

BRIDGES

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

September 1998

Message from the President

The summer of 1998 is coming to a close and I hope all of you have had a good one. The weather has been cooperative and we managed to dodge two hurricanes. With the ending of one season comes the beginning of another and I know our union is ready for the challenges ahead. Our main objective for the next few months is to negotiate a new contract and to keep you informed. We have in place a few ways to get information to and from our membership.

The first is the reliable newsletter with plans for four issues per year. With upcoming contract negotiations this will be a vital source of information. Anyone who is a part of this bargaining unit is welcome to submit an article. You can write it or type it and send to the UUP office on Level 5. We will then forward it to our newsletter editor, Colleen Kenefick. Deadlines for articles are December 1, March 1, June 1, and September 1. Don't worry if you miss a deadline, because it can be used for the next issue.

Our chapter web site, www.uhmc.sunysb.edu/uuphsc, will probably grow into one of the best places to gather information. You can find benefit information and important phone numbers. You can have access to the entire text of the UUP contract as well as contract negotiation updates as soon as they are available. You will be able to read our most current newsletter as well as past issues. We will also use the web site for announcements, events, activities, and the time and place for chapter meetings.

We will also be using e-mail more. It will be used primarily for announcements such as upcoming events, activities, and chapter meeting dates and times. We will not use e-mail for distributing or discussing union issues. We are also planning future chapter meetings. These meetings are not only to get information to you, but to

get information from you. You may be asked if you are part of the UUP bargaining unit before entering the meeting.

Finally, we will be fine tuning our chapter department representative system. This is by far the best way to get information to and from our members. I would like to encourage anyone to become a department rep. It is something every member can do if they want. And for those who don't want to, that is OK too. All you have to do is support your rep because he/she is doing all of us a great service. We will be planning a department rep meeting and orientation in the near future. If you are interested, please call the UUP office at 444-1505.

John J. Marino
Chapter President

Are you told there is no such thing as compensatory time?

Do you have to respond to your pager during lunch breaks?

Are you compensated for carrying a beeper during off hours?

Are you told it is your professional obligation to stay beyond your normal working hours without compensation?

If you answered YES to any of the above questions, please call the UUP office at 444-1505. All replies are confidential, only department names need be given.



UUP President Bill Scheuerman, Senator Ken LaValle, and Chapter President John Marino

Highlights of August 14th Chapter Meeting

Senator Ken LaValle (R-C, Port Jefferson) was awarded a plaque from all of UUP for his invaluable assistance in gaining passage of the hospital flexibility legislation. The bill (S.2597-A and A.3599-A) signed by Gov. Pataki on July 14th amends education law. It includes none of the public benefit corporation provisions for which SUNY System Administration was lobbying. UUP President, Bill Scheuerman, said "It's close to a miracle, it took over four years to get passed and Senator Ken LaValle is a miracle maker." The first hearing on this matter was held five years ago at the Long Island State Veterans Home. UUP has been working all this time for a bill that would keep SUNY hospitals in the public domain, give them the flexibility to compete, give UUP a role in determining future directions, and maintain employee protections.

Senator LaValle said that the university is Suffolk County's largest employer. He could not jeopardize the state's investment in both education and health care with a bill that did not include collective bargaining language to protect labor. Assemblyman Michael Bragman (D-Syracuse) was co-sponsor of this legislation that allows

SUNY health care facilities to participate in managed care networks.

Section 9 of the law provides an assurance for the continuation of certified employee organizations and negotiating units in accordance with Article 14 of Civil Service Law.

Section 10 provides assurances that no contract for health care services shall result in reduction or elimination of State University employees who are members of collective bargaining units, subject to any current or future collectively negotiated agreement between the state and certified employee organizations pursuant to Article 14 of the Civil Service Law. This section also establishes labor/management committees at each institution to plan and develop education and training programs for employees.

This chapter is indeed fortunate to have two members on the newly constituted Negotiations Team. John Marino (professional) and Michael Silverberg (academic) have been recently appointed to the team for our next round of contract negotiations. Our new contract team has more members than usual, but it is necessary to get new members involved in the process. The next round of negotiations is expected to be rough, with an

anticipated reduction in state revenues. Continued record gains from the stock market are no longer guaranteed and the tax cuts will have impact for at least the next two years. Both John and Michael need to hear your concerns to represent you throughout the negotiation process.

Your VOTE/COPE Power

On Friday, August 14th UUP President, Bill Scheuerman, visited our chapter to give us the good news: Gov. Pataki had signed the hospital flex bill. This is good news because it meets the needs of both the hospital and the members in our negotiating units. This was an historic and monumental task that required constant, persistent political action. Your VOTE/COPE dollars were there supporting this political action and bringing it home to victory.

While many UUP members are VOTE/COPE supporters, many others are not. You are urged to speak to your fellow members and encourage non-members to join. Every dollar is a brick in the road to political success. Our new contract is the next roadblock and stronger VOTE/COPE support will help insure another victory. Every new contributor is vitally important. Thank you for your help.

Doris Weisman
VOTE/COPE Coordinator

UUP Golf Tournament

I couldn't be considered a "golfer" by anyone's standards, but I enthusiastically signed up for the first annual UUP Golf Tournament at Cherry Creek Golf Links in Riverhead. It was a very good thing that I have played before, because if that day had been my first, I probably would have quit the game forever! Friday, June 12th was a downcast day, threatening rain by 7:00 am. Dauntless in their pursuit of diversion and entertainment, diehard UUP golfers donned their golf shoes, lugged clubs over their shoulders, and fearlessly marched into the clubhouse to register and get hot coffee. There were so many brave UUPers from the Hospital, HSC, Veteran's Home, and West Campus that it was inspiring to face the possibility of drowning in the driving rain. After a shotgun start, I waved goodbye to my husband (who was playing with three other males)

and joined my dear friend Rod in our cart. Rod doesn't mind playing with a woman golfer and we drove off to the first hole.

It was downhill from there folks. Once the rain started to pour turning my beautiful golf umbrella inside out and soaking me to the skin through my cute golf sweatshirt, I started to lose heart. It looked like UUP's first annual golf outing was going to be marred by the disgusting, nasty weather! However, in the usual dedicated manner they approach their jobs, UUPers lowered their golf visors and baseball caps, put up their hoods, dug their golf cleats into the muddy grass, swiveled their hips, wound up their perfect golf swings, and hit that little white ball with a passion unknown to wimpy baseball players who call the game on account of some rain. UUPers never give up and most of these courageous people finished all eighteen holes (Note: me!) Some of my female colleagues, who shall remain nameless, parked their golf carts for a mini-shopping excursion at the Tanger outlets and neglected to ask me.

One by one, rain soaked, tired, but victorious UUPers trudged into the clubhouse to dry out, get a brewsky or other medicinal refreshment. Then the proverbial fish stories started; the boasting and bragging about their game and how they overcame Mother Nature's wrath. All the golf snobs who had a decent game in spite of the rain and wind looked down condescendingly on those whining UUPers who used the weather as an excuse for poor performance. It was pretty pathetic at some tables, listening to how some poor UUPers were subjected to jeering and insults from the golf snobs.

Then the party started with an absolutely delicious dinner served buffet style. Hungry members devoured the steak or chicken, potatoes and veggies which were prepared on a barbecue grill. There was laughter, good spirits, and lots of camaraderie. There were terrific door prizes and golf awards given in the after-dinner activities for many of the courageous golfers. Some very classy gifts were given out for the "best" scores and the raffle coupons also yielded really neat prizes. I won a beautiful new golf bag worth a lot more than I paid for the outing. Boy, were those golf snobs jealous. I could hear their snide little remarks, "What is SHE going to do with that BAG?"

I can't wait until next year's outing. A new tradition has been started and never let it be said that UUPers are not up to a challenge under the most difficult situations like rain, sleet, or snow. Like postal employees (oops!) nothing shall keep us from our appointed duties like golf, imbibing good cheer, and eating until we drop!

Lucy Protosow
Grievance Committee

DID YOU KNOW?

Our chapter is now on the Web. Visit us soon at: www.uhmc.sunysb.edu/uuphsc

This site contains information on benefits, the contract, local union events, union related sites, and Bridges Online.

To be a member of UUP you must submit a signed membership card. If your dues are coded with 215 on your pay stub you are not a member. The member code is 222. If you have any questions about your membership status, please call the office at 444-1505.

All UUP chapters will conduct elections during the spring semester. The call for nominations will be mailed in January, with ballot counting in April. Every HSC Chapter officer and delegate position will be open for nominations, including delegate positions to our affiliate meetings, the NYSUT Representative Assembly and the AFT Convention.

AFT Convention Re-elects Scheuerman as VP

UUP delegates were among the almost 4,000 attendees of the American Federation of Teachers (AFT) Convention held in sweltering New Orleans during July. They helped re-elect UUP President William Scheuerman to another term as an AFT vice-president, heard speeches by President Clinton and various dignitaries, voted on numerous resolutions, and approved a small dues increase.

Discussion of the unification of AFT with the National Education Association (NEA) was a major topic of the convention. Although delegates to the national meeting of the NEA held in June voted against the merger, AFT

delegates approved the move voting by a margin of 43 to 1 for the resolution. AFT and NEA will continue discussions towards the goal of creating a single national educators' union.

Delegates elected Sandra Feldman to her first full term as President of AFT and re-elected Edward McElroy as Secretary-Treasurer. Delegates approved a new full-time position of Executive Vice-President and elected Nat LaCour, president of the United Teachers of New Orleans, to that position. A tribute was paid to longtime AFT president Albert Shanker who died in 1997.

Adoption of the AFT budget included a dues increase of 40 cents per member per month beginning September first. UUP and New York State United Teachers (NYSUT) pay national dues to AFT on behalf of their members, so this will not mean a direct dues increase to UUP members. A special set-aside of 5 cents per member per month to create the Albert Shanker Institute was also approved. Goals of the Institute include promoting the role of unions and quality education.

A resolution calling for "whistleblower" protections for healthcare workers who raise issues of patient safety and quality concerns was adopted by the convention. State campaigns advocating national legislation, including the Patients' Bill of Rights, have been launched in support of this convention resolution.

Details of the AFT Convention, including speeches and press releases, are available on the AFT website at www.aft.org/convention98/.

Jeanne Galbraith
Delegate for Academics

Our Department Rep System

Why be a department rep? Department representatives are an integral part of your union. That's right, your union. Department reps are an indispensable way to get information to the membership quickly and efficiently. In order to have a more effective union there needs to be open communication in both directions.

The best way to make sure that your voice and that of your co-workers is heard is to become an individual who is willing to spend a few minutes a week talking to people. The only requirement to be a department rep is an interest in the issues that affect you and your co-workers. Your level of involvement is completely up to you. You could merely obtain and distribute information

or become more involved and become a delegate to help shape the direction of the union for the future.

During these next few months we will begin negotiating a new contract and it's vital that information about negotiations be distributed to all the members. It is also important that as the negotiating team sits at the table with the state team they know what items to fight for and which items are less important to the membership.

How does the negotiating team know what's important to the members? It's the feedback they get from the 2,300 members in our chapter of UUP. Out of that membership, there are only a small number that are active in the union. Therefore, there are a tremendous number of people who aren't informed. Every member has the ability to initiate change, all it takes is the ability to acquire information and put that information to use. Remember, an informed union is a powerful union.

If you are interested in becoming a department representative, please call the union office at 444-1505 and leave your name and a number where you can be reached. Any questions you may have can be answered at that time.

Bruce Kube
Delegate for Professionals

The following chapter members have been awarded grants from the NYS/UUP Professional Development and Quality of Working Life Committee (PDQWL) Individual Development Awards Program. This award period covered January 1, 1997 through August 31, 1998 with an award total of \$48,389.94. The committee was composed of Ora J. Bouey, Kenneth Feldman, Lydia Johnson, Tina Manning, Faith Merrick, and Herbert Ratner. A second award period will cover July 1, 1998 through August 31, 1999 with an application deadline of October 1, 1998.

Congratulations to all of the following recipients:

Satar Abdool (P) Long Island State Veterans Home
Karen Allard (P) School of Nursing
Ed Alleyne (P) Nursing

Charles Bebbler (P) Biomedical Engineering
Mark Bosco (P) Biomedical Engineering
Patricia Bruckenthal (A) School of Nursing
Marijean Buhse (A) School of Nursing
Paul Colson (A) School of Social Welfare
Elena Coutrier (P) Pharmacy
Robert Corrice (P) Admitting
Kerry A. Costorf (P) Radiology
Elayne DeSimone (A) School of Nursing
Lucy Diaz (P) Radiology
Ed Drummond (P) Pathology
Mary Anne Dumas (A) School of Nursing
Lori Escallier (A) NICU
Ed Feldman (P) Family Medicine
Linda Francis (A) School of Social Welfare
Gordon Hylton (P) Laboratory Animal Resources
Edmund Hayes (P) Pharmacy
Brenda Hess (P) Operating Room
Jinchu Huang (P) Radiation Oncology
Jean Hurley (P) Transplantation
Meenakshi Iyer (A) Health Technology & Mgt.
Lydia Johnson (P) Radiology
Anne Klassert (P) Urology
Nancy Leiken (P) Social Work Services
Michael Lewis (A) School of Social Welfare
Kenneth MacDowell (P) School of Nursing
Tina Manning (P) Media Services
Marie Marino (P) School of Nursing
Jeanne Martin (P) Urology
Charles Mazzaresse (P) Radiology
Ken McLeod (A) Orthopaedic Surgery
Herriot Nicoleau (P) Radiology
Geoffrey O'Connell (P) Social Work Services
William Oxberry (P) Pathology
Clinton Rubin (A) Orthopaedic Surgery
Richwood Schurig (P) Environ. Health & Safety
Judith Schwartz (P) Social Work Services
Chandra Shrestha (P) Finance
Kathy Southerton (P) School of Nursing
Janet Sullivan (A) School of Nursing
Anthony Szema (A) Allergy and Immunology
Raveesh Talanki (P) Biomedical Engineering
Robert Tyson (P) School of Social Welfare
Kristi Van Nostrand (A) Obstetrics and Gynecology
Carlos Vidal (A) School of Social Welfare
Zoran Vukcevic (A) Anesthesiology
Andrea Watson (P) Pharmacy

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:

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| Labor Day '98 | Monday, September 7 th |
| Columbus Day '98 | Monday, October 12 th |
| Election Day '98 | Tuesday, November 3 rd |
| Veterans' Day '98 | Wednesday, November 11 th |
| Thanksgiving Day '98 | Thursday, November 26 th |
| Day after Thanksgiving '98 | Friday, November 27 th (in lieu of Lincoln's Birthday) |
| Christmas Day '98 | Friday, December 25 th |
| New Year's Day '99 | Friday, January 1 st |
| Martin Luther King, Jr. Day '99 | Monday, January 18 th |
| Washington's Birthday '99 | Monday, February 15 th |
| Memorial Day '99 | Monday, May 31 st |
| Independence Day '99 | Sunday, July 4 th |

United University Professions

Stony Brook HSC Chapter

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Vice President (Professional) - Dennis J. Caruana 444-4228
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The opinions expressed in the Newsletter are those of the authors, the editors, or the Stony Brook HSC Chapter of UUP and are not necessarily the opinions of the United University Professions.

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.