

HEBRIDGES

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

April 2000

Message from the President

It's budget time again and there are some negative aspects to the 2000-2001 Executive Budget proposal: most troubling is the \$121 million hole in the SUNY budget. The SUNY trustees refuse to address the \$116 million that is again being transferred to state operations from SUNY teaching hospitals. Other cuts in the budget proposal include \$2.25 million in funding for full time faculty lines and \$3.36 million from EOP and child care.

In light of strong state revenues and budget surpluses the trustees' failure to uphold their fiduciary responsibilities is inexplicable. Their lack of leadership is most evident in their refusal to address the hospitals' shortfall. SUNY characterizes this \$116 million transfer as a hospital "requirement" and the hospitals now "owe" only \$35 million to the state—the remainder of last year's shortfall. However, there is another \$116 million due by March 31, 2000 for the current year. Where will this money come from? Did we need a million dollar consultant to recognize that this is a problem? This problem needs to be addressed in order to maintain services and programs at the hospitals and to continue SUNY's public health mission.

The problem now facing SUNY's hospitals are the result of ill-advised budgetary decision making and the trustees' lack of advocacy. This crisis is not the result of market-driven forces in health care or the lack of public benefit corporation status. The practice of taxing the hospitals in order to fund other campus operations—a practice that dates back to the early 1990s—must stop. The obligation to fund academic programs of the State University lies with the state and not with the teaching hospitals, especially during a time which includes another billion-dollar surplus.

If you feel strongly about this issue and want to make an impact please join VOTE/COPE. Our VOTE/COPE



dollars are so important in ensuring our state university will be there for future generations. You can start with \$1 per paycheck. For your convenience, a VOTE/COPE card can be clipped from page eleven. Your contributions can be done through payroll deduction. Drop off the card at the chapter office and we will even mail it for you. If you are already a VOTE/COPE member, please consider increasing your contribution. I have already doubled my own, and encourage others to do the same.

John Marino
Chapter President

Highlights of Winter Delegate Assembly

A large contingent of hearty unionists braved the Albany winter to attend the DA on January 28th and 29th. Ed Alleyne, Ora Bouey, Leslie Burnett, Dennis Caruana, Ed Drummond, Dan Fischer, Jeanne Galbraith, Carol Gizzi, Walter Green, Charles Hines, Ed Hines, Julitta Jo, Lydia Johnson, Colleen Kenefick, Ed Lane, Tina Manning, John Marino, Darcy McGuire, Donald Pisani, Judy Schwartz, Dan Siegel, Michael Silverberg, Kathleen Southerton, and Doris Weisman attended.

The statewide posts of Vice President for Academics and Vice President for Professionals were restored to full time positions by delegates. They were cut to half-time during a previous budget crunch. Delegates decided that there is both a need and the means to make the jobs full time again.

Our chapter president, John Marino, was nominated by the United Caucus to run for statewide Vice President for Professionals at the Spring Delegate Assembly in May. If John is elected, he will be serving his term in Albany for a two-year period. We wish John all the best in his campaign for election to this important post.

Treasurer Rowena Blackman-Stroud reported on the PricewaterhouseCoopers LLP audit of Fiscal Year 1998-99. Working together, the policies and procedures that were initiated over the past six years have reaped financial benefits for UUP. This is shown in the final audit, that shows that our fund balance is the best it has ever been and it continues to improve. This achievement is the

result of diligent efforts by our members. A copy of the report is available in the union office for review.

Delegates voted to accept the recommendations of the UUP/AAUP Committee to establish a relationship with the American Association of University Professors (AAUP). The purpose of the relationship shall be: for UUP to take a leadership role in unifying higher education nationally and in New York State; to foster greater unity and solidarity within the ranks of labor and to advance the cause of academic unionism; to protect and advance the interests and welfare of the members of UUP; to promote the standards and values of the academic workforce in terms of academic excellence and access; to protect and defend the welfare of the academic professions, and preserve academic freedom, shared

Delegates voted to establish a relationship with the American Association of University Professors (AAUP)

governance, due process, and the rights of university and college workers.

John Mather, an early SUNY administrator, received this year's Friend of SUNY Award. Mather came out of retirement in 1995 to form the Preservation of the State University of New York Association in response to massive cuts in the SUNY budget. He has stood up to the trustees on issues ranging from Resource Allocation Methodology to SUNY searches. His message remains strong—to preserve SUNY's mission.

Colleen Kenefick
Delegate for Academics

New York State AFL-CIO 2000 Scholarship

The New York State AFL - CIO will award a four-year scholarship to a 2000 graduating high school senior who intends to pursue a career in labor relations or a related field. The scholarship will be for \$2,000 a year for four consecutive years for a total of \$8,000.

To be eligible, the applicant must meet the following criteria:

—A 2000 high school graduate

—A parent or guardian who is a member of a union affiliated with the New York State AFL-CIO.

—Accepted in a course of study in labor relations or a labor-related interest such as history, economics, law, political science, sociology or journalism at an accredited institution of higher education in New York State.

Deadline for submission of the application is May 15, 2000. Applications and further information are available in the UUP office.

(Editor's Note: Dawn Hopkins is our NYSUT Labor Relations Specialist for this chapter. If you have a question that you would like answered in a future issue, please submit it any time either to the office or the newsletter editor.)

Dear Dawn,

I am confused about the issue of "comp time". It doesn't seem to be in the UUP contract and I am unsure of my entitlements.

Mike

Dear Mike,

You have asked about an issue that is important to UUP professionals and is brought to the Union frequently for clarification. Compensatory time, or "Comp Time", has been recognized by the State and UUP since at least 1983. The most current understanding is found in the UUP contract in Appendix A-29. It describes how comp time is provided for all managerial and professional employees whose service exceeds their normal professional obligation.

Comp time is meant to be used as time taken off at a later date and at a mutually convenient time for the employee and the supervisor. It is important that comp time accruals be documented in your own records as well as that of your department.

Since 1986 some UUP professional employees have been covered by the Fair Labor Standards Act (FLSA) and are entitled to a different type of comp time. The FLSA authorizes compensation for overtime worked. Overtime is anytime worked beyond forty hours per week and is calculated at the rate of one and one-half hours for each hour worked past the forty.

However, FLSA also authorizes the State to initially compensate overtime worked with time off—comp time—in lieu of monetary payment until the employee accumulates 240 hours of this comp time. Recognize that this means that once you have worked 160 hours of actual overtime, at the rate of time and one-half, you would have accumulated 240 hours. Once you have the 240 hours, you are entitled to a cash payment at time and one-half from then on. Also note that missed lunch breaks - meal times not taken or taken when you are not relieved of duty - must be counted as hours worked. You can determine if you are FLSA eligible (non-exempt) by reviewing your appointment letter and time sheet.

Mark your calendar

The Department of Preventive Medicine and Public Health and The Office of the President are sponsoring a three day conference in early April, New Horizons—Making the Grade for Public Health from Monday, April 3 through Wednesday, April 5. All activities will be open to faculty, staff, students, and community agencies.

Of special interest are the activities in the HSC scheduled for Wednesday, April 5th. Dr. Pamela Payne from George Washington Medical Center will speak on community health issues from 8:00-9:30. Dr. Bernard A. Harris, Jr. is scheduled to lecture on "The Physician and the Future: Space and Beyond" from 9:30-11:00. He is the vice-president of Spacelab, a flight surgeon, an expert in aerospace medicine, and a former NASA astronaut. Walk-up displays, panel discussions on wellness, break-out seminars, and workshops will also be featured. For further details contact Elsa Vizzo at 444-8265 or at evizzo@uhmc.sunysb.edu.

The creative corner

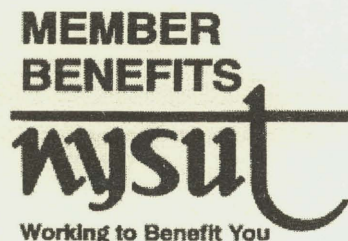
Doctor

Don't you see the hurt the pain
It's clear a touch is needed here
Soft and warm
Intimate and non-judgmental
The healing begins
As the patient releases
And turns to go
A smile is given...
Another doctor saved

Hector Sepulveda, MD, MA
Resident in Preventive Medicine

(We would like this to become a regular feature of *Bridges*. If you have any pieces of creative writing, please consider submitting them so they can be shared with your fellow union members.)

Perks, perks, and more perks



About six or seven years ago, I was floundering to come up with my \$900 quarterly car insurance payment. I had a good record, but the \$3,600/year premium was a

product of the number and type of vehicles I owned. Needless to say, I was looking for a cheaper way to go without sacrificing my coverage too much.

I turned to our UUP affiliate, New York State United Teachers. They offered insurance through a major company and it could be taken directly out of my paycheck. This would greatly lessen the sting of my premium even if they couldn't save that much money. As it turned out, I wound up saving \$1200 a year for the same coverage, albeit with a new carrier.

About a year later, NYSUT had to negotiate a new deal and my insurance carrier was about to change again. It was an uneasy feeling, however, I was comforted in knowing my coverage would stay the same. Fortunes being what they are, I wound up having the same insurance company that had been charging \$3600/year before I went with NYSUT, only this time around I was paying \$2800/year. Still saving considerable money, plus I could use my own

agent again! I can honestly say that I have saved thousands of dollars using NYSUT benefits. Then it dawned on me that the company that carried my car insurance also carried my home insurance. With one phone call I arranged to have my policy moved to the NYSUT umbrella with the very same carrier and again saved a couple hundred more bucks a year.

This is all to tell you what a great deal we have with our affiliation with NYSUT. I could write several articles on some of the other truly great perks we get (and have gotten) through our NYSUT friends.

Yesterday, I came home and found a suitcase size package at my door. It was a gift from NYSUT! An auto emergency kit had arrived including a flood light, jumper cables, electrical tape, flares, several emergency signs, and even a pad to put on your car and lean on so you won't get dirty. This great gift was NYSUT's way of saying thanks for more than 5 years of participation in their programs. NYSUT, I say thanks to you. You have saved me money and more money and you've always been there for me.

I suggest that you look into all the NYSUT benefits. You'll be pleasantly surprised, both in service and in your wallet.

Dan Fischer
Delegate for Professionals

Important NYSUT phone numbers

NYSUT Member Benefits	1-800-626-8101	Disney Magic Kingdom Club	1-800-626-8101
Accidental Death & Dismemberment Insurance	1-800-338-3358	Financial Building Blocks	1-800-626-8101
Alamo Car Rental (NYSUT ID#213855BY)	1-800-354-2322	Hertz Car Rental (NYSUT CDP#85352)	1-800-654-2200
Auto Insurance Program	1-800-438-6381	Lifestyle Security Protection	1-800-677-4636
Avis Car Rental (NYSUT ID#A441200)	1-800-331-1212	Long-Term Care Insurance	1-800-638-0133
Buyer's Edge	1-800-626-8101	NYSUT Legal Service Plan	1-800-626-8101
Catastrophe Major Medical Insurance	1-800-386-9788	Opportunity Plus Tax-Deferred Variable Annuity	1-800-677-4636
Consumer's Guides	1-800-626-8101	Payroll/Pension Advantage	1-800-626-8101
Defensive Driving	1-800-626-8101	Personal Property Insurance	1-800-438-6381
Disability Insurance Plan	1-800-386-9788	Retiree Dental Care	1-800-487-8004
		Six Flags Funseekers Club	1-800-626-8101
		Term Life Insurance	1-800-386-9788

Moving forward, making progress

In the past three years, we have seen our membership grow at an exceptional rate. This is important because information gathered from our members is used to develop labor/management agendas. The leaders of this chapter need input from the membership to maintain an open dialogue with administrators so potential problems can be remedied before they become an item for labor/management meetings. You should know that we have established a reputation as problem solvers, not problem creators.

As your chapter president, I have come to rely heavily on Steve Jonas, academic grievance chair, and Ed Drummond, professional grievance chair. Both of these officers competently represent members and avoid potential grievances. We, as a chapter, are lucky to have two people who are respected not only by our membership, but also by management. Sometimes, however, they cannot solve problems because some supervisors would rather "stir things up" in areas that are working well rather than deal with the real issue. This is merely a diversion tactic and a crazy way of doing things.

We know there are some supervisors who use intimidation to get what they want. Do you work for someone

like this? Unfortunately, there is nothing in the contract that says supervisors must be rational, nice or even smart. There is some good news; most supervisors don't act this way.

We also let administration know when we are frustrated, not to punish, but rather to help make this a better place to work. For example, last autumn we established labor/management meetings at the Long Island State Veterans Home to discuss issues that affect and concern our members there. Other meetings with President Kenny, Dr. Edelman and Dr. Maffetone have resulted in a commitment to solve problems and make Stony Brook a more enjoyable place to work.

What can you do? Get involved-become a department representative, write a newsletter article, run for delegate or other chapter office, or serve on a committee. Come to chapter meetings. Read your contract and ask questions if there is something you don't understand. But, above all, know your rights as an employee. Don't ever accept "that's the way it is", "there's no such thing" or "we've always done it that way" as answers.

John Marino
Chapter President

Winter Delegate Assembly Resolutions

Adopted a resolution from the UUP Solidarity Committee supporting CSEA and PEF in their contract negotiations:

Whereas, CSEA and PEF are an important part of the university community, and

Whereas, UUP congratulates these unions for their huge rally in Albany on January 5, 2000, demanding that the state "show some respect," therefore be it

Resolved, that UUP wishes to affirm and pledge support for our brothers and sisters in their efforts to negotiate a fair contract.

Adopted a resolution from the Binghamton Chapter to restore the statewide positions of Vice President for Academics and Vice President for Professionals to full-time status:

Whereas, UUP is active in more forums and doing more work than ever before; and

Whereas, projected revenue shortfalls for New York State will force UUP to prepare for several years of tough budget fights; and

Whereas, UUP is fiscally sound and has the resources to meet the many challenges facing us; therefore be it

Resolved, that the elected statewide positions of Vice President for Professionals and Vice President for Academics be restored to full-time status under the same conditions as in effect on May 30, 1995.

Other resolutions adopted include:

a resolution authorizing the UUP President to establish a relationship with the American Association of University Professors,

a resolution from the UUP Task Force on Labor and Higher Education and the Solidarity Committee calling on SUNY to become a "Fair Labor Practice Employer", and

a resolution from the UUP Charter Schools Committee encouraging members to work through their chapters with NYSUT on Charter School issues.

To your health: The skinny on overweight

Overweight is becoming a bigger and bigger (if I may use that term) problem in our country. As highlighted by a series of articles published in the October 13, 1999 issue of Journal of the American Medical Association (JAMA), by any measurement we are in the midst of an obesity epidemic. As summarized in the 1998 report from the National Heart, Lung and Blood Institute, *Clinical Guidelines on the Identification, Evaluation, and Treatment of Overweight and Obesity in Adults*, obesity causes or is related to a series of diseases and negative health conditions. These range from hypertension and elevated serum cholesterol to diabetes mellitus, coronary heart disease, and osteoarthritis.

Obesity also causes a broad range of psychological, social, economic, and even political problems in our society. At the same time, our society happens to be one which is increasingly "obesogenic" (causative of obesity) in terms of, for example: food availability, marketing, and promotion; portion sizes served in restaurants; the prominence of high-fat foods (not only in fast-food emporiums); and the obstacles to and de-emphasis of regular exertional physical activity. At the same time we are getting heavier and heavier, however, our society emphasizes thin, thin, and overly-thin, unhealthily thin, for the ideal body shape, especially for women. This state of affairs creates a contradiction that is itself causative of sickness for some people.

What are the possible solutions to this problem? The NHBLI Report focuses almost entirely on weight loss as its recommended approach. But, as is widely acknowledged, significant, permanent weight loss is extremely difficult for most obese people to achieve (although some do). The overall suc-

cess rate for people attempting to lose weight is generally considered to be about 10%. In contrast, the JAMA editorials cited above highlight prevention. To create such a national approach to obesity is a highly laudable goal (even to those who are not in departments of preventive medicine!), and is truly the only viable long-term solution. But such a program, even if fully implemented, would do nothing for the millions of people who are obese now. Needed is a new approach. One way is to begin focussing on health rather than on weight.

Especially considering the negative health risks of obesity, our present singular approach to it, central to both the NHBLI in its Report and our \$33 billion per year for-profit weight loss industry, is counter-productive. If weight loss is virtually impossible to achieve for so many people, what good does this national, almost monomaniacal focus on weight loss really accomplish? For most overweight people, two words effectively describe the outcome: not much.

But it is possible to be obese and be healthy — certainly in terms of modifying the negative health risks of the condition — at the same time. As I discuss at some length in a book I published a couple of years ago with my colleague Linda Konner titled *Just the Weigh You Are* (for those of you who are familiar with my bad jokes, I cannot take credit for that one; it was Linda's idea), you can be "Fit and Healthy, Whatever Your Size." Future columns will discuss just how to go about doing that.

Steven Jonas, MD, MPH, MS
Academic Grievance Chair

News from the NYS Labor/Management Child Care Advisory Committee

Did you miss the fall 1999 open enrollment period for the Dependent Care Advantage Account (DCAAccount)? The DCAAccount is a reimbursement program that allows you to set aside up to \$5,000 per year in pre-tax salary to pay for eligible child, elder, or disabled dependent care.

UUP just negotiated an exciting enhancement to this program; New York State now contributes \$200 to the DCAAccount for each UUP member who enrolls. You can

still enroll for the Plan Year 20000, if you had an eligible Family Status Change - a change in marital status, a change in the number of dependents, a change in work situation, or if your care provider changes the rate you are charged or discontinues service.

Call 1-800-358-7202 to talk with a DCAAccount specialist and find out if you are eligible to save money on your child, elder, or disabled dependent care expenses. Or visit the website at www.albany.net/~ccac/dcaa.

Become a part of the action

I wasn't born to be a unionist and was never attached to a union. However, when I accepted a position at University Hospital I automatically became a part of the union, United University Professions. I decided then that if the union was going to have control in my working life at Stony Brook, then I was going to become an active part of that decision making. Regardless of the length of time working here, I wanted to participate in steering my course.

I read the newspapers, listen to television and radio news all about Gov. Pataki's unjust budget cuts to my hospital, my territory, my daily functioning. I have learned through the union that there are ways to fight these cuts - but it takes all of us to make an effective impact. I have also learned how to reach legislators because they really will work with us if we voice our opinion. You can visit a legislator either in their local office or on lobby days in Albany, write a letter or even vote in all elections.

Several members of UUP went to Albany to bring legislators together for a luncheon in the Legislative Office Building. We also visited them individually in their offices and brought them information on budget cutting cures. Our legislators were receptive, not all of them had the facts they needed to make decisions. It was a successful and enlightening visit.

Political action like this needs you and your contributions to continue in a favorable direction. To learn how you can help steer our ship, stop by the UUP office or talk to a delegate, but start by becoming active. "You" can become "We" and create a better life at Stony Brook for all through political action with VOTE/COPE today.

Doris R. Weisman, NP, MS
Chair and Downstate Regional Coordinator



New York State Labor Religion Coalition

From February 17th to 22nd, Judy Wishnia from West Campus and I joined a delegation to the Mexican border town of Matamoros. The delegation was one of a series, sponsored by the New York State Labor Religion Coalition, to the communities who work in the Maquiladoras that make goods for export to the US. In a few short days we had an intensive exposure to the people who help make our material prosperity possible; it was not a comfortable experience. For the next issue of *Bridges*, I hope to tell you more and show some of the sights and scenes that we experienced.

For now, just reflect that directly across our borders there are people who live without running water or electricity, who have to choose between soap and shoes, whose babies are born with birth defects caused by the chemicals they work with in unventilated factories, and whose own injuries are treated with drugs not used here because of their potentially fatal side-effects.

If anyone ever tells you that unions are barriers to progress, you can tell them that these neighbors of ours are suffering because they lack strong democratic and representative unions. Without the ability to enforce

justice, they receive none. In the next issue, I shall tell you not only of the evils done but also of the hope that comes from organizations such as the "Coalition for Justice in the Maquiladoras", that support workers in their struggles for basic human rights that we take for granted.

In the meantime try this exercise—go home, take off all your clothes and look at the labels that tell you where they were made. Then look at the other objects in your house. Then (after putting your clothes back on) go outside and look at your car. You think that's American made? Want to bet on how much of the content was made in the United States?

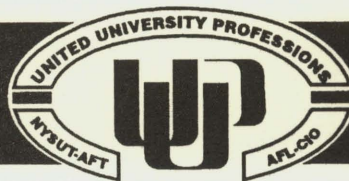
Michael Silverberg
Vice President for Academics

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.

UUP: Your Information Source

United University Professions

Staying power



Visit UUP
online at
www.uupinfo.org

Continuing Appointment/Tenure (Academics)

Members of the UUP bargaining unit who are academics are eligible for continuing appointment status. Achieving this status and what it means are terms governed by the Policies of the Board of Trustees of SUNY. Specifically, a continuing appointment is a position that can be kept until resignation, retirement or termination.

Eligibility:

If you come to SUNY as a Professor, Associate Professor, Librarian or Associate Librarian, you can receive your continuing status after three years of consecutive service. If you come in at other ranks, you must complete seven years of service. Prior experience can be counted toward attaining tenure. If you have taught or have experience as a librarian, make sure you discuss with your supervisor, at the time of your appointment, the inclusion of that service toward tenure.

Process:

Formally, the process requires a decision by the Chancellor of SUNY, based on the recommendation of the chief executive officer of the college. In reality, the process varies from campus to campus. It involves evaluation by your immediate supervisor, some formal means of colleague input and — ultimately — a decision by the president of your college or university. Acquaint yourself with the process as quickly as possible, as work toward continuing appointment should be a priority! If questions arise, contact your chapter president or labor relations specialist for helpful information.



United University Professions, the nation's largest higher education union working for you.
Representing more than 22,000 academic and professional faculty on 29 State University of New York campuses.
Affiliated with New York State United Teachers and the American Federation of Teachers, AFL-CIO.

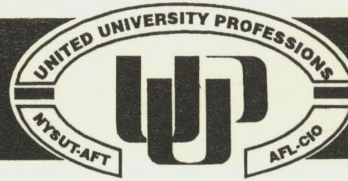
William E. Scheuerman, President



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Permanent Appointment (Professionals)

Getting Started

When you join SUNY as a full-time Professional employee, you will receive an appointment letter that establishes the type of appointment (Temporary, Term or Permanent) for your position. In most cases, you will be appointed for a specific period of time. This period will cover a given number of years, not to exceed three. In some very specific cases, you will receive a one-year temporary appointment. When you complete the first year of a temporary appointment or your first appointment as indicated in the Letter of Appointment, you should receive a re-appointment letter for the next specified period of time. The maximum number of years that you can work as a temporary employee is three. After that, you must be appointed as a term employee. The maximum number of years you must work as a term employee is seven. At that point, you are eligible for permanent appointment.

Permanent Appointment

If you have completed seven consecutive years of full-time service at your college, with the last two years being at one specific title, you may receive permanent appointment. Your immediate supervisor initiates the permanent appointment process at the end of your sixth year of service. A recommendation is made to the president of your campus by your area vice president or dean. There are also other circumstances that could accelerate your attaining permanence. First, prior university service in a professional title may be counted toward permanent status. Second, if you work as a full-time professional within the first four salary ranks for three or four years, you can request permanent appointment. Both the former service-credit provision and the early-consideration provision are subject to presidential decision.

Appendix A Employees

If your title falls within the list in the Policies of the Board of Trustees, Article 11, Appendix A, then your situation is different than those noted above. Upon being hired, except in very specific circumstances, you will receive a five-year term appointment. For the duration of your employment in that title, you will receive additional five-year appointments at the discretion of management. You are not eligible for permanent appointment.

*** For more detailed information, refer to Article 30 of the Agreement between UUP and the State of New York and Article XI, Title C, of the Policies of the Board of Trustees.**



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William E. Scheuerman, President



NYSUT's Variable Life Insurance Offers Choices

Savvy marketers of everything from colas to cars to kitchen cabinets know that the best way to appeal to value-conscious consumers is to offer choices and options. The phrase, "Have it your way," evolved from a fast-food slogan to a universal sales strategy.

premium payments, making it much more of a true "investment" in financial security. The investment options can be personalized to individual needs and risk tolerances, including fixed, conservative, aggressive or mixed allocations.

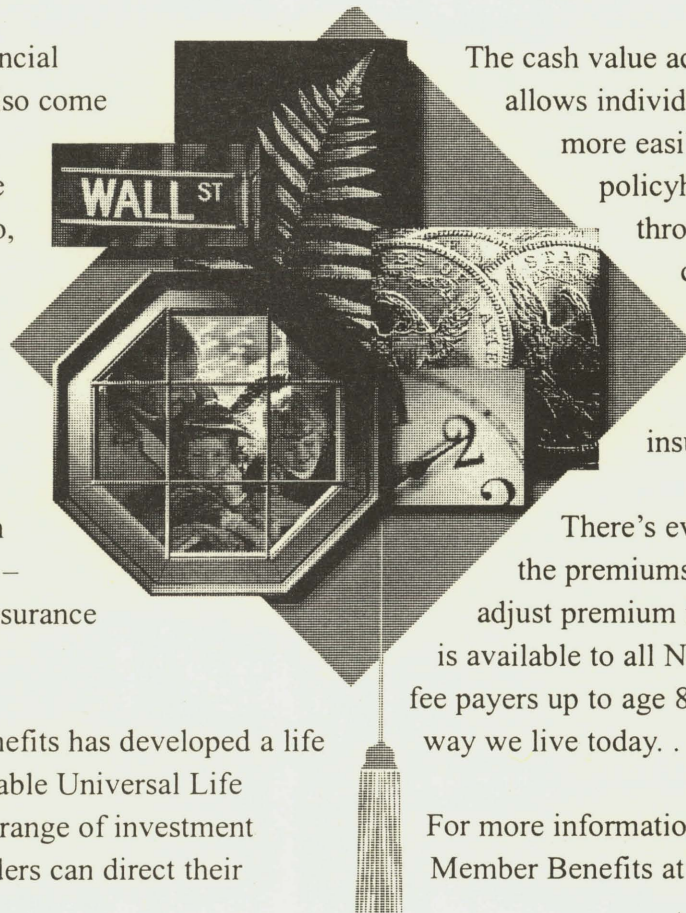
Although it took awhile, financial products and services have also come around to this point of view. Life insurance was one of the last. Up until a short time ago, premiums paid in return for the death benefit "disappeared" into the insurer's holdings. Surprisingly, many people – although accustomed to the many choices offered them in the 21st-century marketplace – still regard this kind of life insurance as the only game in town.

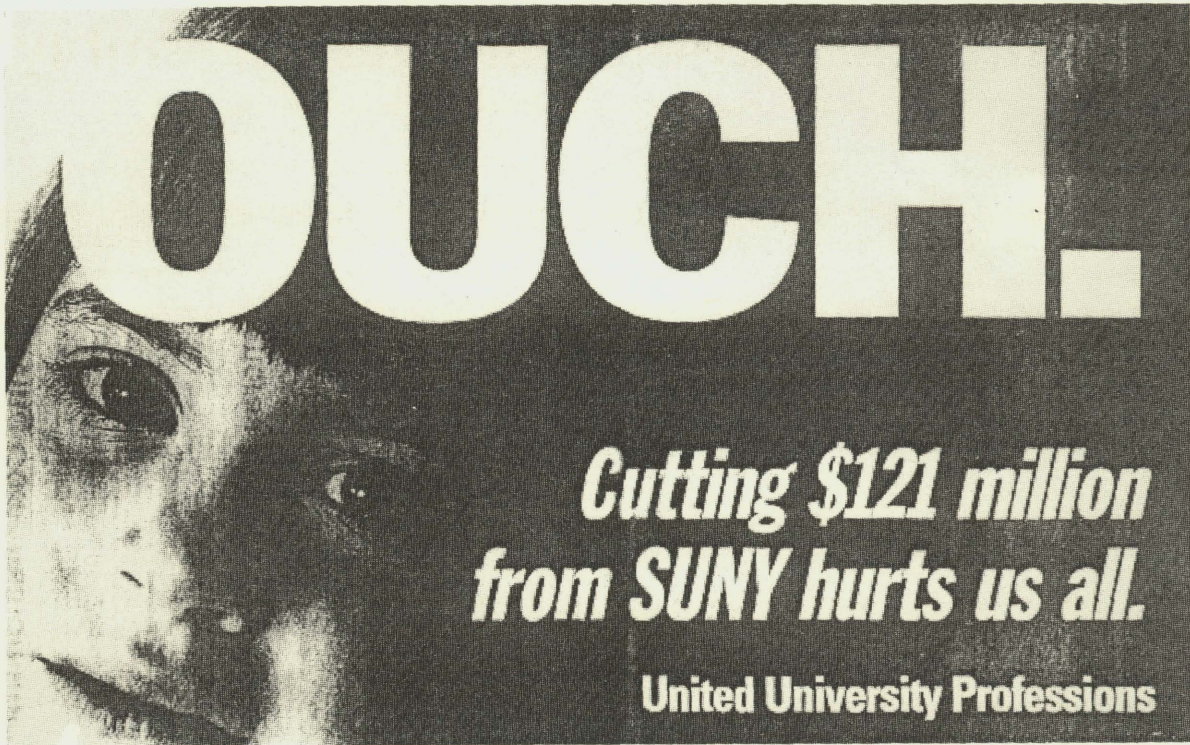
It isn't. NYSUT Member Benefits has developed a life insurance product called Variable Universal Life Insurance (VLI).SM It offers a range of investment options into which policyholders can direct their

The cash value accumulated by the policy also allows individual financial needs to be more easily met. VLI lets policyholders access their funds through loans or surrenders, for college expenses or even retirement. Underneath all of the ways to customize the policy is permanent life insurance protection.

There's even a choice of how to pay the premiums, and ways to change and adjust premium investment allocations. VLI is available to all NYSUT members and agency fee payers up to age 80. It's life insurance for the way we live today. . . and want to live tomorrow.

For more information about VLI, call NYSUT Member Benefits at **1 (800) 626-8101**.





Do you want to help stop the hurt? Even \$1 per paycheck will help with legislative action. Fill out the form below and return it to the union office to assist with our campaign to restore SUNY.

PRINT CLEARLY OR TYPE

1. LAST NAME			2. SOCIAL SECURITY NUMBER			3. C AMOUNT PER PAY PERIOD		
FIRST	INITIAL							

United University Professions VOTE/COPE
 159 Wolf Road
 Albany, NY 12205

4.		
COLLEGE	RANK	DEPT.

AUTHORIZATION FOR VOLUNTARY DEDUCTION

5. HOME ADDRESS					
STREET & NO.	APT. NO.	CITY	STATE	ZIP CODE	

6. Effective no earlier than _____ I hereby authorize regular payroll deductions from my earnings in the amount specified herein as a voluntary contribution to be paid to VOTE/COPE. to be used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions and/or my payroll office, such revocation being effective when accepted into the employer's payroll system. This authorization supersedes all previous authorizations.

Contributions or gifts to VOTE/COPE are not tax deductible.
 VOTE/COPE is the Political Action Committee of the New York State United Teachers.

7. _____
 SIGNATURE DATE

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.

Memorial Day	Monday, May 29th
Independence Day	Tuesday, July 4th
Labor Day	Monday, September 4th
Columbus Day	Monday, October 9th
Election Day	Tuesday, November 7th
Veterans Day	Saturday, November 11th
Thanksgiving Day	Thursday, November 23th
Day after Thanksgiving	Friday, November 24th (in lieu of Lincoln's Birthday)
Christmas Day	Monday, December 25th
New Year's Day '01	Monday, January 1st
Martin L. King Day	Monday, January 15th
Washington's B'Day	Monday, February 19th
Memorial Day	Monday, May 28th
Independence Day	Wednesday, July 4th
Labor Day	Monday, September 3rd

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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.