

THE BRIDGES

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

January 2002

A DA to remember

Benjamin Williams
Delegate for Professionals

Friday, October 12th kicked off the start of the 2001 Fall UUP Delegate Assembly. Delegates from upstate, downstate, and all points east and west converged upon the Huntington Hilton Hotel in Melville. We had a large delegation attend from this chapter because the last time a DA was held on Long Island was over 12 years ago. The following academic and professional delegates attended: Ed Alleyne, Ora Bouey, Marijean Buhse, Leslie Burnett, Doreen Day, Maria Desimone, Ed Drummond, Darlene Ernest, Daniel Fischer, Jeanne Galbraith, Carol Gizzi, Charles Hines, Ed Hines, Mary Hoch, Julitta Jo, Lydia Johnson, Colleen Kenefick, Bruce Kube, Carolyn Kube, Bernard Lane, Patricia Long, Tina Manning, Darcy McGuire, Geoffrey O'Connell, Donald Pisani, Lucille Protosow, Daniel Siegel, Michael Silverberg, Kathleen Southerton, Arleen Steckel, Carlos Vidal, Doris Weisman, and myself.

This DA was my first, and I intended to make the most of it. Arriving shortly before 9AM, I circled the parking lot looking for a place to park but didn't really mind since the day was uncharacteristically warm and sunny. After unpacking my gear and checking into the hotel, I returned to the lobby to register and scan the proposed schedule. It wasn't long after chatting with several delegates that I met up with our chapter president, Ed Drummond. Surprisingly, our paths would continue to cross all throughout the day.

After slipping in and out of several committee meetings, I decided to attend an orientation/luncheon for new delegates. I was happy to meet with several delegates that I had gotten to know over the past several months. UUP President, William Scheurman, delivered a short, humorous talk that more than



Bernard Lane, Charles Hines, and Tina Manning listen to debate about eliminating term limits for state officers.

effectively welcomed us to the DA and reminded us of the need for new delegates to get more involved with the union. After the luncheon, I moved on to several committee meetings and stopped by the UUP Benefits display table. Every benefit display table had representatives available to provide information about the various benefits UUP has to offer. On sale were union solidarity t-shirts and American flag pins whose proceeds were to benefit NYSUT's 9-11 Disaster Relief Fund. Monies raised will be used to assist in the aftermath of the September 11th terrorist attacks on New York City, Pennsylvania, and Washington, D.C.

Next came the professional delegates meeting chaired by Vice President for Professionals, John Marino. A discussion concerning the union's efforts to develop a uniform family leave policy throughout the university was a main topic. The meeting ended with a lively debate centered around issues concerning the length of time required to achieve permanent appointment. This discussion then spilled over into the Grievance Committee meeting, of which I am a member. It was interesting to hear how some of these issues affected SUNY campuses differently
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Message from the president

Dear brothers and sisters,

Since our October newsletter issue, many things have taken place here at the Stony Brook HSC chapter of UUP.

We have started, and continue to have, positive dialog with management about the implementation of a new hiring process. Present at these meetings were representatives from UUP headquarters in Albany, UUP presidents from both HSC and west campus, NYSUT field representatives, President of the Black Faculty and Staff Association, President of the Asian American Faculty and Staff Association, President of the campus National Organization of Women, and a representative from Union Universitaria Latinoamericana (UUL). Representing management was the Vice President for Administration, Comptroller, Director of Human Resources, Director of the Office for Diversity and Affirmative Action, and Director of Labor Relations. These talks have been very promising.

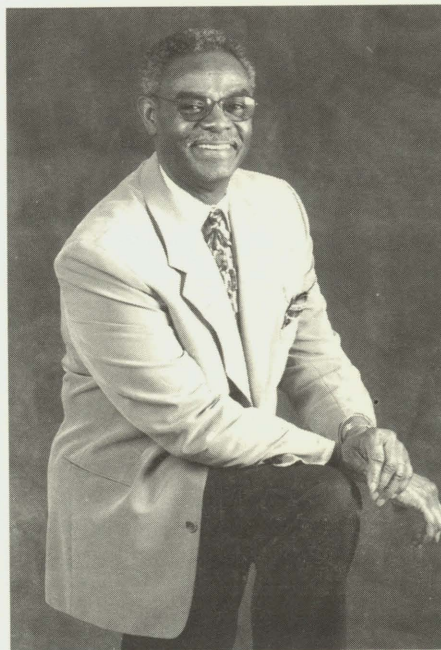
Many (but not all) of our members received discretionary salary increases (DSI) in their paychecks of November 21, 2001. We have assurance from management that even though there are State budgetary problems, there will be no loss of jobs here at Stony Brook.

The Ophthalmology Department is now a provider for our vision plan.

On November 20, 2001 HSC chapter officers and our NYSUT Field Representative held a labor/management meeting with President Shirley Strum Kenny; hospital CEO Bruce Schroffel; Human Resource Directors Lynn Johnson and Ed Moretti; and Director of Labor Relations, Liz McCoy. This was one of the most positive labor/management meetings I have ever attended. Dr. Kenny stated that as of now we are doing OK.

Bruce Schroffel gave an overview of his hospital five-year plan and how he intends to have it grow to well over 500 beds. UUP also brought up concerns we have had about Time and Attendance, as well as numerous safety issues. Approximately one week after that meeting, I had been contacted by both departments. I think everyone will be happy to know that there is a plan to implement changes to address time and attendance problems. I have also spoken and met with a representative from the safety committee and the garage.

We have also had encouraging dialogue with Dr. Norman Edelman, Vice President of the Health Sciences Center, about



issues relating specifically to the Health Sciences Center.

UUP sponsored our annual holiday meetings at Tech Park, the Veterans Home, the Coram Health Center, and here in the HSC.

All that being said, it is now time for the best statement of all:

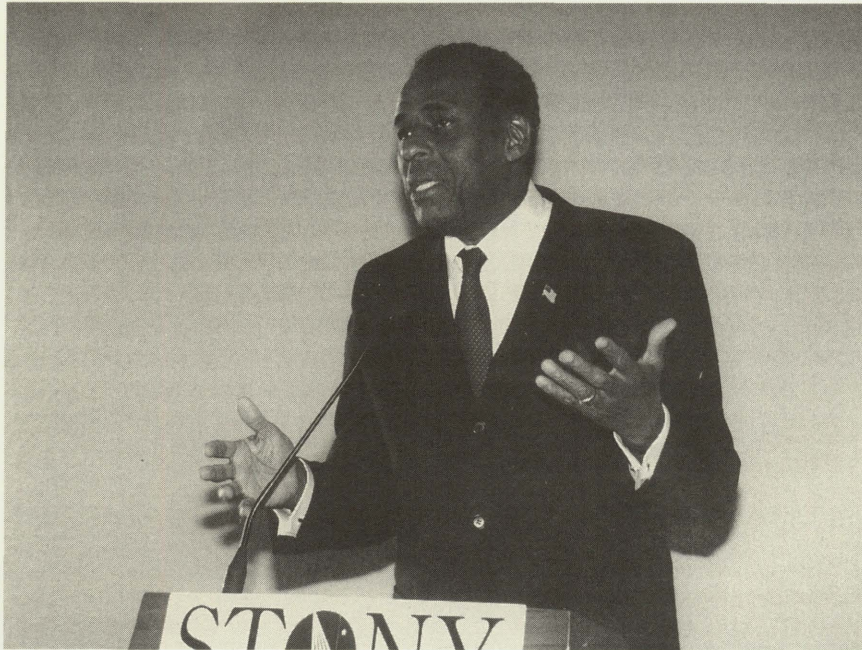
HAVE A HAPPY, HEALTHY, AND SAFE
HOLIDAY SEASON

Ed Drummond
Chapter President

The New York City Central Labor Council brings together more than 375 local unions, including UUP, from every trade, occupation, and sector of the New York economy. They represent one million workers: teachers and truck drivers, sewing machine operators and train operators, dock workers and doctors, nurses and orderlies, construction workers and cooks, janitors and jazz musicians. They are men and women of every race and creed, from every land. They are the voice of the AFL-CIO in New York City, representing the unity of New York's unions.

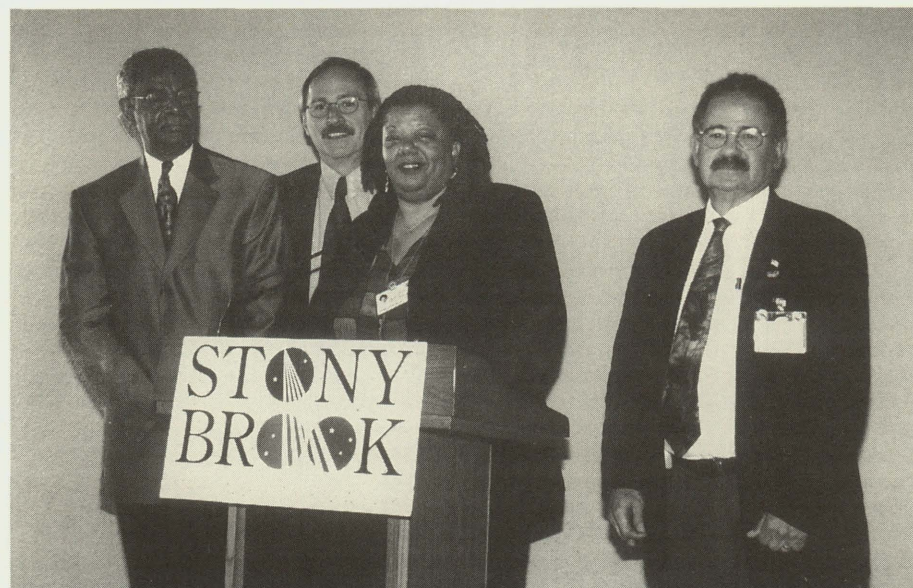
H. Carl McCall visits chapter for joint membership meeting

Carl McCall visited the Health Sciences Center on Friday, October 5th for a union luncheon in the HSC Galleria on Level 3. He spoke movingly about his personal reaction to the attack on the World Trade Center, where he lost many friends and colleagues. The recently enacted cost of living increase (COLA) for state retirees is an especially proud accomplishment of his tenure as New York State Comptroller. A vision for continued and improved retirement reform is dependent upon our participation in the process and being vocal in the state legislature. After his talk, he fielded many questions from members and introduced himself to HSC and University Hospital employees. It's no secret that he will be running for the Democratic nomination for governor this year, and we wish him well in his attempt.



Carl MacCall addresses CSEA, PEF, and UUP members.

HSC UUP chapter president Ed Drummond, West Campus UUP chapter president John Schmidt, PEF division leader Dee Dodson, and CSEA president Alfredo Carlo.



A call to action

Kathleen Southerton
VOTE/COPE Committee Chair

The state has passed a bare bones budget that does not sufficiently address its responsibilities. In light of this, and repercussions of the World Trade Center attacks, it has become more important that UUP members, as state employees, make certain that our voices are heard. SUNY and our membership deserve to be treated fairly. The reality is that other organizations throughout the state are already mobilizing their efforts. UUP and its members must respond to protect the institution of public higher education and our membership.

We could all sit by and let horrible things happen to our public universities, our teaching hospitals, and our co-workers, or we can do something to protect them. There are three things that every UUPer must do to help the cause of our union. Each of these is something that any member can and should do.

The strength of our organization comes from our large membership. Each of us must only perform a few small acts to make an enormous difference. However, none of us have the luxury of watching idly as others act. If we all do not respond, we are certain to fall behind.

Here's what we all need to do *now*:

1. Register and VOTE There is no better way to celebrate our freedom than to exercise our right to vote. This coming year is an election year for the governor, every state senator, and assembly representative. By performing this most precious of American activities, you also send a message that you want your voice to be heard. If you need a voter registration form for you or anyone you know, stop by the UUP office on Level 5 or contact Tina Manning.



Many thanks

It takes many willing volunteers to put together a quarterly newsletter for this chapter. The editor would like to gratefully acknowledge the following people for contributing to *Bridges* in 2001: Satar Abdool, Ed Drummond, Darlene Ernest, Dan Fischer, Jeanne Galbraith, Carol Gizzi, Ed Hines, Sharon Hines, Dawn Hopkins, Lydia Johnson, Steven Jonas, Bruce Kube, Carolyn Kube, Tina Manning, John Marino, Darcy McGuire, Donald Pisani, Michael Silverberg, Kathy Southerton, Doris Weisman, and Michael Zweig.

2. Political Action

From time to time, your union will ask you to do something to alert elected officials of our position on an issue. You might be asked to sign a

petition, mail a postcard or make telephone calls. When you are asked, please step up and help. Remember that the person asking you is a union colleague who is volunteering his/her own time. A few minutes of your time will help tremendously.



3. Give to VOTE/COPE The fact is that making your voice heard costs money. VOTE/COPE is your union's non-partisan voluntary political action fund. It helps pay for printed materials, postage, and other lobbying efforts. As the state claims that available funds are shrinking, it will be even more crucial to make sure that UUP is heard. UUP is a powerful force within the state's political arena, but there are certain to be new challenges within the next few years. Efforts of other lobbying groups are already well organized and well funded.

The Stony Brook HSC chapter of UUP has made huge improvements in our VOTE/COPE contribution rate over the past few years. If you have not yet started to contribute, now is an important time to begin. If you already contribute, please consider increasing your contribution. You can get the form to begin contributing or to increase your present contribution by visiting the UUP office.

The strength of UUP has always come from its membership. We are as strong as we are because of what we have done together. UUP has faced tough times before. If every member helps, we will prevail through these times too.

To be a member of UUP you must submit a signed membership card. If you have any questions about your membership status, please call the office at 444-1505.

Voter registration forms are available in the office on Level 5.

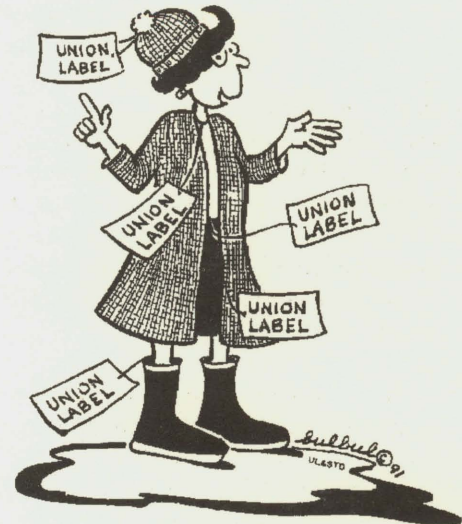
Made in America

It's been hard to find American-made flags – let alone union-made. American-made, 3x5 foot flags with union labels are now available to the public through the first of its kind Web site devoted to union-made products: www.buyunionnow.com.

Launched last spring, the site is a “one-stop shopping mall of union-made products and services for union families,” said Chris Kuban, who started the project on “credit cards and student loans.” It's the first and only company that guarantees that all products sold on its Web site are American-made and union-made.

The Internet startup firm is organized by UNITE Local 2698. Initially, www.buyunionnow.com listed about 200 union-made items that could be shipped to a consumer by the manufacturer. Today, the site sells about 1,000 products and lists each union name that organized the production facility.

The firm takes orders via a toll-free phone number (866-289-8646). Union members are invited to notify Kuban of union-made products that should be on the Web site by e-mailing products@buyunionnow.com with the name and telephone number of a contact.



YOU CAN WEAR THEM ANYWHERE

Kuban said that companies will be able to see – in dollars and cents – how valuable union families' buying power is. “This will get their attention, which can't hurt during negotiations,” he said. “The more we demonstrate union workers' buying power, the more job security we provide for union workers everywhere.”

Short cuts

—University Hospital in Syracuse says it could be out of cash to pay its bills by January and Brooklyn and Stony Brook teaching hospitals could be out of cash by February or March, according to Ronald Young, the hospital's vice president for public and governmental affairs at SUNY Upstate Medical University.

Young said University Hospital is not considering layoffs but has already frozen hiring of “non-direct care” workers.

The three hospitals face a combined \$70 million operating deficit and owe more than \$100 million on a loan from the state that helped them stave off fiscal crises over the past two years. Young said the hospitals are continuing discussions about the problem with SUNY and the Pataki administration. (Syracuse Post-Standard, November 29)

—H. Carl McCall will promise to make education the centerpiece of his campaign in his first major speech of his run for governor. “Education was my salvation,” says a text of the speech. “Without it, I would not be standing before you today.” It goes on to make some bold pledges. “I guarantee that within four years of my taking office, 75% of the students

in this state will pass the standardized tests in English and math. The speech also vows that McCall, on his “first day in office,” will abolish the state's arcane and politically charged way of distributing school aid.

The most striking aspect of the speech is its use of a compelling and varied personal history that McCall partisans have long called his greatest political asset. The child of a single mother on welfare, he became an ordained minister, an ambassador to the United Nations, a vice president of Citicorp and the first black person to hold statewide office in New York.

(The New York Times, November 27)

—New York State budget officials said state spending will grow by more than twice the rate of inflation this fiscal year, at a time when the government already faces a shortfall of at least \$1.6 billion after the Sept. 11 attacks.

The entire budget, including federal grant and state revenues earmarked for particular purposes, will grow to \$84.3 billion, or 5.7% over last year, compared with the 2.2% increase in the cost of living for the first six months of this fiscal year, April through September. (The New York Times, November 15)

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around the state. Then, it was on to the orientation/reception for new delegates where I enjoyed the camaraderie from many newly elected delegates. The afternoon was nearing an end and I quickly went to prepare for the "Union Solidarity with all New Yorkers" dinner. While making my way to the Stony Brook HSC tables, I noticed how many delegates had come from such long distances and how happy we all were to welcome delegates to Long Island. As we observed a moment of silence for those killed in the September 11th attacks, James Engle of SUNY Morrisville performed *The Mist Covered Mountains* on the bagpipes. It was an incredibly somber moment that left us all feeling very sad.

After dinner it was on to the Affirmative Action Committee of which I am a member, chaired by none other than Ed Drummond. Ed outlined the background to some behind the scenes workings between labor and management. Our committee submitted a resolution seeking that all UUP members guard against acts that threaten or demean anyone based upon ethnic, religious, and/or political differences. This resolution was presented by Ed Drummond at the plenary session and was followed up by a poignant and powerful speech delivered by William McAdoo from west campus, the resolution passed.

Here are some remaining highlights. UUP delegates voted to eliminate term limits for all statewide officers by a vote of 190 to 90. Separate resolutions were passed that will allow for credit

Fresh on the heels of the September 11th attack on the World Trade Center, delegates set an attendance record.

union and VOTE/COPE deductions for retirees. Presentation of Nina Mitchell awards were given to David Kreh from SUNY Cortland, Michael Smiles from SUNY Farmingdale, and Ivan Steen from SUNY Albany, and Edward VanDuzer from SUNY Brockport. These awards are granted for serving the union with distinction in a wide range of chapter and statewide service positions. Also given were three Eugene Link student scholarships and the Outstanding Active Retiree award to Horace Ivey from Upstate Medical University.

There sure was a lot of business to be dealt with by the nation's largest higher education union. Fresh on the heels of the September 11th attack on the World Trade Center, delegates set an attendance record of 289 delegates with all chapters represented. As a participant in my first ever DA, it was a totally exciting but emotionally charged experience. I would personally like to thank Ed Drummond and each and every staff member for providing one of the greatest events I've ever attended. Thanks for the opportunity to attend and the pleasure of your company.

Family leave needs survey

In late January, UUP will be conducting a statewide survey to document members' family leave experiences and needs. Watch for this survey that will be mailed to your home address. If you do not receive one, there will be extras in the union office. This survey is designed to provide UUP negotiators with information that could substantiate the need for a family leave policy and be useful for the development of specific policy proposals.

UUP's recently formed Family Leave Committee, which is composed of members from across the state, is working with representatives on each SUNY campus to make sure that the survey is well-publicized and readily accessible to UUP members. We also have a newly formed Stony Brook HSC chapter committee, chaired by Carolyn Kube.

The committee hopes to make paid family leave a priority item for the next round of contract negotiations.

What is family leave and why do we need it?

Family leave potentially incorporates elder care, maternity and paternity leave after the birth of a biological child, adoption, and care of sick family members (including domestic partners).

Currently, SUNY does not have a consistent, fair, and evenly applied family leave policy. While many UUP members have

been able to take time off to care for family members (through use of sick leave, vacation or compensatory time, or unpaid leave) many have not.

Those typically unable to meet their family care needs are new employees who lack a sufficient buildup of leave accruals or adoptive parents who can't use sick leave to care for newly adopted children. Also, employees across age cohorts cannot always take a block of time off to confront the sudden illness of an elder parent, child, spouse, or domestic partner without losing pay and/or job security.

In the face of recent demographic and social changes, a growing number of men and women in UUP are pressed to find ways to coordinate their family and work responsibilities. For example, the aging of the population makes elder care a growing prospect for a broad base of employees. Similarly, the significant increase in women hired by SUNY in recent years and the increasing role fathers are playing in the direct care of children have broadened the base of UUP members who are combining their early years of employment with care of young children.

Anyone interested in joining the effort to explore and develop possibilities for a family leave policy can contact Carolyn Kube, other chapter leaders or the statewide Family Leave Committee (chaired by Jamie Dangler, SUNY Cortland, danglerj@cortland.edu, 607-753-2484).

Health stitches: the new you attitude

Doris R. Weisman, NP, MS
Delegate for Professionals

The holidays have come and gone very quickly but along with decking the halls, we probably decked our waistslines—and weight won't come and go as quickly. Holiday pressures kept us in a high stress state so we could perform our own mission impossible. Now we face fatigue, weight gain, and other worldly ills.

The road to feeling better and lighter has two lanes—food control and exercise. You say that this is nothing new and what you really want is a quick fix. Well, exercise does not always mean formal, make-special-time-in-an-already-too-busy-schedule of activity. It means incorporating physical activity during your busy waking hours into whatever you normally do everyday. Just move that body—only more so. Use the stairs not the elevators, park farther away in the garage each morning, take the long road less traveled. Other great ways are to do stretching exercises several times a day, start a new sport, buy a stair stepper or rowing machine. If you watch television in couch potato fashion, try putting a bicycle in front of that television and then pedal away. If answering the phone, do so while pedaling on your bike – you're there anyway and the call could last 20 minutes or more. If you really want to feel well, look well, and age well then take some advice from health organizations and scientific research.

Exercise strengthens muscles that increase cardiac blood flow that hastens fluids through your system washing toxins away, feeding oxygen to your cells. Exercise also increases endor-

The road to feeling better
has two lanes —
food control and exercise.

phins, those brain chemicals that elevate your mood and sense of well being. Moving that body creates a healthier, well cleansed cellular body. Just for one day, stop and look at how many opportunities there are for increasing your activity level and you will find that exercising more will become second nature to you.

Yes, exercise will burn calories, but you also need to reduce your total caloric intake. High energy expenditure and low intake equals weight loss. However quickly or slowly you lose depends upon you. Serving size is important - the average three ounce serving of protein is the size of a deck of cards; use two cups of pasta, rice or potato, fruits and vegetables should be plentiful 4-6 times a day. Minimize alcohol use as it gives empty calories. There are some nutritious choices of snack foods available. When dining out, I find the portions are much too large, so I save half to take home for another meal. Become a sculptor – switch from 2% to 1% milk and then share a dessert. Move that body, both away from the table and up and about.

You will feel less fatigued, more vigorous, positive, and energetic. All this will improve self-confidence and strength of mind and body. You took control, and you care about yourself. Several times a day take a very deep breath, exhale slowly out through your mouth and begin a new you attitude for your happiest new year ahead.

UUP remembers

As the Fall 2001 Delegate Assembly of United University Professions reflects on the horrific events of 11 September 2001, we pledge that we shall not forget that date nor will we forget how several thousand innocent people died untimely deaths in New York, in Washington, and in Pennsylvania;

UUP remembers the innocents from New York and from at least eighty other countries who died in the destruction of the World Trade Center;

UUP remembers unionists in emergency services who died or were injured in the destruction of 11 September, especially workers from the firefighters and police unions who died while responding to the call to save others;

UUP remembers unionists including pilots and other airline service workers, hotel and restaurant workers, federal and state government employees, electrical workers, painters, laborers, musicians, secretaries and office workers, teamsters, longshoreman, window washers, carpenters, operating engineers, marine engineers and others;

UUP remembers State workers who died or were injured in the destruction of the World Trade Center, including our brothers and sisters in the New York State Public Employees Federation and the Civil Service Employees Association;

UUP remembers the tragic loss of many SUNY alumni, and grieves with their families and with the SUNY students who lost loved ones.

Judi Bird of the Farmingdale chapter wrote this piece that was distributed at the Fall Delegate Assembly.

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	Tuesday, December 25th
New Year's Day 2002	Tuesday, January 1st
Martin L. King Day	Monday, January 21st
Washington's B'Day	Monday, February 18th
Memorial Day	Monday, May 27th
Independence Day	Thursday, July 4th
Labor Day	Monday, September 2nd
Columbus Day	Monday, October 14th
Election Day	Tuesday, November 5th
Veterans Day	Monday, November 11th
Thanksgiving Day	Thursday, November 28th
Day after Thanksgiving	Friday, November 29th (in lieu of Lincoln's Birthday)
Christmas Day	Wednesday, December 25th
New Year's Day 2003	Wednesday, January 1st
Martin L. King Day	Monday, January 20th
Washington's B'Day	Monday, February 17th
Memorial Day	Monday, May 26th

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The opinions expressed in *Bridges* 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.