



United University Professions

HEALTH SCIENCES CENTER
STATE UNIVERSITY OF NEW YORK AT STONY BROOK
NEWSLETTER VOL. 6 NUMBER 1 FALL 1985

PRESIDENT'S COLUMN

Joseph Berendowski

An interest all of us have in common at this point is negotiations and where we stand. At the Fall Delegate Assembly which I attended, a plan of action was discussed on how to expedite negotiations and secure a contract. While we can be proud of the extraordinary efforts our negotiating team is demonstrating in getting UUP the BEST contract possible, we must realize at this critical time the negotiating team needs our support from the local campuses to demonstrate to the State that UUP is unified in their demands.

On October 4th, approximately 85 UUP members including several from HSC-Stony Brook, demonstrated at Albany Central demanding the State negotiating team sit down at the table and begin to negotiate seriously. I felt the strong presence of unity there as well as throughout the Fall Assembly. My goal is to bring that atmosphere to Stony Brook by having our members become astutely aware of the issues and how each one will affect them. A knowledgeable Union is a strong Union, one that will demonstrate support not only for their local Chapter but also for their Statewide Negotiating Team. I urge each member to participate in a letter-writing campaign to President Marburger and the appropriate legislators requesting that our feelings be known to the Chancellor regarding the lack of progress in negotiations between UUP and the State. Any information you might need to execute this letter can be obtained in the Union Office - x 1505.

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NEGOTIATIONS TRUDGE ALONG

Jeanne Galbraith

When will we have a new contract?

That's what 18,000 members of UUP are asking. The State is still stalling, still prevaricating on many issues, refusing to discuss contract proposals which have serious consequences for all of us.

As its latest tactic, the State negotiating team from the Governor's Office of Employee Relations (GOER) is saying SUNY is unwilling to make any change from the current contract language. The State team has implied that the new flexibility bill is the reason behind SUNY's unwillingness to negotiate. In fact, it is GOER which is legally responsible for negotiating the new contract.

Issues dividing the two parties are numerous. The State has offered us the lowest salary increases of any state union this year (4%, 5%, 5% over 3 years). It has refused to address other compensation issues on the table such as an increase for longevity of state service; on-call shift, and recall pay; funding for affirmative action; money to address already demonstrated and acknowledged salary disparities; and adequate salary minima.

The State is virtually ignoring Professionals. It offers no career ladder or professional promotion program. Thus far, it has refused to release the results of the independent study from Arthur Young which was contracted to investigate and make recommendations on this issue.

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PRESIDENT'S COLUMN

The impact of changes regarding parking at this institution has cost all of us frustration and inconvenience. The future plan of administration which I learned October 10th will be not to renew parking privileges for students effective November 1, 1985. How does this affect the faculty and staff? Basically, by eliminating student parking in the parking garages and surface lots, all employees who were hired recently and placed on a waiting list or those employees who were delinquent in renewing their parking permit will be afforded the opportunity to renew again for November. The students will park either on Loop Road or will be bused in from P-10t.

I want everyone to know that the Union is merely reporting the circumstances of what is happening but is in no way supporting this key program. We want free parking and more parking spaces. I hope this article has clarified or answered some questions our members might have had to this point.

LABOR & MANAGEMENT MEET

UUP President Joseph Berendowski, plus officers Steve Jonas, Dennis Sheppard, and Jeanne Galbraith, met with campus administration on the 26th of September. Representing management were President John Marburger, VP J. Howard Oaks, Assistant VP for Human Resources Margaret Mitchell, Karen Nimmons McKay, and Paul Madonna.

Dr. Marburger agreed that the practice of switching faculty members from tenure-bearing lines to qualified academic rank (non-tenure lines) is a substantive issue. He proposed that he and Dr. Oaks gather some statistics and discuss the problem.

The Parking situation is unacceptable, agreed Dr. Marburger, but he believes the card system is necessary since there are not enough parking spaces on campus. Dr. Marburger said the campus bus service would change October 1st "to accommodate every employee". The gravel lot had been delayed, but would be built to provide more space. Dr. Marburger also said

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NEGOTIATIONS

The State demands we accept the "Empire Plan" of health benefits. The plan would require you to go to a doctor who contracted to participate in the plan. This and other provisions of the plan are still incomplete, even though other bargaining units are supposed to switch to the Empire Plan on January 1, 1986.

The State wants centralized billing at all the Health Sciences Centers. In addition, it wants the Governing Boards to function at the will of each campus' chief administrative officer. The issue of malpractice insurance is unresolved.

The State demands that we give up our tuition reimbursement program, that we accept a shorter time frame for notices of non-renewal, and that we give up due process in evaluation, reappointment, and permanent/continuing appointment procedures. The State also demands "renewable tenure," a review every 5 years with the State option to release "tenured" faculty and "permanent" professionals.

There are no benefits for part-time employees in the State's offer. There is no protection for part-timers in terms of due process, seniority, or compensation.

In short, the State has refused to bargain in good faith. Mediators were called in when UUP declared impasse on June 22nd, after 6 months of negotiating sessions. The process continues to move slowly since mediators Richard Curreri and John Looney can't seem to get the State to talk with them any more effectively than they did with UUP directly.

WHAT HAPPENS NOW?

The Negotiations Team has proposed an action plan to campaign for UUP demands. In a Negotiations Committee meeting at the Delegate Assembly on October 4th, delegates voiced strong support for Team, demanding that we not give in to the State. The contract proposals in our package addressed the needs of our members and cannot be ignored.

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1985 FALL DELEGATE ASSEMBLY

Ed Hines, Editor
and Delegate

On Friday and Saturday, October 4th and 5th, Stony Brook HSC attended the Fall Delegate Assembly in Albany. The Delegate Assembly, comprised of all elected officers and delegates of UUP, is the policy-making body which meets three times a year to act on motions from the Statewide Executive Board, from Committees, from Chapters and individual members.

Representing our Chapter were six Professional Delegates: President Joseph Berendowski, David Alvar and Raymond Woznick who were joined by new delegates Edward Alleyne, Edward Hines and Arthur Wiegert.

Academic Delegates who attended were: Ora Bouey and Jeanne Galbraith.

This was my first time to attend as a Delegate. I found the meeting and fellow members' attitudes statewide to be a solid UNITED FRONT in support of the Negotiations in which is endeavoring to better our working conditions through a new contract.

An exciting event that we undertook was to have an informational rally at SUNY Central to show the State that we are UNITED and want the State to bargain in good faith. "We are determined that the State will not 'divide and conquer' UUP," said delegate Ray Woznick in support of the demonstration.

The list of items which the State wants to take away or decrease is long. (See the Negotiations article on page 1 for a summary of the list.)

The Delegates listened to officer and committee reports before taking action on a number of issues. They passed a motion to rearrange the Delegate Assembly schedule by limiting oral reports to 5 minutes each and by making the Friday hour 5 to 6 p.m. a free one, allowing time for political caucus meetings or other unscheduled D.A. business.

Delegates also approved motions establishing a committee to investigate the needs and feasibility of funding release time

NEGOTIATIONS

Approximately 85 delegates actively demonstrated support for the Team by marching in front of SUNY's Central Administration Building in Albany October 4th. For an hour we carried signs and chanted demands for a contract now. Albany area TV and newspapers covered our demonstration.

The action plan calls for increased communication to the campus administration, to students, and to the community, letting them know that we are concerned about our lack of a contract and the effects that has on the University.

Please contact President Marburger by calling (246-5940) or writing (Office of the President, 310 Administration Building) to express your frustration and concern over your lack of a contract. Ask the President to support negotiations for a contract which will enable the University to attract qualified employees and provide excellent service to its students and the community.

DELEGATE ASSEMBLY - cont'd.

for local leaders; a committee to survey members on VOTE/COPE issues; and a committee to study the evaluation system of NYSUT field representatives.

RETREAT

The UUP Chapter is planning a one-day retreat for the elected Delegates and members of the Executive Board on November 16th at the HSC.

The purpose of this retreat is to clarify the UUP structure and the responsibilities of the Executive Board and the Delegates. Also, future plans and goals will be determined in order to better serve all Chapter Members.

Ann Zuppardo

UNION REVIVAL?

"Can Labor Lead?" by
Bob Kuttner, in The New
Republic (Mar. 12, 1984)

For America's labor unions, this is a time of layoffs, contract "give backs," and declining membership. But even amid all the dismal news, writes Kuttner, a New Republic contributing editor, "a new unionism seems struggling to be born."

The "old" unionism, says Kuttner, is a child of the late 1940s, when Big Business gave up bare-knuckle fights against organized labor in return for moderation of union demands. The unions concentrated on winning better wages and benefits for members, mostly in "smoke-stack" industries. Instead of working to broaden union membership, their leaders aimed to pass social legislation in Washington - with considerable success.

But the decline of heavy manufacturing industries during the 1970s and the rapid expansion of nonunion industries (services and high technology) hurt the established unions. The labor-management bargain finally came unglued in 1978, when Big Business helped to block U.S. Senate passage of the Labor Reform Act, which would have made it easier for unions to organize workers in the new industries.

Kuttner sees signs that organized labor is now shaking off its old "complacency." Service sector unions - the United Food and Commercial Workers, the Hospital Workers, the Communication Workers - are aggressively seeking new members. Some 2,000 professional union organizers are at work. Moreover, unions have developed new strategies. In 1980, for example, the Amalgamated Clothing and Textile Workers mounted a "corporate campaign" to stop J.P. Stevens and Company from blocking union organizing efforts. By threatening to withdraw substantial pension funds invested in the insurance firms that lent Stevens money, they made it hard for the company to win the financial support it needed to keep fighting.

Labor's new sophistication in collective bargaining has made a difference

even in recent, much-publicized union "givebacks." When Eastern Airlines won 18 percent wage reductions from three unions in 1983, it had to give union members 25 percent of the company's stock, four seats on its board of directors, and a voice in day-to-day management.

If Big Labor is to survive, Kuttner believes, more unions will have to adopt aggressive organizing tactics while recognizing that employers need to make a profit.

LABOR & MANAGEMENT MEET

patient parking would be moved to the ground level of the garage, displacing employees to the flat lot by the Emergency Room. Data is being gathered on parking patterns according to Dr. Marburger and a parking consultant may be hired by the university to assist.

Paul Madonna, treasurer of the day care centers' board, summarized the progress of campus day care. The Stony Brook Child Care Services Corporation took over management of the three centers in mid-August. Renovations are underway in all centers. The corporation voted on proposed bylaws and forwarded them to President Marburger, who will then send them to the N.Y.S. Day Care Corporation for approval. These bylaws include only 1 UUP representative for the entire campus.

The board is seeking planning money from the state. A committee of the directors is working on the issues of personnel, facilities, fees, and admissions. Fees will remain at their current level until December 31, 1985. A uniform fee schedule and policy will go into effect January 1, 1986.

In view of the emergency planning sessions in preparation for Hurricane Gloria, the remaining items on the Labor-Management agenda were postponed for later consideration.

Jeanne Galbraith, Sec.



negotiations

bulletin no. 8

United University Professions

159 Wolf Road

Albany, N.Y. 12205

Dear Colleagues:

As the new academic year opens, I regret to report that our contract negotiations with the state are not concluded. Your negotiations team has demonstrated remarkable perseverance in the face of the intransigence of the state. We have presented the Governor's Office of Employee Relations a package representing our members' needs only to find closed minds and complete refusal to bargain the issues.

We have consistently insisted that the legitimate needs of the faculty and staff of SUNY must be addressed. We have remained firm and have used whatever methods have been called for at each step in our attempt to complete bargaining.

We met regularly with the Governor's Office of Employee Relations representatives for eight months without conclusive results. When the state (sarcastically) broke off talks, we invoked the impasse procedure in order to use the intervention of a third party to resume negotiation. (Recall that three years ago we were able to consummate an agreement shortly after we went to impasse.)

As the summer progressed, we waited, at the mediator's request, for the process to unfold. Unfortunately, the representatives of the Governor's Office of Employee Relations were as slow with the mediators as they had been with us.

The Governor's Office of Employee Relations must learn how serious we are. GOER must be convinced to stop its stalling and foot dragging, come to the table, and genuinely work for a resolution of differences. To this point, GOER has proven itself incapable of dealing with the complex yet clearly soluble problems of our members because the GOER wants to lump all state employees together and treat them as if they all perform the same job, possess the same training and have identical needs. While we believe in equitable treatment, we recognize that a great university in a great state requires direction and administration by a Governor's office with a more sophisticated and responsive bargaining strategy.

At this time, GOER's sole principle seems to be "throw money (not enough) at them; forget the other issues."

The state Legislature, by passing the SUNY flexibility bill, has just declared that the University is not just another state agency. It appears as if the Governor's Office of Employee Relations cannot read or will not learn.

This bulletin includes a broad explanation of some of the major issues that must be resolved before we can initial an agreement and send it out for ratification. As you will see, resolution of these issues is essential to the preservation of excellence in the University and the well being of those who serve it.

Tim Reilly has made a report similar to this bulletin at the Leadership Workshop in Glens Falls and to the Negotiations Committee meeting in Albany. Both groups voiced strong support for the Negotiations Team. Now action will be needed all around the state to demonstrate our solidarity and educate the Governor's Office of Employee Relations to our commitment. You must become involved.

In unity,

Nuala McGarr Drescher, President



Negotiations Team: Chair John M. Reilly, Albany; Edward Alfonsin, Potsdam; Barbara Andrews, Utica/Rome; Morris Budin, Binghamton; Thomas Corigliano, Plattsburgh; John Hunt, Farmingdale; Peter Kane, Upstate Medical; Paul Martin, SUC-Buffalo; Nina Mitchell, Downstate Medical; Janet Potter, Oneonta; and Staff Assistants Fred Day and John Smyh.

MORE CHAPTER NEWS.....

BUS SCHEDULE IMPROVES

The campus bus increased its service between South P-Lot and University Hospital beginning October 1st. Added to the

schedule are shuttle runs from 5:30 am to 7:30 am and between 3:30 pm and 6:30 pm. The shuttle is supposed to run every 15 minutes from the bus stop shed at the east side of P-Lot to University Hospital, then back to P-Lot.

Some of the major issues

which must be resolved

Affirmative Action

The state figures affirmative action is only the concern of the executive branch and that pay equity is not a real issue in our bargaining unit. UUP insists that there must be a funded committee with authority to develop plans for improving the conditions of minorities and women in SUNY.

Health Insurance and Benefit Fund

In offering the "Empire Plan," the state claims that it wants to improve health insurance coverage for employees and at the same time save the state money. The state claims that the plan combines the best of the state plans (Statewide and GHI) offered to date.

UUP insists upon answers to our serious questions about the plan, such as whether plan members will be protected as patients under the review systems contemplated by the Empire Plan Administrators, in their second opinion program, and under other so-called innovative cost containment aspects of the proposed plan. We insist, too, on a substantive, workable and cooperative labor/management insurance committee that will actively assure that the full benefits of any plan, the current one or the proposed one, will be efficiently and quickly delivered to members. Moreover, UUP insists that contributions to the Public Employees Benefit Fund be increased so that, in parity with other state employees, UUP can improve the dental plan and provide new benefits.

Part-Time Employees

The state refuses to address this issue. There has been no movement. There have been no offers. UUP must have employment standards for part-time employees that are suited to the superior qualifications most of them bring to their positions.

Due Process

The state turns a deaf ear to our needs in this area. UUP demands that our contract protect people from anonymous statements used in evaluation for reappointment, promotion, tenure and permanent appointment. We demand that the state address the shortcomings of the Chancellor's review process that allow favorable committee reviews to be ignored by the Chancellor and college presidents. We insist, too, that there be changes in the grievance procedure that will make the procedure efficient and responsive to employees. Justice delayed is justice denied.

Professionals

Three years ago the state proposed a study of promotion and classification. We agreed to await the action plan that would result from the study promised for 1984. The state has neither finished the study nor produced the proposed action plan. UUP condemns the stalling and demands commitment now to a program that truly permits the advance that professionals have earned.

Money

The state offers 4%, 5%, 5% over a three year agreement, plus one percent discretionary in each of the three years. The state tells us to accept the "pattern," yet doesn't offer a complete pattern that includes items like career incentives and guaranteed raises upon promotion.

UUP demands reasonable basic wages, plus money for longevity, on call, shift and recall pay; money for career academic employees and money for professionals' promotion and reclassification; money to adjust the minimum salaries and for consolidation of minimum scales to eliminate the invidious distinctions among unit members.

Clinical Practice

The state seems unconcerned about medical education and refuses to address any of the issues raised by UUP. UUP demands that responsibility for malpractice insurance be shared by the state. UUP, furthermore, insists that now is the time to correct problems that have become apparent during the initiation of the clinical practice plan operation. Problems such as criteria for plan membership, accountability of the governing boards to the clinical faculty, the frequency of governing board elections, as well as other items, must be addressed in this agreement.

Retrenchment

As the new legislation accords greater flexibility to SUNY management, the state resists improved protection for the work force. UUP insists that the nagging problem of definition of a unit of retrenchment be settled, and we declare that benefits available to potential retrenchees be great enough to discourage wanton misuse of management power.



negotiations bulletin no. 9

United University Professions

159 Wolf Road

Albany, N.Y. 12205

State doubts UUP unity

Since the last bulletin there have been six additional meetings with the mediators and with the Governor's Office of Employee Relations (GOER). While GOER has shifted its tactics slightly, its representatives have remained totally "uninterested" in discussing major proposals of our members.

Now the State is trying to convince us that the major deterrent to settlement is the unwillingness of SUNY to make *any* (repeat: *any*) change in contract language. GOER wants us to believe that SUNY has some novel kind of veto power because of the new flexibility bill. This is nonsense. GOER has the legal and political obligation to negotiate in good faith; stonewalling against any movement and blaming this on SUNY is not negotiating in good faith.

The State's stance is a strong indication that the time has come for greater membership involvement. We need to demonstrate that

there is strong support for UUP's proposals at the grass roots level.

This message must be carried to SUNY management, students, labor leaders, the Chancellor, the Governor, the Legislature, and the public: Our proposals are fair and equitable; they offer real solutions to real problems of our members; it is time the representatives of the State took them seriously.

Plans for a series of actions at the Chapter level have been mailed to your Campus Negotiations Committee member. Representatives from your campus will have an opportunity to offer additional suggestions at the Delegate Assembly Friday and Saturday, October 4-5.

When the Delegates return to campus, meetings will be held to explain and develop a plan of action for your Chapter. We expect that you will be ready to help them direct our energies at the source of the problem—the Management that won't listen—learn—or even respond.

"THE OPINIONS EXPRESSED IN ARTICLES IN THIS NEWSLETTER ARE THOSE OF THE AUTHOR OR THE HSC STONY BROOK CHAPTER OF UUP AND ARE NOT NECESSARILY THE OPINIONS OF UNITED UNIVERSITY PROFESSIONS."

UNITED UNIVERSITY PROFESSIONS
(L5-572-HSC 8553)

Newsletter

OFFICERS

PRESIDENT: Joseph Berendowski
Linen Department
L1 Room 707
UH 444-1462

VICE PRESIDENT: Mark Swerdloff
(Academic) Oral & Maxil. Surgery
Dental Sch. Bldg. L-169
S. Campus 246-2912

VICE PRESIDENT: Dennis Sheppard
(Professional) Microbiology
L3 Room 714
UH 444-2370

SECRETARY: Jeanne Galbraith
HSC Library -L3
HSC 444-3095

TREASURER: Sarah Fornadel
Pharmacology
T8 Room 140
BHS 444-3050

GRIEVANCE CHAIR:
(Academic)

GRIEVANCE CHAIR:
(Professional)

NEWSLETTER EDITOR:

FIELD REPRESENTATIVE:

UUP OFFICE: L5 - Room 572 - HSC-Zip 8553

PHONE: 444-1505 - Hours: 9:30 am - 2:30 pm
Monday - Friday

Steven Jonas
Community Medicine
L3 Room 104
HSC 444-2140

Michael W. Lane
Respiratory Therapy
L3 Room 616
UH 444-2390

Edward W. Hines
Biomedical Engineering
L1 Room 141
HSC 444-1420

Dawn A. Hopkins
NYSUT Regional Office
330 Vanderbilt Motor Pkwy.
Hauppauge, NY 11787