

August 2009

## LOCAL ACTION PROJECT



LAP Team Members: Irene Stern, Kathy Southerton, Charles Hines, Marge Bryan, Bruce Zitkus, Carol Gizzi and Bill Capowski. Not pictured are LAP Team Members: Colleen Kenefick and Bruce Kube

NYSUT's Local Action Project (LAP) is a program that provides resources and grant funds to NYSUT locals/chapters in efforts to bolster the strength of these chapters. The LAP objectives are to assist NYSUT locals/chapters to increase member involvement, strengthen political action, expand community outreach and improve communications. NYSUT provides the resources and funds to assist with these efforts in meeting these goals.

Stony Brook/Health Sciences Center UUP chapter is the first UUP chapter to be accepted into this program since the program's inception in 1994.

The SB/HSC chapter is now beginning its second year of a three year NYSUT LAP grant program. The LAP team members, **Marge Bryan, Carol Gizzi, Charles Hines, Colleen Kenefick, Bruce Kube, Kathy Southerton, Irene Stern, and Bruce Zitkus** along with our labor relations specialist **Bill Capowski** have attended summer planning conferences. Some of the activities and accomplishments of the first year, July 2008-June 2009 are:

- ◆ Academic lecture series with sponsored lectures by: Fred Floss (UUP's statewide Vice President for Academics), Steven Greenhouse (NY Times Labor reporter) and James Fairweather (Michigan State University Professor).
- ◆ Participation in **Walk for Beauty/ Walk for Life** and **Wolfstock** homecoming activities.

- ◆ Hosting food drives and collecting monetary donations for various local food banks; Support of the **SARAS** (Science and Research Awareness Series) program; **Suffolk County Minority Health Summit** and **HOME** (Health Outreach Medical Education)— a free clinic run by medical students.
- ◆ Improvement of the chapter website and publishing more issues of the chapter newsletter, *Bridges*.
- ◆ Branding the chapter with a new logo for use on flyers; *Bridges* newsletters; mailings; banners; table skirts; and promo items such as pens, band aid/sunscreen containers and lanyards.
- ◆ Sponsoring discounted LIRR trips to NYC.
- ◆ Sending letters to our agency fee payers to ask them to sign membership cards.
- ◆ Sending cards to our non VOTE/COPE contributors asking them to contribute. Sending thank you note cards to those who already make contributions.

Building on these accomplishments, our goals for our second year will include: mapping our membership to help with establishing a system of UUP ambassadors throughout the various work locations and on the various shifts our members are employed; working with NYSUT research department to conduct a membership survey ; placing chapter newsletters on the SUNY digital repository;

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### Upcoming Events



#### Wednesday, September 9, 2009

Chapter Meeting —Speaker:  
Phil Smith, UUP Statewide President, 6 pm

#### Thursday, September 10, 2009

Chapter Meeting —Speaker:  
Phil Smith, UUP Statewide President, 12 pm

#### Wednesday, September 23, 2009 & Thursday, September 24, 2009

Chapter Food Drive Fundraiser

#### Sunday, October 4, 2009

Walk for Beauty/Walk for Life

#### Monday, October 12, 2009

LI Educators' and Health Care Professionals' Cup  
Columbus Day ALS Benefit Golf Outing

#### Saturday, October 17, 2009

Defensive Driving Class  
Fee: \$30

#### Friday, October 24, 2009

Halloween Costume Party  
Snapper Inn, Oakdale, NY

*\*All members are welcome to attend any of these events. For more information or to RSVP for any of the events listed above, please call the chapter office :*

*4-1505 or visit the chapter website:*

*www.uupsbhscsite.org*

# President's Message



## **Knowledge of Your Collective Bargaining Agreement (contract):**

### **Essential to Counteract Misinformation**

UUP's collective bargaining agreement (cba) with the State of New York contains important information all our members need to know about benefits, rights, procedures and protections. The cba details information on many important topics including negotiated salary increases (article 20); grievance procedures (article 7); appointments, evaluations and promotions (article 30 and appendix A-28); recall & on-call pay (article 20.16, 20.17 and appendix A-16 ); appointments and appointment letters (article 30); and non-renewal notice requirements (article 32).

Some articles reference another important document (the SUNY Policies of the Board of Trustees). These two documents can be found on the [www.uupinfo.org](http://www.uupinfo.org) website by clicking on the contract tab on the homepage.

When supervisors misquote the cba or worse yet simply make statements that are clearly contrary to language in the cba, our members' knowledge becomes even more important. On numerous occasions, members have come to the chapter office to report examples of these misquotes or statements. A recent example is related to misinformation from a manager on the topic of non-renewals and notice requirements. As noted in the cba (article 32) and the SUNY policies (article XI), those with term appointments of 2 years or more of uninterrupted service are entitled to 12 months notice if non-renewed. It is also important to know that the language on non-renewals applies to those with term appointments; it does not apply to those with permanent appointments. When confronted with information that doesn't seem right to you, please contact the chapter office for clarification.

Misinformation of this type is unfortunate especially coming at a time of economic uncertainty and in close proximity to the message from Dr. Strongwater that included this statement "the appointments of approximately 30 employees will end during the next fiscal year". Those whose appointments will end will receive- at a minimum- a written notice and perhaps a face to face meeting with a sympathetic supervisor. Anyone who does receive such a notice should contact the chapter office to ensure that they have received appropriate notice and for additional assistance.

These are trying times for us all. This is a time to pull together until better times return. It is not a time to unnecessarily upset employees who are working hard to provide top quality services to our public. While our facility has many great leaders who treat faculty and staff with respect, there are those who do not. Some members are intimidated by the actions and statements of their managers. Intimidation rarely achieves improved work performance and typically results in low morale. In a recent letter to hospital employees, Dr. Strongwater appropriately urged all of us to realize that every patient, family and visitor contact is important and impacts on the community's image of our hospital. Similarly, those in leadership positions should provide an example by showing dignity and respect to staff members with every contact.

In Solidarity,  
Kathy Southerton

*"Publicity is justly commended as a remedy for social & industrial diseases.  
Sunlight is said to be the best of disinfectants; electric light the most efficient policeman"*  
—Louis Brandeis

# Family Medical Leave Act (FMLA)-Part 1

Congress enacted The Family Medical Leave Act in 1993. The FMLA allows eligible employees to balance the demands of the workplace with the needs of their families and their own health. The Bush administration issued a set of new regulations regarding FMLA terms and procedures in November 2008. Here is a brief summary of current FMLA information:

## **Basic Leave Entitlement**

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

## **New Military Family Leave Entitlements**

Eligible employees with family members serving in the US military can take leaves of up to 26 weeks to care for service-related injuries or illnesses.

## **Benefits and Protections**

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

***Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.***

## **Eligibility Requirements**

Employees are eligible if they have worked for a covered employer for at least one year, for 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

## **Use of Leave**

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations.

## **Resources for additional FMLA information**

Next issue of *Bridges*

1-866-4US-WAGE (1-866-487-9243)

[www.wagehour.dol.gov](http://www.wagehour.dol.gov)

Schwartz, R.M. (2009). *The FMLA handbook* (4<sup>th</sup> ed.). Cambridge, Mass: Work Rights Press.

If asked to provide documentation for sick time usage, you need not supply this to your direct supervisor nor attach it to your timesheet. UUPers can send these directly to Human Resources (Faith Merrick). Your supervisor can contact HR to learn that appropriate documentation has been received. To protect your privacy, specific details of the documentation note are not to be shared with your supervisor.

# Coalition of Labor Union Women

A few years ago, SB/HSC Chapter members **Tina Manning** and **Lydia Johnson** were asked by **Bill Scheuerman**, who was the statewide president at that time, to attend a Coalition of Labor Union Women (CLUW) convention that was being held in Arizona. CLUW is the only national women's labor organization for union women in the United States. It is a non partisan organization within the union movement and is endorsed by many national unions. Their executive office is located in Washington, D.C.

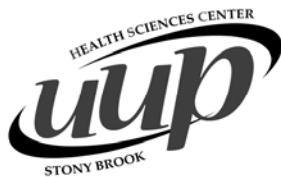
CLUW was formed in 1974 with a primary mission "to unify all union women in a viable organization to determine their common problems and concerns and to develop action programs within the framework of our unions to deal effectively with their objectives." The mission serves to increase participation in political and legislative activities not only for women but by all who can be affected by discrimination especially in the workplace. The four basic goals of CLUW are to:

- ◆ promote affirmative action in the workplace
- ◆ strengthen the role of women in unions
- ◆ organize the unorganized women
- ◆ increase the involvement of women in the political and legislative process.

CLUW is involved in many of the same issues that UUP cares about so deeply. These goals are the foundation of CLUW's activities as they engage in the fight on issues such as pay equity, affirmative action, women's health concerns and the Equal Pay Act. In fact, UUPers have been actively working with Lillie Ledbetter in an effort to put into law the "Paycheck Fairness Act" which President, Barack Obama, signed in January of this year.

CLUW's network is more than 75 chapters strong and is endorsed by the AFL-CIO and its international and national unions. The local chapters of CLUW assist working women to overcome obstacles they encounter in the workplace. In addition, the local chapters work to educate members, provide updates on issues that pertain working families, and provide a support network for women in unions.

Join us in using our collective strength to educate and make a difference. The Stony Brook /HSC CLUW group meets on the last Thursday of the month from 12:30 pm—1:30 pm. An application for CLUW membership is available in the UUP office on level 5.



## Please Mark Your Calendars Chapter Meetings with UUP President Phil Smith

### Agenda: Update on Statewide Issues Q & A

Wednesday September 9, 2009

6 pm- 7 pm

Thursday September 10, 2009

Noon- 1 pm



To submit questions for Phil  
prior to the meeting,  
Contact the chapter office

For room locations & to RSVP

call Sharon at 4-1505

Food will be provided



## News You Can Use



# Massage Therapy Services Available

Massage has an impressive range of benefits, which have been documented in clinical studies such as those done at the University of Miami Medical School. These potential benefits include relief of stress and anxiety, easing of neck, shoulder and low back discomfort, as well as alleviating tension and migraine headaches.

UUP member Patty Cadolino is Stony Brook University Medical Center's only massage therapist. Patty, was trained in hospital based massage at Columbia Presbyterian and Sloan Kettering hospitals. She holds a NYS Massage Therapy license and has provided massage therapy services to patients here at the medical center. Patty also offers classes to parents on infant massage and has specialty training in working with premature infants.

Massage Therapy services are available to inpatients, outpatients and to SUNY faculty and staff for a nominal fee. Employees can make an appointment to enjoy a soothing massage and relieve a little tension and stress while at work. Day and evening appointments are available Monday thru Wednesday and on Fridays to out patients and employees at 33 Research Way in Tech Park . Thursday appointments take place on level 14 in the Hospital. Hot Stone massage is offered in both locations. No Fault and some Workers Compensation insurance accepted. Gift Certificates are also available.

For additional information or to schedule an appointment please call Patricia Cadolino at 444-4592.



## Golfers Wanted:

Fight ALS and help bring the Championship Cup to University Hospital LI Educators' and Health Care Professionals' Cup.  
October 12, 2009  
Hamlet at Willow Creek, Mt. Sinai, NY  
Contact the chapter office for details.

*Those who profess to favor freedom and yet deprecate agitation are men who want crops without plowing up the ground. They want rain without thunder and lightning.*  
~Frederick Douglas

## Caught On Camera



Chapter President, Kathy Southerton presents Ed Hines with a plaque and a gift from the Executive Board to thank him for 13 years of service as the chapter treasurer.



Chapter Labor Relations Specialist, Bill Capowski, speaks to UUPers at a "Know your Contract" workshop in June



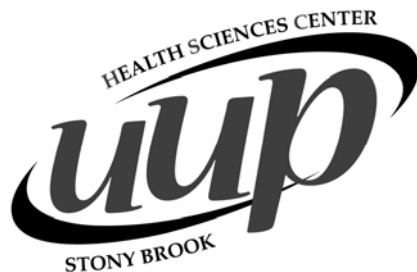
UUP Member Ellen Clark is encouraged by Chapter President Kathy Southerton and fellow UUP members Jeanne Greenfield and Rosemarie Mahan as she prepares to have her hair cut to be donated to "Locks of Love," an organization that makes wigs for children.



Doug Carlen of Liberty Mutual presents a Stress Management workshop to UUP members.



Kathy Southerton and Charles Hines at a LAP Conference.



First Annual

Halloween Costume Party

Live Music by The Retreads



Saturday October 24, 2009

Snapper Inn Oakdale

As the date approaches, more information  
will be available via the chapter office & website



# Shopping for insurance? Keep NYSUT Member Benefits Trust in mind.

Insurance - it's one of those things no one likes to think about. Is it necessary to have? It depends on the type of insurance, on your personal risk tolerance and other individual circumstances.

It can provide peace of mind, and usually once you need it, it's too late to apply for it.

NYSUT Member Benefits Trust endorses a variety of voluntary insurance plans to provide extra protection for you and your family. Consider these options when you're in the purchasing process.

## **Term Life Insurance.**

Members and their spouses (or certified domestic partners) under age 85 may apply. Up to \$1 million of coverage is available for applicants up to age 65. Coverage up to \$30,000 is available for applicants between the ages of 65 and 84.

## **WrapPlan<sup>SM</sup> II Flexible Premium Adjustable Life Insurance**

is group universal life insurance. The plan allows you to purchase life insurance coverage that increases as your term life coverage decreases or terminates. You must be age 65 or under to apply.

## **Personal Property & Liability Insurance.**

Policies include automobile, boatowners, homeowners/renters, personal excess liability (umbrella), mobile home, recreational vehicle, snowmobile, motorcycle, fire and landlord's rental dwelling.

**Disability Insurance** provides tax-free benefits to help meet living expenses if a covered

sickness or injury prevents you from working. You must be under age 64 and work 20 or more hours per week to apply.

## **Accidental Death & Dismemberment Insurance**

covers you against any type of accident in the course of business or pleasure. Worldwide Emergency Travel Services is included, and an education benefit for qualified children is also provided.

## **Catastrophe Major Medical Insurance**

supplements your basic hospitalization and major medical insurance, including Medicare. You must be age 79 or younger to apply.

## **Long-Term Care Insurance**

provides choices with regard to plan design and daily benefit amounts. Services provided include care planning and coverage for home health care, adult day care, homemaker services, licensed assisted living facilities, nursing home care,

hospice care and respite care.

**Vision Plan** benefits include an annual eye exam and one pair of eyeglasses. You may receive services from an out-of-network provider; however, maximum benefit is received when using an in-network provider.

**In-Service Dental Plan** and **Retiree Dental Plan** pay benefits for preventive, restorative and major restorative services.



NYSUT Member Benefits offers Consumer's Guides on many of these types of insurance. Call or log on today. (See below for contact information.)

**nysut** Member Benefits Trust  
A Union of Professionals

For information about these programs or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits at 800-626-8101, visit [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org) or refer to your NYSUT Member Benefits Trust Summary Plan Description.

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



UUP Stony Brook HSC Chapter  
HSC, Level 5– Room 572  
Stony Brook, NY 11794-8553

## UUP COMMITTEE SPOTLIGHT



### Part Time Concerns Committee

The Part Time Concerns Committee is a standing committee and is chaired by the elected Part Time Concerns Representative, Carolyn Kube. The charge of this committee is to encourage membership and activity of part-time academics and professionals. The group reports to the Chapter President and chapter executive board with respect to the treatment of part time academics and professionals, their issues and concerns. Those issues and concerns can then be brought forth to seek resolution in monthly labor/management meeting as stated in Article 8 of the 2007-2011 Agreement between the State of New York and United University Professions. The committee meets on an “as needed” basis. Appointments to the committee can be sought by contacting the Chapter President or Committee Chair.

—Continued from Cover Story  
continuing our support of SARAS, HOME and other worthwhile efforts while organizing more social events for our members including our first annual Halloween party.

All of these efforts will help us become a stronger union with greater participation and activism on the part of our large membership. This activism and participation will serve us well as we deal with current and future challenges.

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](mailto:stonybrookhsc@uupmail.org) for consideration. Submissions are subject to the approval of the newsletter editor and the chapter president. They may also be edited for brevity and/or clarity.

### UUP Stony Brook HSC Chapter Contacts

President	<b>Kathy Southerton</b>
Vice President (Academics)	<b>Bruce Zitkus</b>
Vice President (Professionals)	<b>Carol Gizzi</b>
Secretary	<b>Tina Manning</b>
Treasurer	<b>Charles Hines</b>
Part Time Concerns Representative	<b>Carolyn Kube</b>
Grievance Chair (Academics)	<b>Steve Smith</b>
Grievance Chair (Professionals)	<b>Carol Gizzi</b>
Newsletter Editor	<b>Pamela White</b>
Webmaster	<b>Bruce Kube</b>
Administrative Assistant	<b>Sharon Hines</b>

All chapter contacts can be reached by calling the chapter office at 4-1505

For the latest information be sure to check the UUP/HSC website: <http://www.uupsbhscsite.org/>