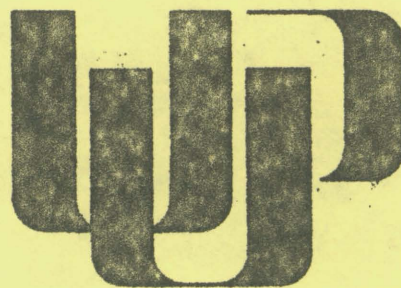


H. S. C. at STONY BROOK



PRESIDENT'S COLUMN

One of the most difficult tasks we have is keeping our members informed of the progress the Chapter has made in establishing relations with the campus administration. Since the beginning of the year this Chapter has grown from a fledgling body into one that has gained the respect of the administration. To achieve this level of respectability we have pursued a course of representing our members' concerns and interests regardless of the pressure exerted by individuals in the administration.

We represent our members' concerns in two ways; individually and Chapter-wide, depending upon the nature of the problem. If it is of a personal nature it is handled by the appropriate grievance chair. Matters that would set precedent or have wide implications are handled by the Chapter leadership. During the past year our grievance chairs have been involved with several complaints concerning promotions, tenure and notice of non-renewal. Our track record on the individual level has been excellent. We have had several decisions in our favor, and are confident that ongoing grievances will be resolved also in our favor.

Problems that had larger implications were a little more difficult to reverse but again we have been generally successful. This I feel is due to the validity of our cause. For example, an issue of signing in and out was raised in the University Hospital which is in direct violation of the contract. The issue was grieved and a favorable decision was obtained. However, the decision was resolved so that it was perceived by some that if all were made to sign in and out that would be permissible. When the administration dragged its feet on enforcing its own decision we raised our concern with the UUP President who arranged a meeting in Albany to discuss this and other matters with the Chancellor. (cont on pg 3)

DELEGATE ASSEMBLY

Seven delegates from the HSC Chapter attended the Fall Delegate Assembly in Albany the weekend of October 3-4. This is a record number of delegates, reflecting our impressive growth in membership.

The proceedings began with a surprise visit from First Lady Rosalyn Carter. Mrs. Carter asked for continued support for a number of bills still before the Congress including the Youth Employment bill.

A record amount of business was handled by the Fall Delegate Assembly. The major item on the agenda for the Friday evening session during the reports of officers and committee chairpersons was consideration of the budget and nine policy recommendations of the Finance Committee.

The proposed budget was amended in two major areas before being passed. The first amendment increased the amount for the Legal Defense Fund and allocated portions of the Fund to two specific cases. An award of \$20,000 was given to the Stony Brook Women's Legal Defense Fund for the class action suit of Coser vs Moore and \$6,000 pledged to the human rights case of Althea Davis from Downstate Medical Center. The second amendment reduced the allocation for training workshops.

The delegates passed a motion authorizing the Treasurer, upon request of a chapter, to hold chapter rebates in escrow for investment until the funds were needed by the chapter. (cont on pg 6)

CHAPTER MEETING NOTICE

DATE: Monday, November 24th
TIME: 12:30 pm
PLACE: Level 3, Lecture Hall 6

Know Your Contract

Discretionary Increases (Article 20 & Appendix A-7)

The following appendix to the UUP Agreement is being reprinted in this column since the new guidelines from the Chancellor's Office were handed down this past week.

Appendix A-7

July 17, 1979

Mr. Samuel J. Wakshull, President
United University Professions, Inc.
One Park Place
Albany, New York 12205

Dear Mr. Wakshull:

With respect to discretionary increases which are provided for in the 1979-82 Agreement, this will confirm that upon the request of a department or professional area committee established for the purpose of making recommendations to a College President concerning discretionary salary increases, the College President, or his designee (who shall be a managerial/confidential employee), shall meet with the committee to discuss the criteria upon which the College President based his recommendations to the Chancellor for discretionary increases.

Please sign the enclosed copy of this letter and return it to me for my files.

Sincerely,
s/ Meyer S. Frucher

s/ Samuel J. Wakshull, President
United University Professions, Inc.

The UUP Chapter strongly suggests that each departmental or professional area should establish a committee immediately to deal with discretionary increases.

Compensatory Days - Article 23.5

All staff entitled to compensatory time for a holiday worked should schedule days off at a time mutually convenient to the employee and the University within 3 months from the date they are granted.

If anyone is denied the right to take compensatory days within 90 days and is informed that the days will be forfeited, please inform UUP Chapter President, Jim Hartnett (Hosp. ext. 2231); or Richard J. Baron, UUP Field Representative immediately.

Furthermore, if a staff person and a supervisor agree that compensatory time can only be scheduled after the 90 day limit, there is no reason why that accommodation cannot be arranged. This agreement should be in writing.

If anyone, under these circumstances, is denied compensatory time by the administration, please contact UUP immediately.

PARKING REGISTRATION FEE

At a recent Labor-Management meeting, President Marburger indicated that he favored charging a small registration fee for vehicles parking on campus. He said that presently the campus cannot afford the vehicle registration process.

Before your leadership discusses such a fee with the administration, several questions must be answered. How do you feel personally about paying a vehicle registration fee?

Knowing that monies collected from such a fee are legally restricted and must be spent for parking-related functions (i.e., lot attendants, lot maintenance, bus service), are there priorities which could be established? Would we be willing to make exchanges? For example, would we agree to a fee with the condition that bus service be more frequent?

Please let us know what position you support.

THE GRIEVANCE PROCESS

The policies of the State Univ Board of trustees as contained in the official compilation of Codes, Rules and Regulations of the State of NY as well as the Agreement between the State of NY and the United University Professions (UUP) 1979-82 establishes conditions of employment for all members of the bargaining unit. Procedures consistent with those documents are also addressed in various University entities such as University By-Laws.

It is incumbent on all employees to read and understand these conditions. Frequently disputes arise because of a lack of understanding of process particularly as it relates to Grievance procedures. These are clearly stated in the Agreement dated 1979-82 Article 7. Copies of the policies and Agreement are available from your union representative.

The objective of the Grievance process should and is directed towards resolution of matters of concern with a preventative approach. Grievance as outlined in the Agreement, is a formal, strictly structured process. Though there is some flexibility by mutual agreement of the parties matters of "timeliness" for the various steps is of paramount importance to all grievants.

At a recent workshop conducted in Rochester for Grievance persons it was pointed out that one of the most common errors on the part of the employee is waiting too long before consulting with the Union Grievance representatives. A common misconception is that administrators (supervisors), though well meaning, are completely knowledgeable concerning matters of conditions of employment as outlined in the Policies and Agreement. Employees would do well to contact the Union Representative for counsel. Frequently matters of concern can be resolved without resorting to the formal grievance process by meetings with the parties concerned and the Union Representative can be of great assistance in this regard. Many issues arise out of a lack of understanding on the part of both administration as well as employees as to what constitutes conditions of employment and what are academic and professional responsibilities. Understand that opinions expressed or advice given by administrators are just that, OPINIONS. Check with your UUP representatives for correct information.

The Faculty Senate of the University and the various school councils frequently will discuss matters of concern to all persons on the campus but ultimately the UUP has jurisdiction on matters of conditions of employment.

Leonard Andors, D.D.S.

PRESIDENTS COLUMN - (cont from pg 1)

Some of the concerns discussed with the Chancellor were identifying an employee's supervisor, lack of performance programs for employees in the hospital, use of vacation leave and compensatory time. Some of these issues were resolved at the meeting and the remainder were referred back to the campus for resolution. At the campus level the remaining issues were discussed at the monthly meeting with President Marburger.

The monthly Labor-Management meeting with the President is our forum for resolving issues outside of the grievance process; such as those previously mentioned. Using this forum we have clarified the issue of the employees' right to Holiday and vacation time, raised our concerns over the charging of and accepting the recommendations of the various APT committees, the timeliness and clarity of letters of offer and acceptance letters, and types of appointments offered to faculty and staff. Issues that cannot be resolved at these meetings have been brought to Albany for discussion with the appropriate State officers, such as the Office of Employee Resolution in the case of issues pertaining to the Dental faculty and the vice-chancellor concerning the medical faculty.

Among our present concerns are conference time and continuing education time for nurses in our unit, and especially, equitable application of the guidelines for merit money for all members of the unit. If you feel that there are other issues which should be raised please contact your leadership.

Our chapter has shown remarkable growth in the past few months due to our success in dealing with the administration. This I feel is due to the effort of our executive board and the support and guidance from the central office. There is still much to do and your help and advice is vitally needed.

NEGOTIATIONS

We are approaching the midpoint of our UUP contract period. Although the contract does not expire until June 30, 1982, NOW is the time to begin working on our next contract. The first meeting of the Negotiations Committee is being held on December 13th in Syracuse.

Each UUP chapter has a member on the state-wide Negotiations Committee which is a standing committee of the union. Our representative is Jeanne Galbraith who also served on the previous Negotiations Committee. She would like your input to present not only at the December meeting but also future meetings.

What parts of our contract should be retained? Which paragraphs in your opinion, need to be modified or excluded? Are there new items you'd like to see included in our next contract?

Please send your comments and suggestions to Jeanne Galbraith, HSC Library, 3L-136 or call her at 6-2515. A form is provided below for your convenience. You may also contact our office on Level 4, Rm 131.

OFFICE HOURS

The HSC Chapter office will be open to members four times a week now that we have hired a part-time secretary. Bess Mosley will be in our office on Level 4 (Rm 131) on Monday, Tuesday and Friday from 11am until 2pm and on Wednesday from 9am until noon. Feel free to drop in with your questions or messages during these hours.

IN APPRECIATION

The Executive Board would like to express its deep appreciation and thanks to chapter secretary Muriel Regan who left the HSC at the end of October. Muriel was an efficient and dedicated worker. We shall miss her cheerful presence as well as the many contributions she made to the smooth operation of the chapter. We wish her the best of luck.

Nominations will be accepted at the next chapter meeting on November 24th for Muriel's successor as the chapter's secretary.

UUP CONTRACT NEGOTIATIONS

Return to: Jeanne Galbraith, HSC Library 3L Rm 136

Suggestions: _____

Comments: _____

Please check one:

Academic

Professional

(Optional:)

Name: _____

Phone: _____

Thank You UUP

October 7, 1980

Dear Jim,

I am writing this letter to express my appreciation for the help and advice afforded me by UUP during my lengthy attempt to have my title and salary up-graded to accurately reflect my occupational duties.

Even though the process took fourteen (14) months to complete I feel that if it were not for the efforts of UUP the final papers might not yet be signed. Since most people ask "what does UUP do?" or "what gets done with my union dues?" and I have seen first hand what UUP can accomplish for its members, I felt it only proper to relay my thanks.

I think it should also be noted that my up-grading was not a singular endeavor but part of a larger scale plan by which other members will benefit and it was all accomplished without having to file a grievance. It has shown the power of UUP and what it can do if people will give it the time, input and effort it takes to get the job done.

I would like to extend my thanks not only to you Jim but to President Sam Wakshull for your personal efforts on my behalf. I hope that through this letter other members will also give UUP the chance to show them that within the complex State system, UUP does get results.

Sincerely,
s/ Robert Skinner

DELEGATE ASSEMBLY (cont from pg 1)

This would effect only those chapters having a balance of \$5,000 in their treasury. Interest earned on such investments will be returned to the chapter.

A motion establishing a policy of a one semester sabbatical at full pay for those full-time paid officers who have completed four years of service to UUP was passed. This allocation will allow academic and professional officers transition time to catch up on developments in their fields before returning to their positions on campus.

There was heated debate on a motion prohibiting the transfer of funds between chapters before it was defeated by a vote of 71 in favor and 85 against. A policy motion was passed requiring chapters to report purchases of permanent chapter equipment costing more than \$250. to the UUP Treasurer within 60 days.

Saturday's session of the Delegate Assembly was devoted primarily to debate on the proposed constitution which had been on the agenda since the Winter Delegate Assembly last February. A motion to refer the document back to committee was defeated when approximately two-thirds of the delegates expressed their desire to vote on the document and move it off the agenda.

The format of the new UUP Constitution incorporates the by-laws and constitution into one document. Consideration was given to each paragraph's content and semantics. Among changes made at this

Delegate Assembly were deletion of voting privileges for chairpersons of Standing Committees who were not also duly elected delegates and establishment of the priorities for selection of chapter delegates: Delegates elected to an Executive Board seat must now vacate their Assembly seat which may then be filled by an election within their chapter. The Affirmative Action Committee was made a Standing Committee by a motion from the floor.

After three hours of debate the amended Constitution was adopted overwhelmingly. Provisions of the new document are effective immediately except that incumbents will continue to serve their terms of office under the provisions in effect at the time of their election. More detailed consid-

eration of the constitutional debate is provided in the Oct 10th 1980 edition of the UUP VOICE.

Unfinished business on the agenda was dealt with quickly. A motion was passed continuing the annual workshops for grievance chairpersons. In addition significant grievance decisions will be collected and circulated to all grievance chairpersons.

A motion to make the statewide vice-presidents full-time union officers as of May 1980 elections was tabled, as was a motion on the student recruitment advertisement campaign. The delegates passed a resolution proposed by the Buffalo chapter establishing a commission to identify the major problems facing UUP and to recommend contingency plans for dealing with them.

Close voting on an amendment directing the Executive Board to consider 1:00 pm (rather than 7:00 pm) as a starting time for the Delegate Assembly required a second vote. The motion was carried by three votes before a motion to adjourn was passed.

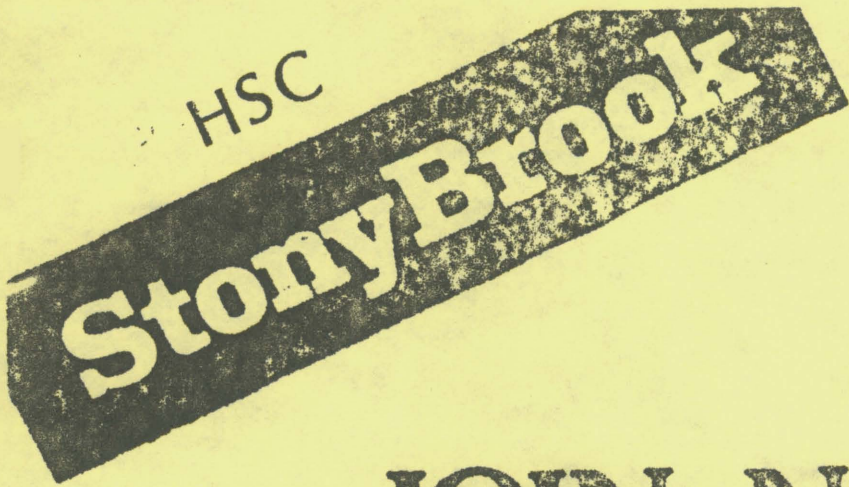
The HSC Chapter was represented by President James Hartnett, and professional delegates Mary Dickinson, Richard Blakeslee and Joan Coffey. Academic delegates included Ora Bouey, Marion Lewis and Jeanne Galbraith.

LABOR MANAGEMENT MEETINGS

Once a month, under Article 8 of the UUP Agreement, members of our Chapter Executive Board meet with President Marburger and other administrative personnel to discuss problems and matters of mutual interest. This forum gives us the opportunity to take unresolved problems or unsatisfactory resolutions of differences to the campus president.

Labor-Management meetings for the HSC Chapter are regularly scheduled for the first Tuesday afternoon of each month. An agenda of items we wish to discuss must be submitted to Dr. Marburger at least five days in advance of the meeting. However, with Dr. Marburgers' agreement, additional items may be placed on the agenda with a minimum of two days prior notice.

If there are items regarding the contract or its administration that you want taken to a Labor-Management meeting, please contact Jim Hartnett at 124-2231.



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	Social Security 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		
CITY	STATE	ZIP CODE