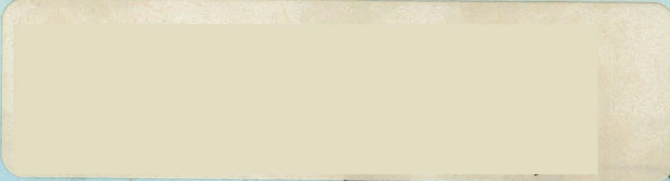
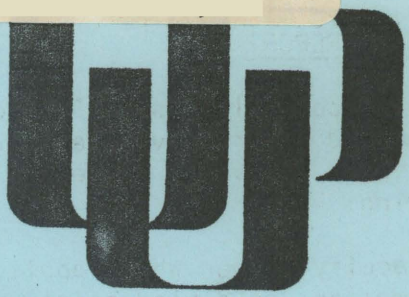


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# H.S.C. STONY BROOK

## From The President

In the past we have printed several articles discussing your rights concerning conditions of employment which we thought would help to end some confusion. However, it is becoming apparent by the repetitiveness and number of questions being asked that many are still confused and misinformed. I would like to discuss some of these with you now and the rest in subsequent newsletters.

The most misunderstood issue today is the salary increase. There have been many interpretations circulating throughout the C lately and all are based on erroneous and misleading information supplied by the administration. A brief explanation of the raises follows in this newsletter. Several other issues pertain to vacation time, organizational leave and IFR lines.

Vacation time is a contractual right. Under Article 23 of the contract, upon request, you must be given reasons in writing if it is denied. However the reason can be appealed to the campus president or his designee, in this instance his vice-president. A lack of back-up support in patient care alone is not an adequate reason for denial, as agreed to by President Marburger.

Another problem area is contractual leave for union business. The contract provides for the member to be released from his or her professional obligation to attend to UUP business. This chapter has worked out a procedure with the president's office on how one applies for this. A request form for leave is to be submitted to Lee Yasamura for approval. You do not ask your supervisor for approval. If he or she has any objection, he or she may notify Ms. Yasamura and discuss it with her. Ms. Yasamura is the President's designee in this matter and no one else.

In our August 1980 newsletter we reprinted a directive from Lee Yasamura concerning IFR-funded positions. That memorandum should have cleared up any misconceptions about appointments funded by IFR monies. However, some administrators still feel that IFR-funded personnel are not entitled to the same benefits and rights as state-funded positions. Again they are in error and should be directed to read Ms. Yasamura's memo of July 16th.

If you have any further questions any of the chapter officers will be happy to discuss them with you.

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### SALARY RAISE FOR CALENDAR YEAR EMPLOYEES

Three and one-half per cent was added to the base salaries of those calendar year employees who were on the payroll as of 30 June 1980, as provided by the UUP contract. The raise appeared in the 14 January 1981 check which reflected the first payment of the 1980-81 salary increase.

The 3½% increase for the cost of living adjustment for the calendar year of 1981 and the retroactive deferred monies owed (for the across the board increase) from July 1, 1980 to December 30, 1980 will be paid in a single lump sum check no later than September, 1981

Please disregard any other interpretations of the negotiated salary increase which you may have seen. THIS IS THE CORRECT VERSION OF THE NEGOTIATED SALARY INCREASE.



CONTRACT NEGOTIATIONS PROCESS BEGINS

A major step in the negotiations process is determining what items and priorities concern the members of the bargaining unit. This process began 13 December 1980 when the Negotiations Committee and its Advisory Committee held their first joint meeting in Syracuse to prepare for negotiating UUP's next contract.

Representatives from each campus chapter came prepared with lists of items desired by their members. The group divided into two parts in the morning session - academic and professionals - to discuss concerns of particular interest to those constituencies. In the afternoon, the committee members regrouped according to type of campus to discuss matters pertinent to them.

Each group meeting generated a list of items it wishes to be negotiated as part of our next contract at the 31 January meeting of the Negotiations Committee in Albany, these lists will be compiled and consolidated into a survey to be mailed to each member of the UUP bargaining unit in SUNY.

A progress report will be given at the next UUP chapter meeting on February 17th. Persons wishing to submit items for negotiation should contact committee member Jeanne Galbraith in the Health Sciences Library (3L - 136) at 6-2515.

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FEBRUARY CALENDAR

- 5th: Labor-Management Meeting  
3:30pm - Path Dept Library  
BHS 9T - 120
- 6th & 7th: Delegate Assembly  
Albany, New York
- 11th: Executive Board Meeting  
5:00pm - Path Dept Library  
BHS 9T - 120
- 17th: Chapter Meeting  
12 noon - L3 - 106
- 25th: Executive Board Meeting  
5:00pm - Path Dept Library  
BHS 9T - 120

GRIEVANCE REPORT

Grievance Chairpersons Sheldon Scher and Leonard Andors have been very active. Among their grievance successes are the following:

- \* A faculty member whose application for promotion was denied solely on the basis of its untimely presentation, even though the APT Committee had recommended the promotion and raise, was granted the promotion with a salary increase!
- \* The Personnel Office has changed attendance report forms for Professionals and Academics to a monthly basis as provided by the UUP Agreement.
- \* University Hospital employees required to be on 24-hour call with a beeper won additional salary benefits for the added duties and responsibilities which had not been in their job description.
- \* A faculty member who was relieved of clinical duties and denied leave with pay in order to accept an invitation for assignment at a foreign university was subsequently returned to his clinical responsibilities and it appears his leave will be granted.
- \* Some inappropriate statements made in a performance evaluation were removed through the informal grievance process. Because of remaining discriminatory statements the matter has been referred to the Affirmative Action Officer.
- \* A supervisor's refusal to allow persons time to attend job-related meetings and conferences was resolved. The position description clearly included meeting attendance as part of the job activities and responsibilities.
- \* Denial of vacation time due to insufficient staff was resolved. Such denial is not an acceptable reason per President Marburger.

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