigliano	1	34
Steven M. Schindler	1	35
Markham Smith	1	36
John T. Tolson	1	37
Kim L. Viola	1	38
Doris R. Weisman	1	39
Jan Wyrick	1	Ineligible

Shuffle off to Buffalo

The moment Sharon Hines called to let me know that I was chosen to attend the 1999 Fall Delegate Assembly in Buffalo, I became excited. Here I was a newly-elected delegate all ready to begin my journey to learn everything about the union that I have belonged to for the last eight years.

Darkness still remained in the sky the morning of take off. Everyone promptly met at MacArthur Airport to board a bus to LaGuardia Airport. The bus was full of excitement even though most of us were still not fully awake. Eventually making it through rush hour, we raced to board our flight to Buffalo. Panic struck as the attendant couldn't find one of our member's names on the boarding list. Amidst the confusion, our plane was announced and we were finally ready for take-off. Somehow, I felt someone or something was missing. On the smooth and relaxing flight I sat next to a female theatrical professor from Westchester, also on her way to a convention in Buffalo. Boy, could she chew my ear off, but the conversation was definitely fascinating. After landing, we all stood silently waiting at the luggage terminal for our belongings to arrive. As the belt went round and round, suddenly there was no more luggage available. Everyone headed towards the hotel carrying their possessions but me. Not only was my luggage missing, so was Ed Lane. He was our member left behind along with my luggage. What a great start!

After being assured that Ed as well as my luggage would arrive safely on the next flight, we headed to the Radisson, that is the Radisson Maze. Linda Barbera, Lucy Protosow, and I began our journey like three mice racing through a maze as we held schedules in one hand and maps in the other trying to find where the next meeting would take place. First stop, of course, was the hotel's gift shop where Lucy purchased an item that promptly exploded in her pocketbook. I think it was something you use in your hair.

We found the buffet room and had a wonderful lunch. After filling our stomachs, we roamed through the lobby which had lots of informational display booths filled with samples, and people waiting to answer any questions about our wonderful benefits. After filling our bags with goodies, we then navigated the maze to the HSC Concerns Committee and then the Professional Delegates meeting. They both were interesting and informative. Our next stop was the Delegate Assembly orientation for first-timers where we had the honor of meeting President Bill Scheurman personally. That room was filled with 80 new delegates, all feeling the enthusiasm of one big family. Bill expressed his appreciation and was proud to welcome all of us.

Looking at our schedules, we noticed there was finally a free hour to go to our rooms and change for dinner. Our room had a view of the hallway, the temperature of Alaska, and felt like we were in a barracks. Change, yes, my luggage finally arrived and at dinner I noticed that Ed Lane had also. As we



Gina Alaimo and Linda Barbera, both of the Long Island State Veterans Home, attend their first Delegate Assembly in Buffalo

enjoyed our outstanding dinner, we were entertained by an awards ceremony to recognize many UUPers who have contributed significantly to our union. I never realized before how many people are involved in our union and the inspiration that is shared by our members. It makes me very proud to be part of such a strong union.

After dinner, we squeezed in the Women's Rights Committee with the Plenary Session following immediately. Boy, was I getting tired. Imagine, we were still in the same day and it felt there were not enough hours to capture everything. It was definitely time for sleep.

We rose early the following morning, with breakfast before 9:00, followed by another committee session and then another Plenary Session, which included several raffles with wonderful prizes sponsored by the many benefit companies. Imagine, Ed Drummond won football tickets for a game in Syracuse. I guess that may be hard to make, so thanks Ed for donating them back! Lunch was at 12:00, time to close, and then say goodbye.

Our flight wasn't scheduled till 3:30, so what else could we do but catch some shopping at the airport? I made sure one of my souvenirs was a jar of The Original Buffalo Wing Sauce. After all, this is where it originated. With our money all spent, we boarded a flight to Philly which was rough and turbulent. We had a 30 minute wait in Philly before boarding a bus to drive us all to a very small plane waiting out in the fields to fly us back to Islip. I'll admit to being a little confused, exhausted, and nervous at this point. I remember flying in a similar small plane when we took our vacation and had a stopover in Boston. All in all, this flight was smooth and quick with a final arrival in Islip at 7:00. We all shared our weekend experiences with each other and made promises to do it again.

Driving home I thought of how proud I am to be part of a strong union with such family bonds. But the biggest family bond was that of my husband standing on the front porch with a glass of wine in his hand, my daughter, our three dachshunds, and a welcome home banner. I guess Mom was missed. My experience as a new delegate at the Fall Delegate Assembly was certainly a positive one. I felt so much was accomplished but, union work is never done. I have so much to learn, so many

questions to ask, and so many hours of sleep to catch up on. Until next time.

Gina Alaimo
Delegate for Professionals



Trustees faulted for hospitals' ills

Testifying at an Assembly hearing on SUNY financing, UUP President Bill Scheuerman told lawmakers that the fiscal crisis at the SUNY teaching hospitals is “contrived,” and results from a “structural flaw in the SUNY budget.”

The \$77 million budget squeeze facing the health facilities is not the “result of market-driven forces in the health-care arena, as SUNY spokespersons would have you believe,” he said. Rather, it is due to an “ill advised cross-subsidy” between the state hospitals and academic campuses.

In New York State, Scheuerman asserted, the state budget treats the three teaching hospitals as “cash cows,” requiring them to generate \$116 million in revenue that is not retained for hospital use but instead is transferred to academic campuses. This practice of “taxing the hospitals” to subsidize academic programs is fiscally irresponsible, he said.

UUP called on legislators to address the problem by developing a “fiscally prudent plan” to stabilize state support for SUNY hospitals. Underscoring the union’s bottom line, Scheuerman stated that any possible solution to this “management-created crisis” that would include layoffs and cuts to student and patient services is unacceptable.

The testimony did not fall on deaf ears. Assembly Majority Leader Michael Bragman of Syracuse, who conducted the hearing, opined that the Assembly believes the state university is “vital to the future” of New Yorkers. He said he won’t allow SUNY hospitals and campuses to be “jeopardized in any way.”

Bragman added that any plan to privatize the hospitals is “unacceptable” to the Legislature.

He also criticized SUNY System Administration and the trustees for not advocating for SUNY by asking the state for sufficient funding to close the hospital budget gap.

This condemnation is consistent with UUP’s often-stated position — reiterated by Scheuerman during the hearing — that SUNY hospitals and campuses face a “leadership vacuum” because of the Board of Trustees’ failure to “fulfill their fiduciary responsibility to the University.”

Over the past few years, the hospitals have been unable to come up with the ever-increasing revenue demand, \$24 million in 1992, growing to \$116 million in 1999. The shortfall stems from revenue projected to come out of the system’s three health sciences centers in Brooklyn, Stony Brook, and Syracuse. “The money just isn’t there,” said our chapter president John Marino. Reimbursements are down, he said, and “there is not now and there hasn’t been any money to take out of the hospitals.”

**TO BE A MEMBER OF UUP YOU
MUST SUBMIT A SIGNED MEMBER-
SHIP CARD. IF YOU HAVE ANY
QUESTIONS ABOUT YOUR MEMBER-
SHIP STATUS, PLEASE CALL THE
OFFICE AT 444-1505.**

To your health: Resolutions for the New Millennium

Despite the fact that technically the New Millennium begins on January 1, 2001, not January 1, 2000, most folks (but not all, I should tell you) are celebrating this New Year's Day as The Big One. That thus makes any New Year's resolutions particularly portentous. After all, New Year's Day comes around once a year, but New Millennium New Year's Days are one in a thousand. And so, a few words on making resolutions. Don't be put off in making a New Year's/Millennium resolution by previous failures in keeping resolutions. There are many reasons why we fail other than lack of will or lack of dedication or some other internal fault upon which we place the blame. Often it is, rather, that we fail to correctly go about the resolutions-setting process in the first place. In other words, more often than not when we fail, we have set ourselves up for failure. In considering health-related personal behaviors and behavior change, why not set yourself up for success this time around? Here are a few guidelines that you might find helpful in that regard.

First, don't make too many resolutions. One that you achieve is much better than ten that you don't. One in fact is a good number. If you do follow it through, then later in the year there's nothing wrong with setting another one, even if it's warm weather when you do it.

Second, pick something you think you will actually be able to follow through on, even if it seems fairly simple. It could be, for example, resolving to fasten your seatbelt before putting the gearshift in drive every time you get in the car. Once you've done something new, but not overly challenging, you will be better set up for trying something more demanding.

Third, make sure that whatever it is you decide to change in your life, like eating a diet lighter on the fat and heavier (but not too much heavier) on the carbohydrate, you are making the change for yourself, not someone else. Many studies have shown that internal motivation works much better over the long run than external motivation. Having established these principles, it's on to making the resolution (or resolutions if you don't like my more minimalist approach). Regular readers of this column will be familiar with what comes next. First, assess yourself on your present health habits, health status, activity level, weight, eating and smoking patterns, and so forth. What's right? What could be better than building on your strengths? Make your choice of what to work on, remembering to pick an area which you think you can actually make a change for the better now. Then, within that area, set a doable goal for yourself, and be sure to give yourself a reasonable period of time to do it.

In fact, if you pick an area with a variable outcome, like exercising regularly (a little to a lot) or losing weight (a little to a lot), set an easy-to-achieve goal at the outset. Once regularly fastwalking 20 minutes three times a week and losing the first ten pounds, you can always set another goal and go to the next step. As I am fond of saying, "gradual change leads to permanent changes."

Planning your resolution-making the right way, setting yourself up for success, not failure, is half the battle. And doing so will make the other half that much easier to win.

Steven Jonas, MD, MPH, MS
Academic Grievance Chair

UUPer draws on talent for Link Fund

UUP delegates and committee members know fellow unionist Fred Miller likes to draw. His colleagues also know that Miller is very good. But getting one of this unassuming man's coveted pen-and-ink sketches is another matter. If you're lucky, Miller will hand it over when he's done. But the union's 1993 Nina Mitchell Award winner from Oneonta may not truly know the value of his work.

Well, he may soon have a chance to find out. The Link Scholarship Development Committee, chaired by UUP retiree Gertrude Butera of Alfred, has commissioned a Miller pen-and-ink drawing for a limited edition all-occasion card. Using Miller's original covered-bridge design, the committee has printed and packaged a set of 10 blank cards, with envelopes.

Members can get a set of cards with a minimum donation of

ten dollars; the full amount is tax deductible.

Link scholarships of \$650, for two semesters a year, are given annually to as many as four SUNY undergraduates who maintain a 3.75 grade-point average and who exhibit a dedication to the goals of the labor union movement. Thirty-seven students have received the award since it was established in 1985 as a testimonial to Eugene Link, professor emeritus of history at SUNY Plattsburgh and a founding member of the union.

The cards can be ordered from UUP, 159 Wolf Road, Albany, N.Y. 12205-1177. Send check, payable to the Eugene P. Link College Scholarship Trust Fund, to the attention of Kathy Trudeau, UUP comptroller.

United dollars create united power

What can you buy today for a dollar, or even two? Not very much. But if we all put our one or two dollars together, we can obtain a lot of power and effective legislative action in our favor.

According to the latest reports, we at SUNY are facing a \$77 million deficit. It will require long term work to lobby and support our legislators in finding a remedy to close this budget gap. All this action uses VOTE/COPE dollars. If we do not participate, we will face harsh negative changes. With over 2,000 UUP members in our chapter, only 400 are VOTE/COPE contributors. Please join with us today, united dollars create power, we need 100% membership. If you are a member, ask your co-workers around you to join. Consider increasing your contribution to support the fight we now face.

We also need volunteers to join the VOTE/COPE committee. There are numerous ways to help: speaking with legislators, staffing tables, writing letters, brainstorming ways to increase our fundraising, working with our associates in the legislation committee. No one person can do it all alone. We need our entire UUP membership to unite in funding

for legislative efforts. We need each other and we need YOU.

Please sign a contribution form today to help with this \$77 million deficit fight.

To be certain you are currently contributing to VOTE/COPE, please check your pay stub. It will appear in the After Tax Deductions section as UUPI VOTE/COPE with current and YTD totals. To begin or to increase your level of contribution, please see Sharon, in the UUP office or call 444-1505. Thank you for your continued and future efforts and best wishes for a very happy holiday season.



Doris R. Weisman, NP, MS
Chair and Downstate Regional Coordinator

Kathy Southerton, RNC, PhD, Vice-Chair

Carolyn Kube, Committee Member

New faces welcome at leadership workshop

The 1999 Fall Leadership Program was held at the Hudson Valley Resort in Kerhonkson on Nov. 19-20. The program was designed to be a comprehensive training and education program that will lead to a UUP Leadership Certificate.

Each of the four different workshops offered a comprehensive examination of some issues vital to union work.

UUP: The Organization was a three-hour course that provided an overview of the organizational structure and functional relationships and activities of UUP. The overall goals were for participants to be able to examine the roles and responsibilities of UUP.

Grievance and Problem Solving was a basic review of the UUP contractual procedure. Distinctions were drawn between an improper practice, a grievance, and a complaint. Special emphasis was placed on disciplinary grievances filed pursuant to Article 19 of our contract.

The Taylor Law: Collective Bargaining was an introduction to and overview of the origin and legal authority of the technical components of the NYS/UUP Agreement. It did address the basics of the New York Employee Relations

Act (Taylor Law) provisions.

I attended the *Newsletter Editor Workshop*, where four UUP Communications Department staff discussed the essential elements of publishing an effective and attractive chapter newsletter. Liza Frenette, Karen Mattison, Frank Maurizio, and Lisa Feldman Reich all gave presentations that made the Saturday morning session fly by too quickly. Topics covered included layout and design, copy editing, feature writing and headline writing, and media relations. All of these sessions were very informative as well as practical, and I came away realizing my past mistakes, but, more importantly received many good ideas to improve this newsletter.

It was a personally rewarding experience, and I encourage other members to take advantage of this great chance to learn more about our union. There is another leadership workshop being planned for March. If anyone is interested in becoming more involved in chapter leadership, please contact chapter president John Marino.

Colleen Kenefick
Delegate for Academics

Professional Concerns Committee

As the new vice chairperson of the Professional Concerns Committee (PCC), I wanted to be sure that everyone is aware of what the committee does and why it exists. Basically, the PCC is a forum for issues that concern the professional, not academic, members of UUP. Professional concerns are raised by members of the committee as well as by chapter members at large. Once an issue is brought to the table, it is researched, discussed, and finally the results are presented to the chapter president and executive board for further action.

The most important point to remember here is that the issues reviewed by the PCC are general in nature. Most often, it is widespread membership concerns that are investigated. This 'generalization' of an issue is often misunderstood. People may think the committee handles any professional issue that comes along. This is not only untrue, it can be very problematic. For example, let us look at a hypothetical 'incident' that may be a grievance under the contract. A grievance may indeed be a professional concern. However, as a possible grievance issue it must be handled in a specific, contractually correct way and within a specific time frame. Once an 'incident' occurs, a clock starts ticking that gives both employee and employer a specified and limited amount of time to bring the problem to the attention of the proper authorities to address. The PCC would not be the correct forum to bring a specific problem. Bringing such a specific problem to the PCC might diminish the valuable time and attention that issue needs. Failure to follow the

General concerns are reviewed by the PCC, while specific concerns are handled in a more timely fashion.

established rules and timetables may adversely affect the outcome of an issue.

However, with respect to the 'incident', if it is occurring with great frequency to the professional membership of our chapter, the PCC may simultaneously or independently look into the overall issue. Whatever information is gathered, again, is forwarded to the chapter president and executive board for their action and/or review.

For example, one bad evaluation is not a PCC matter, there is a specific committee already established for this. Professional Evaluation Review Committee members are elected and trained, I might add. (See page 3)

However, if many people are getting poor evaluations, that trend may very well become an issue for the Professional Concerns Committee to review.

The basic point is that general concerns are reviewed by the PCC while specific concerns are handled in a more timely fashion, often by a committee that is geared to handle that kind of specific problem. If you have a specific problem, Sharon Hines in the UUP office can act as a clearinghouse to direct you to the proper committee or person. If you have a general concern that affects the professional members of our chapter, either leave a note for the committee in the UUP office or personally contact one of the committee members.

Daniel Fischer
Delegate for Professionals

Special interests

Before you head out on your next shopping trip, log on to www.unionlabel.org. There you'll find the AFL-CIO's Union Label and Service Trades Department's boycott and do-buy lists, a list of made-in-the-USA labels and related links.

Special thanks to Michael Silverberg and Jim Xikis for all the computer support they have given this past year. Without their generous and cooperative assistance, this chapter newsletter would not be possible.

Have you contacted your elected officials yet regarding your concern about the \$77.6 million shortfall in the SUNY budget?

If not, please see Sharon in the UUP office to participate in the letter writing campaign and/or logon to the NYSUT website: www.nysut.org click on *Contact Your Elected Officials* and follow the simple instructions

Four out of every 10 college-bound New York high school seniors stays in the state to attend SUNY schools.

UUP members create Babies' & Children's Memorial Garden

On Sunday October 24, 1999 a ceremony was held to dedicate the Babies' & Children's Memorial Garden. This garden, a project of the Women's & Children's Hospital bereavement committee, composed predominantly of UUP members, was created to:

- offer solace to grieving families
- provide a peaceful place for quiet reflection for these families and for hospital staff members
- honor the memory of the children and
- enhance the University Hospital landscape

Over 300 people attended the dedication and first annual ceremony of remembrance. One couple wrote to us immediately following the ceremony. "At this moment, I feel peace in my heart and contentment in my soul. I am so happy your committee has started this garden. It will be a special place to visit. The service today was heartwarming, I just wanted to let you know how much we appreciate your actions and kind words." We believe these sentiments were shared by many who attended the ceremony.

Located on the grounds of University Hospital, south of the emergency room, the garden is a work in progress. Anyone wishing to make a monetary contribution to the garden fund may do so by writing a check to the Stony Brook Foundation and mailing it to:



Babies' & Children's Memorial Garden
c/o Neonatal Intensive Care Unit
University Hospital 8 South
Stony Brook, New York 11794-7082

For more information or to purchase an engraved brick for the garden walkway, please contact Kathy Southerton at 444-3783 or e-mail: ksouther@ts.uh.sunysb.edu

Important NYSUT phone numbers

NYSUT Member Benefits

1-800-626-8101

Accidental Death & Dismemberment Insurance

1-800-338-3358

Alamo Car Rental (NYSUT ID#213855BY)

1-800-354-2322

Avis Car Rental (NYSUT ID#A441200)

1-800-331-1212

Buyer's Edge

1-800-626-8101

Catastrophe Major Medical Insurance

1-800-503-9230

Consumer's Guides

1-800-626-8101

Defensive Driving

1-800-626-8101

Disability Income Protection Plan

1-800-338-3358

Disney Magic Kingdom Club

1-800-626-8101

Financial Building Blocks

1-800-626-8101

Hertz Car Rental (NYSUT CDP#85352)

1-800-654-2200

Lifestyle Security Protection

1-800-677-4636

Long-Term Care Insurance

1-800-638-0133

NYSUT Legal Service Plan

1-800-626-8101

NYSUT Retiree Dental Care and More Plan

1-800-487-8004

NYSUT Retiree Legal Service Plan

1-800-626-8101

Opportunity Plus Tax-Deferred Variable Annuity

1-800-677-4636

Payroll/Pension Advantage

1-800-626-8101

Personal Property Insurance

1-800-438-6381

Six Flags Funseekers Club

1-800-626-8101

Supplemental In-Hospital Insurance

1-800-338-3358

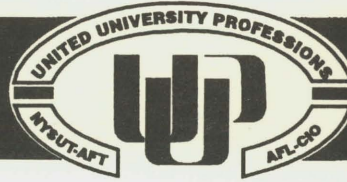
Term Life Insurance

1-800-503-9230

UUP: Your Information Source

United University Professions

Know your rights



Visit UUP
online at
www.uupinfo.org

**As a member of United University Professions (UUP),
you are entitled to the following:**

- Grievance Procedures (Article 7* of the Agreement between UUP and the State of New York)
 - ◆ Right to Representation in a Disciplinary Hearing
- Academic Freedom (Article 9)
- No Discrimination (Article 10)
- Employee Organizational Leave (EOL — Article 11)
- Direct Compensation (Article 20)
 - ◆ Salary Increases
 - ◆ Salary Minimums
 - ◆ Inconvenience Pay
 - ◆ Re-call Pay
 - ◆ On-call Pay
 - ◆ Geographic Stipend
- Leaves (Article 23)
 - ◆ Vacation Leave (College and Calendar Year)
 - ◆ Vacation Leave (Academic Year)
 - ◆ Sick Leave
 - ◆ Holiday Leave
 - ◆ Sabbatical Leave
 - ◆ Title F Leave (Article XIII of the SUNY Board of Trustees Policies)
 - ✓ Other Leaves for Academics
 - ✓ Leaves of Absence for Professionals
 - ◆ Disability Leave
- Compensation for Department Chairpersons (Article 25)
- Jury Service (Article 26)
- Access to your Personnel File (Article 31)
- Job Security (Article 33)
- Transfer Rights (Article 34)
- Retirement Income Supplementation Programs (Article 37)
- Health Insurance (Article 39)
- Tuition Assistance (Article 46)
- Compensatory Time

** Article numbers as of 1995-1999 Agreement between UUP and the State of New York*



United University Professions, the nation's largest higher education union working for you.
Representing more than 22,000 academic and professional faculty on 29 State University of New York campuses.
Affiliated with New York State United Teachers and the American Federation of Teachers, AFL-CIO.

William E. Scheurman, President



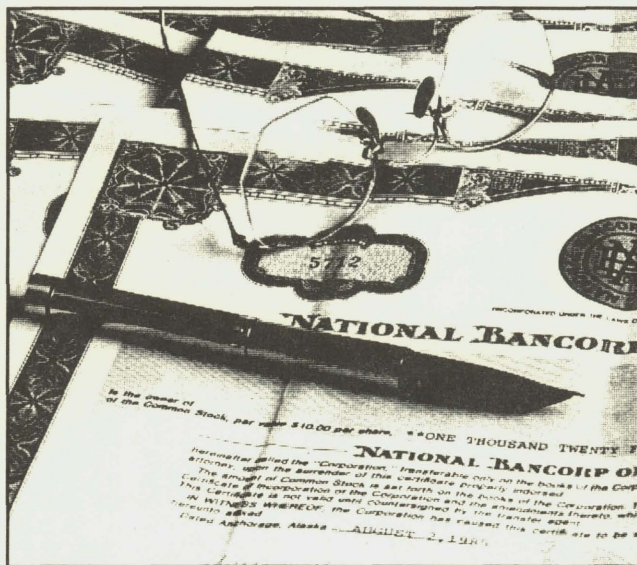
Are you up to the challenge?

If you're like most people, you make New Year's resolutions only to break them soon after. NYSUT Member Benefits challenges all NYSUT members to make and keep this one resolution: I resolve to draw up (or update) my will.

The importance of having a will to protect your loved ones and your wishes cannot be stressed enough. This is especially true if you have children under the age of 18 or if you have dependents with special needs. A will allows you to name a legal guardian for your children. It also ensures that your estate will be distributed according to your desires. Without a valid will, these very important, personal decisions are made by the state.

The NYSUT Legal Service Plan is a convenient vehicle to help you meet this challenge. It provides one simple will or update, free. A simple will provides for the proceeds of one's estate to be distributed to specifically named beneficiary(ies), with an alternate distribution plan in the event the primary beneficiary predeceases the writer of the will. With a simple will, proceeds are to be distributed outright with no conditions attached. Placing a condition on a bequest requires a trust, which can be obtained from the Legal Plan for a fee.

The plan also gives you access to unlimited, toll-free legal advice from plan attorneys. These attorneys will make phone calls and write third-party correspondence, at no charge, to resolve your personal legal situations before they become major problems. In addition, when you enroll in this plan, you receive two coupons for free, hour-long consultations with a plan attorney.



Is there a real estate transaction coming up in your near future? Do you have any traffic violations? You can receive legal assistance on a variety of personal legal matters when you enroll in the Legal Service Plan. If the matter can't be resolved over the phone or with a letter, you will be referred to a plan attorney in

your area who abides by the Legal Plan's discounted rates. Optional riders for Elder Law services and for business protection can be added to your legal plan coverage.

Don't put it off any longer! Make your will now. Enroll in the NYSUT Legal Service Plan and use it to help you, or do it another way, but just do it! The peace of mind you'll have once you have taken care of your loved ones is worth any unpleasantness associated with making up your will.

Employee Holiday Schedule

Mark the following dates on your calendar. They are the holidays observed by UUP members at the State University of New York at Stony Brook.

Christmas Day	Saturday, December 25th
New Year's Day '00	Saturday, January 1st
Martin L. King Day	Monday, January 17th
Washington's B'day	Monday, February 21st
Memorial Day	Monday, May 29th
Independence Day	Tuesday, July 4th
Labor Day	Monday, September 4th
Columbus Day	Monday, October 9th
Election Day	Tuesday, November 7th
Veterans Day	Saturday, November 11th
Thanksgiving Day	Thursday, November 23th
Day after Thanksgiving	Friday, November 24th (in lieu of Lincoln's Birthday)
Christmas Day	Monday, December 25th
New Year's Day '01	Monday, January 1st

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The opinions expressed in the Newsletter are those of the authors, the editor, or the Stony Brook HSC Chapter of UUP and are not necessarily the opinions of the 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: Colleen Kenefick at 444-3995 or 444-1505.