



BRIDGES

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

July 2007

Bill Proposal For Paid Family Leave

Governor Eliot Spitzer is pushing to make New York one of three states to provide paid family leave for its workers. Washington State and California, the other two states that currently offer paid family leave to their employees have policies that incorporate paid leaves for newborn and newly adopted children. In California, the coverage is extended to include coverage for time off to care for seriously ill children, parents, spouses or domestic partners. The plan Spitzer envisions is an even more expansive one that would also permit workers to receive paid time off to care for grandchildren, foster parents and parents-in-law.

Currently, the Federal Family Leave Act (FMLA) enacted in 1993, provides for 12 weeks unpaid, job protected leave for working families to care for their newborn or adopted child or sick family member. While the unpaid leave itself lends time to spend with new or ill family members, it often creates a financial strain. This negative impact leads employees to make difficult decisions when determining whether to continue working when these crucial situations arise.

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Late Breaking News

NYS Senate and Assembly pass ORP Legislation.
This bill now needs the Governor's signature

Check out WWW.UUPINFO.ORG for the latest developments

GREAT NEWS: The Berger Commission Upstate Medical University issue has been addressed with an administrative solution! We thank all of you who participated in this fight through letters and calls to the Governor's office. More details to follow.

PRESIDENT'S MESSAGE

Dear Fellow Stony Brook HSC UUPers,

As I begin my term, I must begin by expressing my thanks to you for electing me as your chapter President. I am honored and humbled by your support and pledge that I will do my best to serve each member. On behalf of our chapter, I also wish to express our thanks to retiring Chapter President **Ed Drummond** and outgoing Vice-President **Donald Pisani** for their years of service to our union.



As a chapter and as a world class public health facility, we face many hurdles, ranging from the uncertainty surrounding the impact of the Berger Commission to some local media who take every opportunity to sensationalize incidents that happen here. No doubt, other problems will arise in the future. No person in this job can promise you that they will win every battle, but I can tell you that no one will work harder than I will to make certain that our voices are heard.

I love to do the work of the union because I believe it gives us a chance to make things better. I believe that we can be a great force for change and support for Stony Brook. I know that our union can work to protect what we have gained and work to make further improvements. I believe that this union can help each member and their families.

I also know where the strength of a union comes from. It comes from the membership. The President can only affect change when the membership shows support. To communicate better with you, I would like to visit with you as individuals and small groups. I hope that some of you will help me to arrange these small group meetings. Please call the UUP office to arrange for a convenient time for me to see you. Even if you work the night shift or at one of the locations outside of the hospital and HSC, I would like to arrange to meet with you.

Our chapter also has a place for you if you would like to become more involved in our activities. Whatever your interests, we would like to be a vehicle for you to channel your energies and enthusiasm. If you are interested in any of the following, please let us know:

- Community service
- Union Social Activities
- Programming of workshops in areas of interests to our members such as
 - Benefits
 - Our contract
 - Legal rights and responsibilities
 - Any other areas of concern to our members
- Political activities

If something that you are interested is not noted here, give me a call and let's see what we can do.

I want every member to see our union as a positive influence and a place to turn to when help is needed. Please keep in contact, whether to let me know what bothers you, if we can help you to negotiate through a particular problem or just to say hello. We won't have all the answers but together perhaps we can steer you to the right track.

In solidarity,

Kathy Southerton

UUP President Stony Brook HSC Chapter

NEGOTIATIONS UPDATE:

UUP EXCHANGES PROPOSALS WITH STATE

Negotiations Update

This past May UUP and the State exchanged contract proposals. You should have received a printed copy in the May edition of the Voice. UUP has been working diligently meeting with the state since the exchange of proposals. We are at the point of clarification of each others demands. UUP has scheduled meetings for further negotiations with the State throughout the month of June and into July and August.

If you have questions or concerns contact me through lotus notes or 4-1789.and look for negotiations updates on our Chapter website: www.uuphost.org/stonybrookhsc/

Yours In Solidarity,

Carolyn Kube

Negotiations Team Member and Part-Time Concerns Representative

WHAT HAPPENS IF A NEW CONTRACT IS DELAYED?

Our contract expires July 1 2007. You may wonder what happens if a new contract is not signed by then. What happens when public employees, like us, are “working without a contract”? Could there be a strike? Can management rewrite the rules and negate or disregard our current contract?

The **Public Employees Fair Employment Act**, commonly known as the **Taylor Law**, is a labor relations statute covering most public employees in New York State-- whether employed by the State, or by counties, cities, towns, villages, school districts, public authorities or certain special service districts. It became effective September 1, 1967 and was the first comprehensive labor relations law for public employees in the State, and among the first in the United States. It is the legal foundation used by the, Governor’s Office of Employee Relations (GOER) in its negotiations with New York State’s public employee unions, like UUP. Basically The Taylor Law provides for the following:

- a. grants public employees the right to organize and be represented by employee organizations of their own choice
- b. requires public employers to negotiate and enter into agreements with public employee organizations regarding their employees' terms and conditions of employment
- c. establishes impasse procedures for the resolution of collective bargaining disputes
- d. defines and prohibits improper practices by public employers and public employee organizations
- e. prohibits strikes by public employees
- f. establishes a state agency to administer the law called the Public Employment Relations Board, commonly known as PERB. PERB is an independent, neutral agency comprised of three members appointed by the NYS governor whose purpose is to administer the Taylor Law. The board's major responsibility is to act as an umpire in disputes arising under the Taylor Law.

The Triborough Amendment to Civil Service Law section 209-a (1)(e) makes it an improper employer practice to refuse to continue all the terms and conditions of an expired agreement until a successor agreement is negotiated!!

To sum this up, whether or not a new UUP Contact with New York State is signed by July 1, 2007, you can feel confident that all negotiated terms currently outlined within our existing contract will remain in place.

Submitted by **Carol Gizzi**, Chapter VP for Professionals and Grievance Chairperson

Check out our Chapter's Website

Are you aware that the UUP Stony Brook Health Sciences Chapter has a website? Log on, <http://www.uuphost.org/stonybrookhsc> has arrived! The newly developed (and constantly developing) website contains a variety of useful information including announcements, news items and benefit links. Members should check the site on a regular basis as content is updated often. The website was designed with the members needs in mind. The members need accurate up to date information that can be freely accessed. With the development of the website, the chapter leadership will be able to provide the membership with breaking information and events while giving the members a mechanism to communicate with the chapter leadership.

The website is envisioned as an interactive portal to allow two way communications. Down the road, membership surveys will be posted in order to better ascertain how chapter members feel about issues at the Health Sciences Center. By posting the surveys online the data collection process will be automated therefore creating a more easily facilitated analysis. The goal of the website is to enable the chapter to be more responsive to the needs of the membership. In addition, responses for invitations to meetings, such as chapter meetings will be collected via the website freeing up the chapter administrative assistant from having to keep the list. We certainly want access to as much information available to our members at all times.

The website currently is comprised of the homepage which contains a brief summary of any new happenings and several links to other pages. The navigation menu, which is common to all of the sites pages, allows members to access benefits information, announcements, past and present

newsletters along with other items of interest. In the future the intent is to grow the website to include a variety of content that will be useful to our members in their work life as well as in their home life. Please take the opportunity to visit the website and feel free to make suggestions or comments

Submitted by **Bruce Kube**, UUP Membership Development Chair and Webmaster

ROAD TRIP: UUP IN WASHINGTON, D.C.



UUP Delegates traveled to the nation's capital for the 35th NYSUT Representative Assembly. After a long road trip, we arrived safely at the Hilton Hotel and began to settle in for the convention and all it had to offer. The convention opened Thursday at noon with a chance to reunite UUP chapter members both local and statewide. I also had a chance to connect with some NYSUT delegates I hadn't seen in some time. The convention highlights included speeches by Senator Hillary Clinton, NY Governor Eliot Spitzer, NYSUT President Dick Iannuzzi, AFT President Ed McElroy, NEA Secretary-Treasurer Lily Eskelsen, and NY State Education Commissioner Richard Mills. There were also many Awards and Honors presented: NY State Teacher of the Year--Marguerite Izzo; Higher Education Member of the Year Awards--Ellen Schuler and Jane Young; The Sandy Feldman Leadership Award--Elizabeth Langiulli and Jeanette Pietrantoni. There was also a Leadership Grant presented to Marianne Hegge, and Retiree Member of the Year Awards presented to Alvin Graham and Marna Davidson... I was happy to see all the UUP delegates from around the state and especially the ones from my local chapter here at Stony Brook HSC. I look forward to the next RA, and would like to thank all the chapter members who were able to make the trip. I would also like to thank our former Chapter President **Ed Drummond** and Secretary **Sharon Hines** for affording me the opportunity to go.

Submitted by: **Benjamin Williams**, Delegate for Professionals

--Family Leave (from cover)

To fund the Paid Family Leave, Spitzer's plan would utilize New York's existing Temporary Disability Insurance (TDI) program which provides some wage replacement during a worker's own non-work related temporary disability. In addition, funding would be further supplemented by a weekly 45 cents deduction from every workers paycheck. This amount would be a modest increase above what is currently withheld in premiums for TDI. Thus, the plan would be solely financed by employees rather than employers.

The proposal, which Spitzer's aides often refer to as "a family care benefit" instead of paid family leave has many supporters. Unpaid leaves place many workers in a predicament. The new proposal recognizes the need for time off while having financial support in place to fulfill obligations. Many labor unions, women's groups and the Working Families Party are all advocating for the paid leave however, some advocates of the plan criticize the program because compensation benefits to be paid are only 50 percent of income up to a maximum of \$170 per week

Not everyone is in agreement on this benefit. Those who are opposing the paid family leave bill, mostly business groups, argue that the proposal will boost absenteeism therefore increasing costs and burdening employers. Supporters of Spitzer's plan are optimistic that he will prevail in having a bill for the program passed later this year

COMING SOON :



WORKSHOPS ON IDENTITY THEFT

In the time it takes you to heat a cup of coffee, someone will become a victim of identity theft. According to the FBI, identity theft is "the fastest growing crime in America." NYSUT Member Benefits, concerned about our members and this crime, created a new workshop: "Identity Theft/Fraud Prevention,"

The workshop, given by Evan Engler, CFP, will explore to what degree your Identity is at risk, the latest techniques "thieves" are using (spyware, pharming, phishing), and most importantly, how to protect yourself and your identity.

Several of these 60-75 minute workshops will be scheduled this summer. Please contact the UUP office 444-1505 if you are interested in attending. Once confirmed, the details regarding the dates, times and locations will be available from the UUP SBHSC office and on our chapter website: www.uuphost.org/stonybrookhsc/

NYSUT Member Benefits developed this presentation with the protection of our members in mind. And if you're still thinking it can't happen to you, remember...in the next 79 seconds, it WILL happen to someone.

Individual Development Awards Program

The Individual Development Awards Program is designed to support a variety of professional development projects or activities by assisting eligible employees to develop their full professional potential and to prepare for advancement. Full-time employees who accrue annual leave are not required to charge those credits for any project or activity funded by an Individual Development Award.

The Individual Development Awards Committee comprised of Chair Ora James Bouey, Faith Merrick, Jo Ann Arkin, and Tina Manning reviewed 119 applications totaling \$104,880.00 for Individual Development funding for the award period of July 1, 2006 – June 30, 2007. The allocation for the HSC/Stony Brook UUP chapter was \$102,288.00. These funds were distributed to provide funding for various projects for 115 applicants.

The Campus Professional Development Committee administers the Individual Development Awards Program on each campus. Proportional allocations are assigned to each Campus' Professional Development Committee based on unit member population. The Campus Professional Development Committee is required to dedicate a minimum of 15 percent of the funds under this program to part-time employees. If applications from part-time employees amount to less than 15 percent of the total funds, then the remainder from the set aside amount can be reallocated to awards for full-time employees. The maximum amount that can be awarded for each employee under this program is \$1,000. Employees are only eligible to be funded for one project or activity per award period. This was the last round of grant money available in this contract. Below is a list of recipients of Individual Development Awards for this award period:

Adell, Theresa	Coletti, Virginia	Grande, Toniann	Liang, Jerome	Rouana, Nicole
Ahearn, Chris	Colon, Rachel Joy	Grant, Kathleen	Lopez, Raymond	Ryan, Roseanna
Apoznanski, Barbara	Coppola, Jennifer	Greenfield, Jeanne	MacLellan, Henry	Sarno, Vicki
Balsamo, Janet	Coppola, Laura	Gupta, Shruti	Mahan, Rosemary	Scheriff, Kathryn
Barbera, Jamie	Costa, Donna	Haubrich, Tracey	Massaro, Matthew	Scott, Franciel Jr.
Bebber, Charles	Daley, Joseph	Hernandez, Diane	Mauro, Careen	Shah, Shetal
Benz Scott, Lisa	Day, Doreen	Hoffman, Melissa	McManus, Theresa	Smith, Peter
Berger-Zaslav, Ann-Leslie	DeSimone, Marie Elayne	Holland, Randy	Meilicke, Pablo	Smith, Tracey L
Bily, Linda	DiGangi, John	Horowitz, Beverly P.	Melendez, Mark	Southerton, Kathleen
Bockino, Patricia	DiGiovanni, Valerie	Hotaling, Mary	Meng, Hongdao	Spinner, Warren Daniel
Bradley, Mary	Donarummo, Laura	Hudak, Joseph	Mercado, Theresa	Swanberg, Eileen
Bratby, Karhleen	Donnelly, Melissa	Jasiewicz, Ronald	Monte, Denise C	Szema, Anthony
Buencamino, Clarissa	Dunne, Robert	Jerson, Bradley	Moulton, Kelly	Tadepalli, Phanibhushan
Bukovsky, Rose	Elorriaga, Kerri	Jo, Julitta	Nelson, Elisa	Tarling, David
Cadolino, Patricia	Findletar, Heather	Johnson, Jonathan	Paley, Kristy	Tegay, David
Caramante, Louis	Fite, Jennifer	Jorgensen, Cynthia	Palmer, Tammy	Tena, Giovanni
Cariaso, Crizeldo	Frey, Marie	Jurgens, Corinne	Pearson, John	Timoney, Paula
Carlson, Diane	Fromm, IndiraMichelle	Katz, Susan	Pentyala, Srinivas	Tomaine, Bernadette
Caruana, Katherine	Gaag, Phyllis	Kenny, Lucy	Pietrowski, Margaret	Treacy, Donna
Catanese, Linda	Gad, Ashraf	Khan, Sardar	Pitocco, Christine	VanDeventer, Kathleen
Cesiro, Joanne	Gambino, Kathleen	Knecht, Barbara	Relan, Nand	Vanner, Elizabeth
Chan, KaLun, Benny	Giglio, Joseph	Kuan, Hsin M.	Rogak, Paul	Vargo, Lyn
Clark, Lisa	Goodman, Melody	Lemarie, Jodi	Romano, Chris	Whelan, Kathleen

The Professional Development awards for this past round funded a variety of projects. With the funds available we were able to support 108 members in the following:

37 applications to attend a workshop, seminar, internship or complete course work that was not eligible for the SUNY tuition waiver

2 applications for participating in a conference

63 applications to attend a conference.

6 applications for other projects that did not fall into the above categories but provided professional development for the member.

ELECTION RESULTS

UNITED UNIVERSITY PROFESSIONS

OFFICIAL 2007 ELECTION REPORT

STONY BROOK HSC CHAPTER

(40809)

SUMMARY PAGE

- 01/03/2007 • Membership certification date.
- 01/05/2007 • Date notice of election and call for nominations mailed to home addresses of chapter members.
- 02/07/2007 • Date nominations closed.
- 03/14/2007 • Date ballots mailed to home addresses of chapter members.
- 04/11/2004 • Date ballots due at the UUP Administrative Office in Albany.
- 04/12/2007 • Date ballots counted.

Academic Returns:

- 169 • Academic Returns:
 - 0 • Number of invalid control envelopes and reasons invalid:
 - 0 • Non-eligible voter.
 - 0 • Other.
 - 169 • Number of valid control envelopes.
 - 2 • Number of invalid ballots and reasons invalid:
 - 2 • Not in sealed inner envelope (secrecy compromised).
 - 0 • Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.).
 - 0 • Other.
 - 0 • Number of blank ballots.
 - 167 • Number of valid ballots.

Professional Returns:

- 569 • Professional Returns:
 - 0 • Number of invalid control envelopes and reasons invalid:
 - 0 • Non-eligible voter.
 - 0 • Other.
 - 569 • Number of valid control envelopes.
 - 9 • Number of invalid ballots and reasons invalid:
 - 9 • Not in sealed inner envelope (secrecy compromised).
 - 0 • Secrecy compromised by voter (e.g., ballot envelope or ballot signed, initialed, etc.).
 - 0 • Other.
 - 0 • Number of blank ballots.
 - 560 • Number of valid ballots.

Election results are listed in descending order of votes received. Winners are designated by an "X" except for delegates. Delegates are listed in rank order of votes received; tie votes are listed in rank order as determined by lottery.

We certify that this election was conducted in accordance with the UUP election procedure and that this report constitutes the official election report.

The term of office for each position is from June 1, 2007 through May 31, 2009.

David H. Kreh

Candace A. Merbler

Eileen Landy

Chair, Elections and Credentials Committee

Chair, Elections and Credentials Committee

Secretary

Tellers: Joseph C. Baldwin, Brian R. Betz, Rand Bishop, Christine E. Bulson, Jeanne L. Galbraith, Carol Gizzi, Paul B. Griffen, David H. Kreh, Bruce T. Kube, Carolyn S. Kube, Eileen Landy, Katherine L. Latal, Irene Maffetore, Candace A. Merbler, Frederick C. Monaco, Robin R.I. Nichols Jr., Arthur M. Shertzer, Annette R. Siegel

Note: No teller worked on his/her Chapter's elections.

Date: April 13, 2007

election report.

Ties were resolved by lot.

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Candace A. Merbler

Eileen Landy

Chair, Elections and Credentials Committee

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Secretary

Date: April 13, 2007

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2007 ELECTION REPORT
STONY BROOK HSC CHAPTER
(40809)**

PRESIDENT AND DELEGATE

Total		
Southerton, Kathleen	428	X
Pisani, Donald J.	267	
Day, Doreen T.	3	
Hines, Charles	2	
Anolik, David	1	
Caruana, Dennis J.	1	
Drummond, Edward	1	
Gizzi, Carol	1	
Jordan, Aldustus E.	1	
Lyman, Sanford	1	

TREASURER

Total		
Hines, Edward W.	648	X
Bebber, Charles J.	1	
Day, Doreen T.	1	
Finn, Michael A.	1	
Fischer, Daniel J.	1	
Kube, Bruce T.	1	
Lyman, Sanford	1	
Weisman, Doris R.	1	
Weiss, Jeffrey M.	1	

PART-TIME CONCERNS REPRESENTATIVE

VICE PRESIDENT FOR ACADEMICS AND DELEGATE

Total		
Vidal, Carlos M.	146	X
Anolik, David	1	
Bacon, Jean L.	1	
Lyman, Sanford	1	

Total		
Kube, Carolyn S.	594	X
Dixon, Thomas W.	1	
Herrold, Stuart R.	1	
Johnson, Lydia L.	1	
Lyman, Sanford	1	
Zitkus, Bruce S.	1	

VICE PRESIDENT FOR PROFESSIONALS AND DELEGATE

Total		
Gizzi, Carol	255	X
Kube, Bruce T.	138	
Hines, Charles	93	

SECRETARY

Total		
Manning, Tina Maria E.	632	X
Adams, Barbara D.	1	
Connolly, James R.	1	
Day, Doreen T.	1	
Fischer, Daniel J.	1	
Hines, Charles	1	
Lyman, Sanford	1	
Weisman, Doris R.	1	

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Ties were resolved by lot. **The term of office for each position is from June 1, 2007 through May 31, 2009.**

David H. Kreh	Candace A. Merbler	Eileen Landy
Chair, Elections and Credentials Committee	Chair, Elections and Credentials Committee	Secretary

Date: April 13, 2007

**UNITED UNIVERSITY PROFESSIONS
OFFICIAL 2007 ELECTION REPORT
STONY BROOK HSC CHAPTER
(40809)**

ACADEMIC DELEGATE

PROFESSIONAL DELEGATE

Total

Total

Lane, Bernard P.	128	1	Drummond, Edward	411	1
Bouey, Ora James	125	2	Southerton, Kathleen	354	2
Vidal, Carlos M.	118	3	Pisani, Donald J.	345	3
Monahan, Kathleen	112	4	Manning, Tina Maria E.	310	4
Balkon, Nancy A.	112	5	Hines, Edward W.	305	5
Shurpin, Kathleen C.	111	6	Gizzi, Carol	287	6
DeSimone, Maria Elayne	110	7	Weisman, Doris R.	267	7
Galbraith, Jeanne L.	109	8	Marino, John J.	263	8
Kenefick, Colleen M.	107	9	Kube, Bruce T.	243	9
Smith, Stephen G.	107	10	Kube, Carolyn S.	223	10
Tseng, Linda	106	11	Alleyne, Edward	220	11
Werner, Susan E.	104	12	Torres, Maritza	195	12
Goldsmith, Frank E.	104	13	Hines, Charles	192	13
Jo, Julitta Y.	102	14	Day, Doreen T.	181	14
Bacon, Jean L.	3	15	Stein, Michael	159	15
Dumas, Mary Anne	1	16	Connolly, James R.	153	16
Lyman, Sanford	1	17	Moreschi, Joseph	151	17
Farrington, Jack N.	1	18	O'Connell, Geoffrey T.	143	18
Khan, Sardar A.	1	19	Johnson, Lydia L.	131	19
Stellaccio, Francis S.	1	20	Kessler, Carla	128	20
Bratby, Kathleen	1	21	Bonvento, Michael J.	125	21
Perlmutter, Steven	1	22	Stern, Irene M.	121	22
Zitkus, Bruce S.	1	23	Becker, Marianne F.	115	23
Firestone, Deborah T.	1	24	Mazzarese, Charles	114	24
Murphy, Bertha	1	25	Caruana, Dennis J.	114	25
Weiss, Tamara E.	1	26	Hrynda, Angelika M.	106	26
Liang, Jerome Z.	1	27	Bebber, Charles J.	105	27
Gindi, Gene R.	1	28	Gordon, Allen D.	104	28
LeBlanc, Marie E. - Ineligible	1		Williams, Benjamin J.	101	29
O'Connel, Geoffrey - Ineligible	1		Wright, Fay M.	97	30
Stein, Michael - Ineligible	1		Green, Walter	94	31
Unreadable Last Name, John - Ineligible	1		Gonzalez, Nereida E.	87	32
			Nelson, Elisa M.	84	33
			Weiss, Jeffrey M.	83	34
			Schwarz, Patricia E.	81	35
			Holland, Randy A.	76	36
			Relan, Nand K.	66	37
			Staley, Crystal S.	61	38
			Giangarra, William	42	39
			Bonnette, Melchiora	39	40
			Franquiz, Marion	13	41
			Piorun, Kenneth W.	4	42
			Fischer, Daniel J.	4	43

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David H. Kreh	Candace A. Merbler	Eileen Landy
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Bryan, Margaret A.	3	44
Seely, Kevin	1	45
Herrold, Stuart R.	1	46
Finn, Michael A.	1	47
Brown, Francis B.	1	48
Ross, Scott G.	1	49

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Date: April 13, 2007

KNOW YOUR CONTRACT : MORE \$\$\$ COMING

The basic annual salaries as of June 30, 2007, of full time employees in the State University in the Professional Services Negotiating Unit shall be increased by \$800 commencing the first day of the payroll period closest to July 1, 2007 (calendar year or college year professional obligation) or Sept 1, 2007 (academic year professional obligation). Part-time employees will receive a pro-rated salary increase.

Effective July 1, 2007, one more round of DSI (discretionary salary increase) is available. These monies are to be distributed no later than December 31, 2007. Now is the time to speak with your supervisors to ascertain the criteria they will utilize in determining the distribution of these monies and if you desire, to make a case as to why you believe you should receive this increase in salary.

BRIDGING THE GAP

ED DRUMMOND: UUP MAN FOR ALL SEASONS

By **Ben Williams**, Delegate for Professionals



Just a few months ago, I learned that **Ed Drummond** wouldn't be seeking re-election as UUP President at Stony Brook University HSC.

My first reaction was and still remains one of happiness for him. I have worked for University Hospital for 23 years. As a long term employee of this institution, I have learned that everyone who has moved on from this institution usually knows when the time is right for them to do so. I also know it takes time to sort things out. Ed, I'm sure that you have some idea what you want to do, and if not I'm sure you know what you don't want to continue to do. I personally wish you success in your future endeavors. I know you will be successful in anything you chose to do. You have showed many of us chapter members a lot of character, and grace under pressure. I'm sure your job has had its ups and downs. We are all better from having you as President of this chapter. We have learned from your tenure as President. I think this is one of the best UUP chapters in the state. I'm sure that you will want us to continue to strive to be better union delegates.

As your tenure as President comes to a close, I reflect upon some high points of your professional career here at UH. I remember way back when I first was hired here at UH, that Evelyn Hirsch introduced me to you. You were kind enough to explain to me about performance programs and evaluations. I was grateful that someone thought enough about me to take the time and properly explain things. I decided to further involve myself in helping other employees to understand their rights. The union was my main concern, and how I could become a professional delegate. I have come a long way since that time. I have followed your work on the Statewide Committee on Affirmative Action, the Black Faculty and Staff Association, the Executive Board at this Chapter, NYSUT, AFT, and more delegate assemblies than I can remember. This is just a small sampling of things you have been involved in at this institution. It has inspired me to do more with my tenure here at Stony Brook. I hope that each and every one of us delegates, employees, management, and supportive staff have been inspired by your commitment to excellence. You are one of a kind. This union is better because of you. So today I salute you Ed, and all that you have done as UUP President at Stony Brook HSC. May God bless you and your future endeavors. I will be rooting for you, and your continued success. Fall, Winter, or Spring Delegate Assemblies may come and go, but you have been a UUP man for all seasons.

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 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 contribute should type and email their submissions to Sharon Hines: shines@notes.cc.sunysb.edu for consideration. Submissions may be edited for brevity and/or clarity.

UUP Officers Stony Brook/HSC

President	Kathy Southerton	444-1505
Vice President (Academics)	Carlos Vidal	444-3153
Vice President (Professionals)	Carol Gizzi	444-1505
Secretary	Tina Manning	444-1505
Treasurer	Edward Hines	444-1505
Part Time Concerns Representative	Carolyn Kube	444-1505
Grievance Chair (Professionals)	Carol Gizzi	444-1505
Newsletter Editor	Pamela White	444-1505
Professional Evaluation Review	Ellen Clark	444-7597
Professional Promotion Review	Bruce Kube	444-2377
Professional Concerns Comm.	Donald Pisani	444-1505
Administrative Assistant	Sharon Hines	444-1505

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