

SEPTEMBER 2008

Professional Promotions Review

Many UUP professional members may not be aware that our chapter has a promotions review panel— sometimes referred to as the college review panel. This panel provides an appeal process for professionals who have formally requested promotions and/or salary increases and have been denied. The panel requires multiple documents from a member before starting a review. Among these documents are position descriptions, performance programs and evaluations.

If you have questions regarding the work of this panel, performance programs, the evaluation process and promotions in general, please review Appendix A-28 in your copy of our 2007-2011 collective bargaining agreement (contract). If you have additional questions after reviewing the contract, please call the chapter office.

While reviewing the contract you may want to look at article 20.5 which addresses discretionary salary increases. Now is the time to speak with your supervisors to ascertain the criteria they will utilize in determining the December 2008 distribution of these monies and if you desire, to make a case as to why you believe you should receive this increase in salary.

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Upcoming UUP Events



September 19 & 20 , 2008	Delegate Assembly (Albany)
October 10, 2008	Voter Registration Deadline for November Elections (forms available from UUP office)
October 13, 2008	Long Island Educators & Health Care Professionals Cup: ALS fundraiser
October 17-19, 2008	Wolfstock Homecoming Weekend
October 22, 2008	Benefits Fair Galleria 10 am- 2 pm
October 27 & 28, 2008	Pre-Retirement workshops
December 13, 2008	LIRR discounted trip- NYC

Please call 4-1505 for additional information or to RSVP for these events

Sabbatical Leave Survey

Earlier this year, the SB HSC UUP chapter mailed a survey on the issue of sabbaticals to 177 of our academic members. According to our UUP records, the 177 academic members who were contacted, met the eligibility requirements for sabbaticals (continuing appointment and six years of consecutive service) as outlined in article 23.6 of our collective bargaining agreement and article XIII Title E of the SUNY policies. Of the 177 surveys sent out, 44 surveys were returned. We thank these members for taking the time to respond. You will find a summary of the data from the returned surveys on page 4.

State of the Union Address

Read Stony Brook HSC UUP Chapter President Kathy Southerton's year in review message (page 2)

President's Message



The State of Our Union

It's been a little more than one year since I began serving as President. The first year has certainly been a busy one. This first annual report includes some of the highlights of our chapter's activities. During the past year our chapter leadership has expanded and more members have participated in chapter activities. On behalf of our union, I thank you for your support and hope that together we can continue to grow this chapter.

Accomplishments

- In June of 2007, a letter was sent to our agency fee payers and 21 of them enrolled as members. This contributed to an increase in our allotment of delegates to the statewide delegate assemblies, thereby increasing our chapter's level of representation.
- To keep abreast of HSC and campus issues and to make certain that the voice of our chapter was presented, I attended numerous meetings. A list of these meetings includes: Department Head, Faculty Senate, School of Medicine Faculty Senate, Stony Brook Council, Town Hall and emergency meetings with Dr. Kenny concerning the state budget, as well as the newly formed Labor Council with PEF and CSEA leaders.
- To facilitate involvement of chapter representatives and membership

we held two executive board meetings at LISVH. We also invited guest speakers on a variety of topics to present at our monthly executive board meetings.

- We formed a grievance committee (chairs: **Carol Gizzi** and **Stephen Smith**) expanding the team of chapter leaders involved in monitoring and enforcing the collective bargaining agreement. We also formed affirmative action (**Charles Hines**), part-time concern (**Carolyn Kube**), and health and safety committees, and established routine chapter officer's meetings.
- Our membership committee, chaired by **Bruce Kube**, organized our annual holiday meetings, our annual dinner dance, a blood drive and added additional activities including a popular discount trip on the Long Island Railroad to New York City. This committee also expanded the number of volunteers who participate in new hire orientations greeting new hires and informing them of benefits and services available to them as members of the union.
- Members of our outreach (political advocacy) committee which is chaired by **Mike Bonvento**, participated in various activities including advocacy training, a legislative reception, phone banks, Stony Brook Day, visits to legislators in their local offices as well as in Albany and attendance at local election district and Long Island Federation of Labor meetings.
- We conducted membership meetings during various shifts that provided updates on negotiations and benefits as well as an opportunity to meet with **Phil Smith**, our Statewide President.
- We presented workshops on topics of importance to our membership including: identity theft prevention, pre-retirement issues, emergency

preparedness, estate planning for families with children with special needs, performance programs, evaluations and promotions as well as a presentation on the topic of single payer healthcare.

- We were visited by **Wendy Hord**, NYSUT's health and safety specialist, who toured our facility and spoke with our members regarding their concerns related to indoor air quality.
- We were approved as the first UUP chapter to participate in (LAP) - NYSUT's Local Action Project. This will result in a three year grant to expand the delivery of services to our chapter membership and strengthen our union. Joining me on our LAP team and working along with our labor relations specialist, **Bill Capowski**, are **Charles Hines**, **Carol Gizzi**, **Colleen Kenefick**, **Bruce Kube**, and **Irene Stern**. The team has begun strategic planning of new programs and activities.
- We have increased efforts to communicate with the membership. Through the work of newsletter editor, **Pam White**, the chapter published 5 issues. Chapter website (webmaster: **Bruce Kube**) received honorable mention for Best Web Site in UUP's Journalism Competition.
- Additional awards received:** Led by Coordinators **Carol Gizzi** and **Bruce Kube** our chapter received the Abel Blattman Award for our VOTE/COPE contributions. SB HSC UUP Chapter is now among the top 20 VOTE/COPE contributors in the State. The success of our VOTE/COPE drives was featured in an article in *The New York Teacher*. Also featured was a touching story of UUP members working in the **Pediatric Oncology Department**.
(Continued on page 5)

Know Your Union, Know Your Delegates

Elections are held every two years to select members of the SB/HSC UUP chapter to represent the chapter at UUP Delegate Assemblies (DAs). Based upon our chapter membership we are entitled to 17 academic and 28 professional delegates to the UUP Delegate Assembly.

The responsibilities of these delegates are to represent the chapter at DAs and to participate in regular executive board meetings at the chapter.

If you are interested in running for a delegate position, simply look for the call for nominations mailing in early 2009, fill it out and send it in. It's that simple to begin the process.

The following members are currently serving as delegates. They were elected in 2007 and their terms run through May 31, 2009. Additional academic and professional members (not listed here) serve as alternate delegates.

Academic Delegates

Jean L. Bacon	School of Social Welfare
Nancy A. Balkon	School of Nursing
Ora J. Bouey	School of Nursing
Maria Elayne DeSimone	School of Nursing
Mary Anne Dumas	School of Nursing
Jeanne L. Galbraith	Retired
Frank E. Goldsmith	Retired
Julitta Y. Jo	HSC Library
Colleen M. Kenefick	HSC Library
Bernie P. Lane	Pathology
Sanford Lyman	Dentistry
Kathleen Monahan	School of Social Welfare
Kathleen C. Shurpin	School of Nursing
Stephen G. Smith	Respiratory Care Program
Linda Tseng	Obstetrics and Gynecology
Carlos M. Vidal	School of Social Welfare
Susan E. Werner	HSC Library

Professional Delegates

Edward Alleyne	Retired
Charles Bebbler	Biomedical Engineering
Marianne F. Becker	LISVH
Michael J. Bonvento	Medical Imaging
Dennis Caruana	Physician's Assistant
James R. Connolly	Biomedical Engineering
Doreen T. Day	Medical Care Review
Edward Drummond	Retired
Carol Gizzi	Information Systems
Allen D. Gordon	Linen
Charles Hines	Biomedical Engineering
Edward W. Hines	Information Systems
Angelika (Gail) Hrynda	LISVH
Lydia L. Johnson	Retired
Carla Kessler	Retired
Carolyn S. Kube	Surgery, Transplantation
Bruce T. Kube	Lab Administration
Tina Maria E. Manning	HSC Media Services
John J. Marino	Statewide VP for Professionals
Charles Mazzaresse	Imaging
Joseph Moreschi	Biomedical Engineering
Geoffrey T. O'Connell	Social Work
Donald J. Pisani	Social Work
Kathleen Southerton	Nursing
Michael Stein	Medical Care Review
Irene M. Stern	School of Nursing
Maritza Torres	Womens & Children's Mental Health Services
Benjamin Williams	Radiation Oncology

Sabbatical Leave Survey Results

(continued from cover)

Those who never applied

Twenty four of the respondents (55 %) had never applied for sabbaticals. Of these 24 there were 8 MDs, 1 DMD and 15 PhDs. The following personal reasons were given by seven of these respondents: not interested in a sabbatical, I don't need a sabbatical, I have family obligations and I'm not ready yet. Two of the respondents did not provide an answer to this question. The remaining 15 respondents gave the following reasons: unclear about eligibility; difficult to find the right time; discouraged from doing so; not supported as most of salary support generated by clinical income (CPMP); do not have critical mass in my division; no opportunity; not encouraged; too busy; clinical coverage issues; discouraged from applying; not encouraged; too many teaching obligations; assumed it would not be approved; no one else to do my job; sabbaticals are not encouraged and not supported by the department; department is short staffed to begin with; need to maintain continuity of patient care in practice with residents; physicians fear the dean and the chairs; and no funds available.

Those who had applied

There were 20 of the academics who responded (45%) that had applied for sabbaticals and 16 of the 20 (80%) had been approved. Of that number, 4 respondents had been approved for 2 sabbaticals each. Of these 16 academics who received approvals: 10 were PhDs, 4 were MDs, 1 was a DDS, and 1 did not respond to this question. Those who were approved for 2 sabbaticals were 3 PhDs who took their sabbaticals between 1980 and 2004 and 1 MD

who had one sabbatical in the late 1970s and a second one in the mid 1980s. The 20 sabbaticals that were approved were taken between 1978 and 2006-more specifically 1 was taken in 1978; 6 in the 1980s; 5 in the 1990s; and 7 in the 2000s. One respondent did not indicate the year of his/her sabbatical. Of these 20 sabbaticals, 14 were for six months duration and 6 were approved for one year. The one year approvals went to 4 PhDs (one who had two of these) and 1 MD.

Those who received denials

There were 4 respondents who had their applications denied. Two of the four were MDs. One of these MDs was denied in 1994 at the level of the chair and no reason was given, the other was denied by the dean in the 1980s for reasons of clinical need. The other two were a PhD who was denied in 2007 at the dean level as the eligibility requirements were not met and the other person was also denied in 2007 as the project itself was deemed "not academic enough."

In addition to surveying the academic membership, UUP raised the issue of sabbaticals at a labor management meeting this year which was attended by Drs. Shirley Kenny and Richard Fine. The sabbatical approval process for Health Sciences Center academics was reviewed at this meeting. The approval process is as follows: chair, dean and then directly to the campus president, since there is no vice president for health sciences. Also at this meeting, UUP asked them to provide information on recent sabbatical applications and approvals/denials (see chart page 5).

Sabbatical concerns were also on the agenda of the April school of medicine faculty senate meeting which was attended by Drs. Steven Strongwater and Richard Fine. Dr. Fine stated at both of the afore-mentioned meetings that he had not denied any requests that came across his desk.

The purpose of sabbaticals is to encourage faculty members to engage in scholarly development or other activities that will increase their scholarly achievement and their capacity for service to the University. There is much to be gained from these leaves by the individual as well as the University. In an academic medical center striving to be a world-class institution (Magnet, Baldrige), these leaves ought to be encouraged and supported. While issues of salary and clinical coverage have been raised, if indeed sabbaticals are deemed worthy endeavors that benefit the university, then these issues can surely be resolved while addressing the needs of all parties.

While resolutions to these concerns require further attention, in the meantime we urge those interested to remain aware of the application process. Applications as well as information and deadlines for submissions are available from the provost website: <http://ws.cc.stonybrook.edu/provost/> When applying, don't assume that the application will be denied. Remember to keep UUP aware of future approvals and/or denials.

Sabbatical Leave Requests

Hospital/HSC

January 2005—April 2008

Division	Department	Number of Employees	Degree	Approved/Denied	Period Leave
HSC	Biochemistry	1	PHD	Approved	1/1/2005—7/1/2005
HSC	Biochemistry	1	PHD	Approved	9/1/2005—3/1/2006
HSC	Biomedical Engineering	1	MD	Approved	2/1/2007—7/3/2007
HSC	Biomedical Engineering	1	MD	Approved	2/1/2007—7/31/2007
HSC	Dentistry	1	PHD	Approved	2/4/2008—8/3/2008
HSC	Pathology	1	PHD	Approved	9/1/2005—3/1/2006
HSC	Pathology	1	PHD	Approved	6/22/2006—9/1/2006
HSC	Pediatrics	1	MD	Approved	1/1/2005—7/1/2005
HSC	Periodontics/Implantology	1	DDS	Approved	2/1/2006—8/1/2006
HSC	Pharmacology	1	PHD	Approved	4/15/2007—4/14/2008
HSC	Pharmacology	1	PHD	Approved	4/15/2007—4/15/2008
HSC	Pharmacology	1	MD	Approved	1/1/2008—6/30/2008
HSC	Physiology	1	PHD	Approved	4/1/2008—9/30/2008
HSC	Radiation Oncology	1	PHD	Approved	6/1/2005—9/1/2005
TOTAL		14			

*No denials were reported for this period.

President's Message (Continued from page 2)

Chapter member **Ora Bouey** received AFT's Living the Legacy Award for her thirty plus years of service and activism. **Carolyn Kube** was elected to UUP's statewide Executive Committee. Retired Chapter President **Ed Drummond** received recognition from UUP for his years of service on UUP's statewide Affirmative Action Committee.

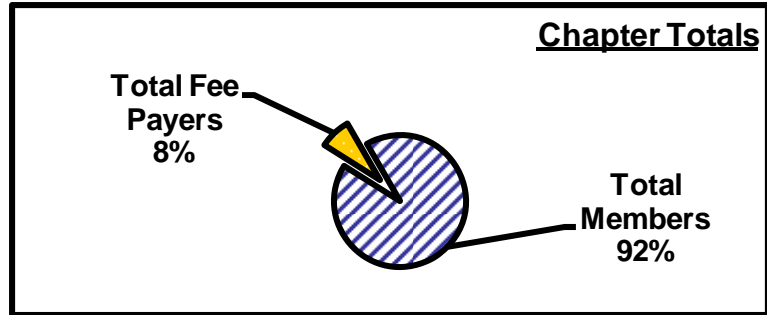
In addition to this high level of activity, the steady flow of members calling and visiting the office continued. In the most recent month for which statistics are available, June 2008, over 600 phone calls were made to the office and countless members stopped by with questions and/or concerns. **Sharon Hines**, our chapter assistant, was instrumental in answering these calls, assisting our members with their questions and coordinating appointments for members to meet with chapter officers, grievance chairs and our labor relations specialist as needed.

Chapter leaders, with our labor relations specialist, **Bill Capowski**, kept busy with these member meetings to address a variety of concerns, review applications for individual development awards; file grievances and represent members in interrogations. Our leaders introduced issues at monthly labor management meetings, managed chapter finances and attended leadership workshops, delegate assemblies, NYSUT and AFT conventions.

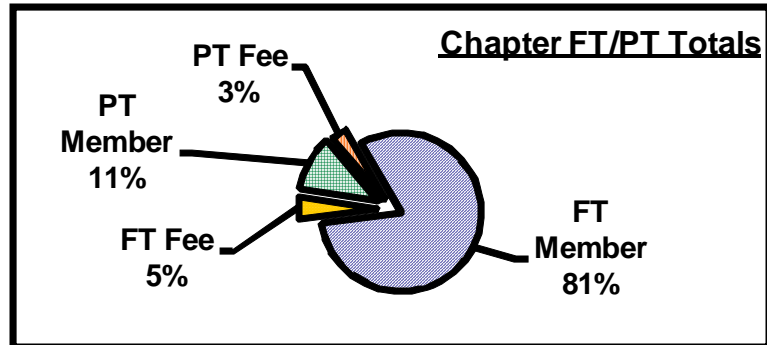
On the **statewide level** this has been a busy year as well. Statewide highlights include the ratification of our collective bargaining agreement and the implementation of the Optional Retirement Program legislation. All of these accomplishments are a tribute to the strength, participation and advocacy of our membership. These qualities will serve us well as we face continued challenges. While we have accomplished much, there is more to be done. Working together and expanding the ranks of our active membership, we will do more in the coming year.

Chapter Membership Totals July 2008

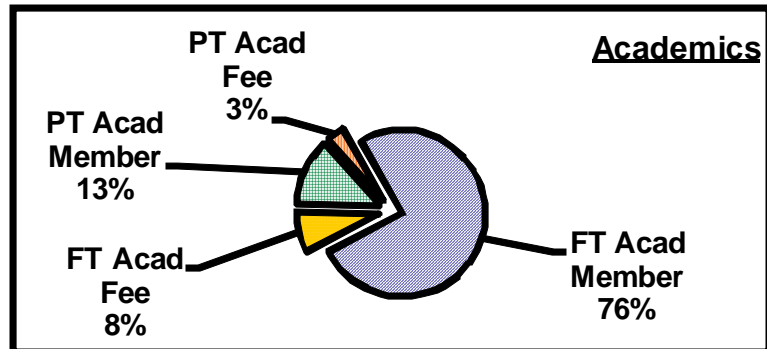
Total Members	3294
Total Fee Payers	276
Total Bargaining Unit	3570



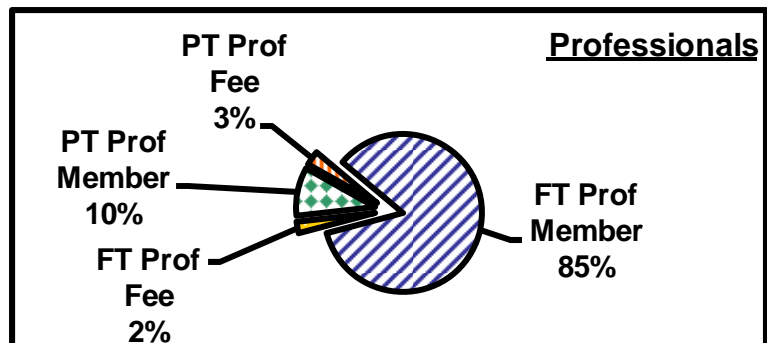
FT Member	2896
FT Fee	164
PT Member	398
PT Fee	112
Total Bargaining Unit	3570



FT Acad Member	1093
FT Acad Fee	114
PT Acad Member	187
PT Acad Fee	49
Total Academics	1443



FT Prof Member	1803
FT Prof Fee	50
PT Prof Member	211
PT Prof Fee	63
Total Professionals	2127



Look at what's available to you!

Through your membership in NYSUT, you have access to a variety of programs and services endorsed by NYSUT Member Benefits Trust. Every endorsed program is monitored on a regular basis for participation, member satisfaction, utilization and product competitiveness.

<p>Insurance plans include term life, catastrophe major medical, disability, auto, home, boat, personal excess liability, long-term care, WrapPlan term life insurance coordination plan, accidental death & dismemberment, vision, and retiree dental.</p>	<p>Financial and legal services include online banking, mortgage services, credit monitoring service, consumer credit counseling services, and a legal service plan.</p>
<p>Discounts include OfficeMax, Bose, Dell Computers, Barnes & Noble.com, Working Advantage (discount tickets and more), Lifeline Medical Alert Service, car and truck rentals, Six Flags, The Buyer's Edge Buying Service, and HEAT USA. Be sure to check the Member Benefits Web site, www.memberbenefits.nysut.org, for particulars on these discounts, because some you can only receive by linking off the Member Benefits site. Many have unique ID numbers.</p>	<p>Other services include MAP (Member Assistance Program), an e-mail information service; payroll and pension deduction of Member Benefits-endorsed programs, which often yield reduced premiums or additional coverage; Consumer's Guides on Automobile Insurance, Homeowners and Renters Insurance, Legal Services, Long-Term Care Insurance, Long-Term Disability Insurance and 403(b) Plans; and MetDESK (Division of Estate Planning for Special Kids).</p>
<p>Workshops include Defensive Driving, Identity Theft, and Unraveling the Mysteries of Credit and Credit Reports. Workshops are scheduled by your local president, chapter leader, retiree council leader or retiree chapter leader.</p>	

To request more information, call Member Benefits at (800) 626-8101, e-mail benefits@nysutmail.org, or visit www.memberbenefits.nysut.org.

Some benefits may not be available in all local associations.

For information about these programs or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits Trust or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.



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, for consideration, articles submitted by members of the Stony Brook community. Persons who have material they wish to contribute should email their submissions to Stonybrookhsc@uupmail.org for consideration. Submissions are subject to the approval of the newsletter editor and the chapter president. They may be edited for brevity and/or clarity.

UUP Stony Brook HSC Chapter Contacts

President	Kathy Southerton	444-1505
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Vice President (Professionals)	Carol Gizzi	444-1505
Secretary	Tina Manning	444-1505
Treasurer	Edward Hines	444-1505
Part Time Concerns Representative	Carolyn Kube	444-1505
Grievance Chair (Academics)	Steve Smith	444-1505
Grievance Chair (Professionals)	Carol Gizzi	444-1505
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Professional Promotion Review	Bruce Kube	444-1505
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For the latest information be sure to check the UUP/HSC website: www.uuphost.org/stonybrookhsc
Include this as a bookmark on your web browser.



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