

# HEBRIDGES

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

October 2000

## Professional Evaluation Review Committee

Mary Hoch  
Chair

It is mandated by the UUP contract that every professional employee have a performance evaluation and program completed on a yearly basis. Every professional employee should be involved in this evaluation process. The employee should have the option of completing an achievement form detailing their accomplishments for the year. Annually, the supervisor should evaluate the employee based upon his/her performance program. The evaluation is to be reviewed with the employee with both parties signing and dating the document. In the event the employee does not agree with the evaluation, the document should be signed, dated, and noted signed under duress. The employee also has the right to write a rebuttal to the evaluation.

Should an employee receive an evaluation that is rated unsatisfactory or where the content is deemed unsatisfactory and the rating is circled satisfactory, the employee is entitled to a review by peers. A written letter requesting a review must be sent to the Chair of the Evaluation Review Committee within ten working days of the receipt of the evaluation. It is not within the committee's purview to address non-renewal of appointments, promotions, or discretionary increases. The committee can only address the current evaluation as to whether it is warranted or unwarranted.

The Evaluation Review Committee is a standing committee set up in an addendum to the UUP contract. This committee is comprised of five individuals; three are elected by the union at large and two are appointed by the university president. Committee business is conducted by inter-

viewing the employee, the supervisor, and an undisclosed number of individuals. The individuals are chosen from random discussions with the two parties and are usually people who can give an unbiased opinion or provide information as to how the employee performs his/her job. No one knows who is chosen to come before the committee and all discussions are held in confidence.

At the end of the committee's findings, a letter is written to the university president with copies to the employee, the employee's supervisor, the supervisor's supervisor, and the personnel folder. The letter is detailed with the number of individuals interviewed and a decision is rendered as to whether the evaluation should stand as written or be withdrawn. In addition, the letter details the committee's findings and in some cases recommendations are made to the president. It is the president's discretion whether to agree with the committee or make her own recommendation. She will render the final decision on the evaluation in writing to the committee. Should you have any questions or concerns about your evaluation, please feel free to contact either Mary Hoch (4-1252) or Ed Drummond (4-1505).

**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.**

**Voter registration forms are available in the office on Level 5.**



## Chapter, retiree, and affiliate convention election calendar

We will be having elections in the spring for all chapter officer positions. These include: delegates for both academics and professionals, president, vice president for academics, vice president for professionals, secretary, and treasurer. Give some serious thought to running for office. Self-nominations are perfectly acceptable. If you've ever thought you could make a positive change in the union, now is the time to become involved in the process.

Chapter & Retiree Nomination Forms mailed 1/05  
Chapter & Retiree Nominations Close 2/06/2001  
Chapter Nomination Lists Mailed to Chapter Presidents 2/16/2001  
Mail Retiree Election Ballots 2/28/2001  
Retiree Election Ballots Due 3/21/2001  
Retiree Ballots Counted 3/22/2001 - 3/23/2001

Mail Chapter Elections Ballots 3/22/ - 3/23/2001  
Chapter Elections Ballots Due 4/25/2001  
Chapter Elections Ballots Counted 4/26/2001 - 4/28/2001  
Mail Run-Off Elections Ballots 6/01/2001  
Run-Off Elections Ballots Due 6/20/2001  
Run-Off Elections Ballots Counted 6/21/2001

## Know your contract

Have you taken the time to *really* look over your UUP contract? Most of us know about the salary increases, the location stipend, and probably some of the changes regarding on-call pay, but what else do you know about your contract? It's up to YOU to understand your contract and your rights. It's your responsibility to ensure that our negotiated rights are protected and enforced. Some of us take for granted that the terms of the contract are being upheld, but if we're not familiar with the contract, how can we be sure that it is being properly enforced? Unless we take the time to understand our collective bargaining agreement, and labor law in general, violations and injustices are inevitable.

How confidently can you answer the following questions?

- Do you know what is meant by the term "conditions of work"?
- Do you know what "FLSA exempt" means? Is your job title FLSA exempt?
- Do you know when you are entitled to earn "COMP TIME" and when you can use it?
- Do you know who is eligible for ON-CALL and RECALL pay?
- Do you know what a "past practice" is and how a "past practice" could affect the expectations of you, your coworkers, and your supervisor?

If you're unable to answer all these questions confidently, you might be interested in learning more by reading the contract. Mutual respect and consideration for both the needs of the organization and the needs of the employees should be considered in the workplace. A cooperative spirit is the primary element to successful labor management relations and a prerequisite to providing high quality care to our patient community. Remember, you do have a voice in defining your career, and a great place to start is by knowing your rights and responsibilities.

**Carol Gizzi**  
**Delegate for Professionals**

## Need information?

## Check out these web sites!

Aetna [www.aetna.com](http://www.aetna.com)  
AFL-CIO Boycott and Do-Buy Lists [www.unionlabel.org](http://www.unionlabel.org)  
AFT [www.aft.org](http://www.aft.org)  
Chronicle of Higher Education [www.chronicle.com](http://www.chronicle.com)  
Davis Vision [www.davisvision.com](http://www.davisvision.com)  
Delta Dental [www.deltadental.com](http://www.deltadental.com)  
Governor's Office [www.state.ny.us/governor](http://www.state.ny.us/governor)  
Labor Project for Working Families <http://laborproject.berkeley.edu/>  
Metropolitan [www.metlife.com](http://www.metlife.com)  
NYS Assembly [www.assembly.state.ny.us](http://www.assembly.state.ny.us)  
NYS Comptroller's Office [www.osc.state.ny.us](http://www.osc.state.ny.us)  
NYS Department of Civil Service [www.cs.state.ny.us](http://www.cs.state.ny.us)  
NYS Employees' Retirement System [www.osc.state.ny.us](http://www.osc.state.ny.us)  
NYS Senate [www.senate.state.ny.us](http://www.senate.state.ny.us)  
NYS Teachers' Retirement System [www.nystrs.albany.ny.us](http://www.nystrs.albany.ny.us)  
NYSUT [www.nysut.org](http://www.nysut.org)  
TIAA-CREF [www.tiaa-cref.org](http://www.tiaa-cref.org)  
U.S. House of Representatives [www.house.gov](http://www.house.gov)  
U.S. Senate [www.senate.gov](http://www.senate.gov)  
UUP [www.uupinfo.org](http://www.uupinfo.org)  
VALIC [www.valic.com](http://www.valic.com)  
White House [www.whitehouse.gov](http://www.whitehouse.gov)



# Election watch

Union political action leaders from around the state gathered in Albany recently to recommend endorsements in hundreds of races in the November 7<sup>th</sup> general election. Here are the NYSUT endorsed candidates from our region.

## **State Assembly District**

- 1 Patricia Acampora (R/C/I/RTL)
- 2 Fred Thiele (R/I)
- 3 No endorsement
- 4 Steven Englebright (D)
- 5 No endorsement
- 6 Robert Wertz (R/C/I/RTL)
- 7 Thomas Barraga (R/C/RTL)
- 8 Philip Boyle (R/C/I)
- 9 John Flanagan (R/C/RTL)
- 10 James Conte (R/C/I)
- 11 Robert Sweeney (D/I)
- 12 Steven Labriola (R/C)
- 13 David Sidikman (D/I)
- 14 Marc Herbst (R/C)
- 15 Donna Ferrara (R/C)
- 16 Thomas DiNapoli (D/I/L)
- 17 Maureen O'Connell (R/C)
- 18 Earlene Hill (D/L)
- 19 Kathleen Murray (R/C)
- 20 Harvey Weisenberg (D/I/L)

## **State Senate District**

- 1 Kenneth LaValle (R/C/I)
- 2 James Lack (R/C/I)
- 3 Caesar Trunzo (R/C/I)
- 4 Owen Johnson (R/C/I)
- 5 Carl Marcellino (R/C/I)
- 6 Kemp Hannon (R)
- 7 Michael Balboni (R)
- 8 Charles Fuschillo (R/C/I)
- 9 Dean Skelos (R)
- 10 Malcolm A. Smith (D/R/I/C)

## **U.S. House of Representatives District**

- 1-3 No endorsements
- 4 Carolyn McCarthy (D)
- 5 Gary Ackerman (D/I/L)
- 6 Gregory Meeks (D/I/L)
- 7 Joseph Crowley (D)
- 8 Jerrold Nadler (D/L)

## **U.S. Senate**

Hillary Rodham Clinton (D/L)

## **President**

Al Gore (D)

## **UUP hails passage of legislation to protect health care workers**

Two key pieces of legislation that will protect health care workers against accidental needlesticks and against retaliation if they report hospital practices that hurt patients have passed both state legislative houses.

These bills are both part of UUP's legislative program. Voluntary contributions to the union's political action fund, VOTE/COPE, helped to gain these passages.

The "Needlestick" Bill (A.7144-C) requires hospitals to purchase hypodermic needles that have protective shields or automatically retracting needles. Every year, thousands of health care workers are accidentally injured by unsafe needles with hundreds becoming infected by potentially deadly diseases.

The "Whistleblower" Bill (S.8133) will protect hospital employees from retaliation by their employer if they report conditions and practices that jeopardize patient care. This legislation will empower health care providers to speak out against dangerous practices without fear of reprisal.

Stony Brook HSC UUP Chapter President, Ed Drummond, explained the importance of political action and how the voice of UUP was heard on these key

issues. "VOTE/COPE contributions have given us the ability to fund UUP members to speak to the legislators and explain the significance of this legislation and other bills that affect our union's members. VOTE/COPE helps our voice to be heard." Contributions are also needed for our members to advocate for serious reflection on and resolution to the continuing funding shortfall of the SUNY teaching hospitals. Members wishing to contribute to VOTE/COPE can visit the UUP office for further information.



**Kathleen Southerton**  
**VOTE/COPE Coordinator**



# To your health: How I spent my summer vacation

Steven Jonas, MD, MPH, MS  
Academic Grievance Chair

As regular readers know, this series' columns are devoted to the subject of personal wellness. But, for a change, this one is about a larger subject, what might be called a "well country," in this case, New Zealand. Recall that wellness is a process of living that has been defined by its original conceiver, Dr. Halbert Dunn, as "an integrated method of functioning which is oriented toward maximizing the potential of which the individual is capable. It requires that the individual maintain a continuum of balance and purposeful direction within the environment where he is functioning." Although one doesn't ordinarily think of whole countries in the wellness context, I spent my summer vacation in New Zealand, a place that made me do just that.

New Zealand is one of the few countries I've been to which fits Dr. Dunn's definition of "wellness". New Zealand (NZ) is a unique place on earth. It was formed both by volcanic eruption and tectonic plate uplift. And since it sits on one of the earth's major geological fault lines and has active volcanoes, its formation is still very much ongoing. The land mass that forms its present contours was first separated from its closest terrestrial neighbors about 100 million years ago. The view of some Australians to the contrary notwithstanding, it is the only major country that is, geopolitically and/or physically, not part of a continent. As for life-forms, there were dinosaurs in NZ, but the only mammals native to it are two species of small bats. It has hundreds of unique bird and plant species. It is common to walk in forests, especially on the South Island, among trees found only in NZ up to 1,000 years old.

Man is a very recent arrival in NZ, the first Polynesian (in NZ known as the "Maori" people) discoveries of it likely occurred no earlier than the 11th century CE. The first European settlements were made in the late 18th century. Man, beginning with the Maori, has not been too kind to NZ. For example, the Maori, who were very much colonizers just as the Europeans were, fairly quickly wiped out a native flightless bird called the "Moa," which had existed in large numbers. Although it was European hunters who would later bring New Zealand seals to the brink of extinction, the Maori earlier did quite a job on them as well. The Maori cleared large tracts of native timber, although not nearly as much as later arrivals. Both the Maori and the Europeans introduced a variety of

mammals, which especially in their feral forms, are none too good for the ecological balance of the place. Rats, dogs, cats, rabbits, pigs, deer, and a little furry fellow called the "possum," (no relation to, and a lot cuter than, the North American opossum) were introduced.

The Europeans, in addition to doing a job on plant and animal life, also did a job on the Maori (some of whom helped that job get done). The Maori population declined steeply in the century or so after the European arrival, mainly as a result of exposure to European diseases to which the Maori had no natural immunity and being "swamped" in numbers by a European population rather more prolific than they.

So, what has all of this to do with wellness, you might be asking yourself? Well, in modern times, but certainly since World War II, New Zealand has embarked on the national equivalent of the wellness road as defined by Dr. Dunn. The nation is trying (and note that I say "trying") to achieve "an integrated method of functioning" that "is oriented towards" maximizing its potential as a nation and through that the potential of each of its members. And the nation is trying to "maintain a continuum of balance," politically and socially, by recognizing its uniqueness, its fragility, and its future development of restoring

and preserving their complex ecology.

Do they do carry out these tasks perfectly? No, of course not. Is the national wellness work done consciously, in the sense that they share this national thought, "boy, are we as a country on the wellness road, or what?" No, of course not. Does every individual in the country believe in and follow this unstated wellness road? No, of course not. But let me share with you a few thoughts about the place and its people that lead to me to think along these lines. First, there has been and continues to be a national commitment to building and making ever better a truly multi-cultural society, even though persons of European ancestry are the majority. For example, a majority of place-names appear to be in the Maori language. Maori is taught in the schools, both for those whose first language is Maori, and for those, including many Maori, whose first language is English. Maori history, heritage, and culture are celebrated around the country. One distinct advantage NZ has in this regard is that from the time it became a British colony (1840), the Maori have been full British

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nationals. There is no NZ equivalent to the concepts of "3/5ths of a person" (Afro-Americans) or non-persons (Native Americans), that appeared in our own Constitution.

Secondly, there is in national policy an enormous respect for the environment and a recognition that the preservation of the "New Zealand way of life" requires both conservation of what is left from the original eco-structure (a good deal) and restoration where it has been destroyed. Thus, there are many huge national parks (one of them, containing the world's only temperate rain forest, has been designated a "World Heritage Area" by the UN). Hydropower is a major source of electricity. Nuclear power plants and weapons are banned in New Zealand. The cutting of native hardwood trees has just been permanently banned. And, there are national campaigns to control

the feral non-native animal population.

Finally, the people themselves, on the whole (there are individual exceptions, of course), are among the friendliest, the calmest, the chattiest, the most courteous I have ever met. Most importantly, as individuals they really seem to care about the place they live in: its history, its ecosystem, and their environment. One of the best examples of that caring I can give is a description of the public toilet system. Found all over the place, they are invariably clean and functioning, without an army of caretakers to look after them. Indeed, with some fits and starts, and hardly perfect, New Zealand does seem to be nationally committed to an "integrated method of functioning" designed to "maximize [its] potential," "maintain[ing] a continuum of balance," and "purposeful direction [in its] environment," of which it is very conscious. If we in the United States want to become a well country, we could learn much from New Zealand.

## **An ounce of prevention saves two lives**

When you are a health care provider who promotes injury prevention, typically you do not often get to see the results of your labor. How often can we see that we prevented something from happening to one of our patients? At least this once, UUPer Susan Katz can say that she knows for sure that her prevention education helped prevent serious injury or death to two children.

Susan is a pediatric nurse practitioner and the Infant Apnea Program Coordinator here at University Hospital. She and her husband, Arnie (The Suffolk County Safe Kids Coalition Executive Director), have a passion about infant car seat use. Susan tells us that she has been called a car seat evangelist. Susan and Arnie spend many weekends volunteering throughout New York State to coordinate car seat check up events. At these events, parents can have their children's car seats inspected for proper installation. Susan, Arnie and many other volunteers are out in all kinds of weather, selflessly giving the precious gift of their valuable time, knowledge and skills, trying to make sure more children are protected in the event of a crash.

Susan also offers to inspect the car seats for parents of infants who are discharged from our Neonatal Intensive Care Unit. Recently, Susan received a call from a mom, Wendy, to thank Susan for teaching her proper car seat installation. One Saturday morning, Wendy was taking her twin daughters to their godmother's house to celebrate their second birthday. Out of nowhere, Wendy

saw a flash and heard a loud bang. Wendy's car was struck by a deer. The window near the twins was shattered and the deer intruded into the car. When the police arrived on the scene, there was blood and hair everywhere. It was difficult to determine if it was from the deer or the children. The police suspected possible head, neck or spinal cord trauma to the girls. Luckily, the girls escaped with only superficial lacerations about the face and of course a very bad scare.



**Susan Katz**

The police officers commented to Wendy on how tightly the children's car seats were installed. Wendy believes that Susan's instructions helped her to prevent serious and potentially horrible consequences. Great work, Susan! We are proud of your efforts and your commitment. Susan is always looking for additional volunteers to help with the car seat check-up events. If you would like to volunteer or have any questions, Susan can be reached at 444-3783.

**Kathleen Southerton**  
**VOTE/COPE Coordinator**



## 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.*

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
Columbus Day	Monday, October 8
Election Day	Tuesday, November 6th
Veterans Day	Sunday, November 11th

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**Hours:** Mon. - Thurs., 9:15 a.m. to 4:00 p.m.  
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**President** - Ed Drummond ..... 444-1505  
**Vice President (Academic)** - Michael Silverberg ..... 444-2347  
**Vice President (Professional)** - Darcy McGuire ..... 444-1505  
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**NYSUT Field Representative** - Dawn Hopkins ..... 273-8822  
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**Administrative Assistant** - Sharon Hines ..... 444-1505

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The opinions expressed in the Newsletter 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 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.

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