



UUP  
HSC

# Newsletter

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## *Message from the President*

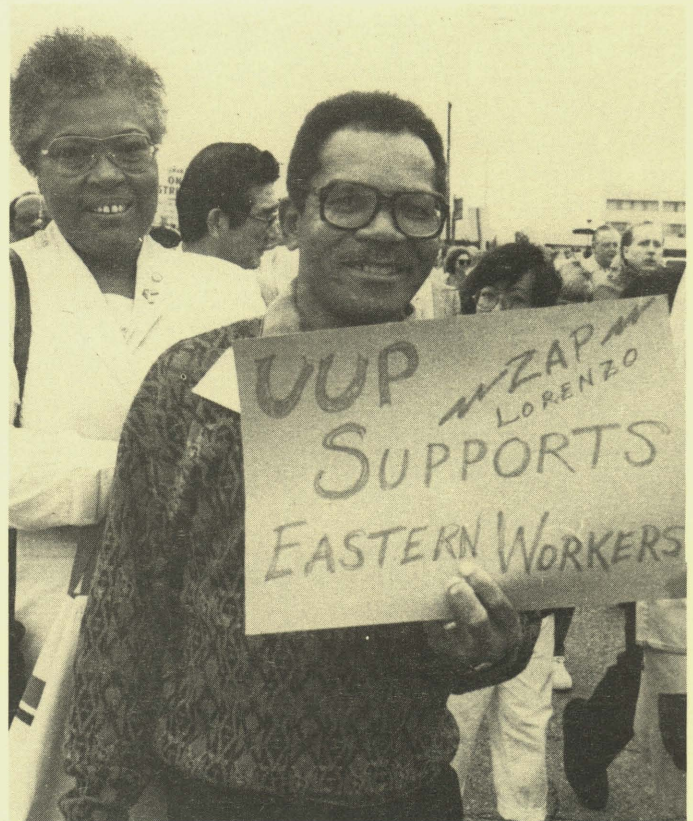
### **The Academic Criminals**

by Michael Silverberg

Government, with a capital G, obviously thinks we are all very dubious characters. First, New York set up the Ethics Commission to enquire deep into our financial lives; now the Federal Government is leaning on the Public Health Service to probe into our scientific ones. We in academic life are finding an unexpected atmosphere of distrust and suspicion all around us.

The Federal concern over scientific misconduct arises out of some well publicized cases, including the hostile encounter between David Baltimore and Congressman Dingel. Universities that wish to continue to receive PHS money, such as NIH grants, must establish a procedure for investigating allegations of misconduct which, if substantiated would carry the potential for disciplinary action. UUP is involved in the process since we have the statutory responsibility to represent members in cases of discipline under Article 19 of the UUP contract. We have to ensure that any proposed policies and procedures allow the accused adequate opportunities for defense against allegations of scientific malfeasance. The natural desire for peer review, rather than a purely administrative investigation, runs up against the danger that UUP might be unable to adequately represent someone who is disciplined as a result of the findings of a committee made up of UUP members. We hope to be able to assist in devising a

*continued on page 2*



*UUP activists demonstrate solidarity with Eastern Airline strikers. Pictured are Miriam Stucker-Best of Brooklyn HSC and Edward Alleyne of Stony Brook HSC.*

## **Delegates Brave Hugo To Attend Fall Delegate Assembly**

by Colleen Kenefick

Six intrepid delegates from the Health Sciences Center braved Hugo and traveled to the Fall delegate Assembly held on September 22 and 23 in Buffalo. Some of the highlights were:

The American Federation of Teacher's Full Membership Program initial phase of implementation will begin this fall with a pilot at six chapters. The program trains volunteers to recruit members and increase their involvement at the local level.

The generic drug plan was discussed with suggestions for possible changes.

The treasurer's report detailed NYSUT and AFT expenses in support of UUP activities for 1989-1990.

A resolution was passed in support of Eastern Air Lines strikers.

A resolution was passed urging members holding Exxon credit cards to cut them up and return them to Exxon, along with an explanation for the action.

John Reilly (statewide president of UUP) has been notified by the state of their intent to reopen negotiations on Article 38 (Parking) of the contract. A resolution was passed by the delegates that opposes any change in the current parking practices throughout the university as well as implementation of any new changes or fees.

On Saturday morning over 200 UUP delegates, representing all SUNY campuses, demonstrated solidarity with Eastern strikers by marching with them at the Buffalo Airport. ♦

# Parking Update

by Michael Silberberg

Governor Cuomo has relented; the Division of the Budget has made funds available to SUNY to ensure free parking for all employees. Furthermore, accepting the error of his ways, the Governor has directed SUNY to refund all the parking fees paid by employees in the past; the check should arrive in time for Christmas.

Alas! it was only a dream. Meanwhile, back in the nightmare of parking at the HSC we find that patients and visitors to University Hospital are still being turned away on Wednesdays for lack of space. The situation should have eased a little with the opening of about 60 extra temporary spaces at the HSC garage. I personally argued for the old spaces at the back of the garage to be opened several weeks ago but it took two weeks or so for the area by the trailer to be opened. Pleased as I am by the additional spaces, I still feel that the desire to "do it right" should be subsumed to the need to "do it now". Two Wednesdays were lost between the agreement to open the spaces and the day it was completed; how many

## Message from the President

continued from page 1

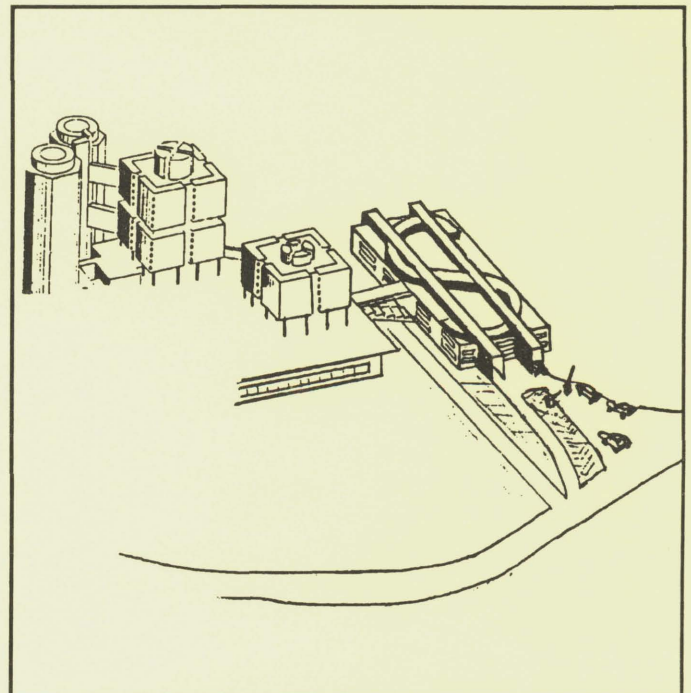
proposal which allows the federal requirements to be met, provides a credible inquiry mechanism should any complaint be made and yet safeguards a faculty member's right to fair treatment and effective representation.

The State of New York is another matter (hasn't it always been?). UUP petitioned the Ethics Commission to grant a blanket exemption to all of its members on the grounds that, as professional and academic employees, the ethics legislation was not really aimed at us. That request was rejected but almost all of the professional titles were exempted and the academics left "on hold". A handful only of our members had to file 18 page financial disclosure forms during the summer. In October, however, 7,000 letters were sent out to people who had been told not to file, threatening them with fines and a year in jail. The group included a large number of medical residents as well as some clinical faculty and physician assistants etc. UUP has submitted names and titles to the commission demonstrating the errors, and has advised members how to respond. By now, all of you who received such letters should have contacted us and have responded to the commission. One might have thought that the latter would have issued a blanket "let's pretend it didn't happen and start all over" proclamation. Instead they have been, by all accounts, quite pig headed about it. The Ethics Commission (telephone number "800-87 ethic" !!) seems to be an example of the very worst kind of inept but dangerous bureaucracy. I hope that all members who have received these nasty letters will complain vociferously to their elected representatives and ask them to take appropriate action - like passing some disabling legislation perhaps. It is hard to see how even a well run agency would actually detect fraudulent activity by someone who wished to hide it. The current crew seem able only to harass law abiding citizens who have better things to do - like looking after sick people. ♦

patients and visitors were forced to wait for a bus at P-Lot on those days? And on one of them it poured with rain. So a mixture of kudos and brickbats to the administration for this one. The gravel lot that was designated as an overflow lot for Chapin apartments has never been used as such and that lot is also supposed to be made available for extra parking. I would hope a sign will go up soon making it official.

*Future developments* - the new garage. Construction of a third garage is due to begin before the end of the year. The garage will be adjacent to the present HSC garage and cover some of the area between it and the loop road. Expect to see temporary provision for entrance to the present garage when the contractor finally arrives. At least there are a thousand lights at the end of that tunnel.

*Update on Parking Negotiations* - SUNY finally declared it was willing and able to negotiate with the Unions on the matter of imposing parking fees on hitherto free parking. UUP response was that the union is "under no obligation to negotiate with respect to parking facilities presently provided without charge." UUP is represented in this issue by VP for professionals, Thomas Corigliano, who termed SUNY's position "preposterous". The other unions have taken similar positions. End of round one! Even though most of us at HSC pay already, it seems quite clear that the fee structure envisaged by SUNY would result in increases for the paid Garage parking, if for no other reason than to maintain the differential. Thus the East Campus would have been impacted by this quite severely. Hence the badge shown here, a copy of which UUP has sent to us for each member. Let us use it to make an unambiguous statement of our feelings about the proposed imposition of a fee on all free parking and any increase in fees for garage parking. Stop by the UUP Office and get your badge. Wear it with conviction and send the message! ♦



# Discretionary Increases

by Michael Silberberg

It's that time of year again. The discretionary increases, commonly thought of as "merit money" have been awarded. It is a subject characterised by ignorance, rumour and manipulation. Just like life you might say.

The UUP contract calls for the provision to the campuses of one percent of their June 30th UUP payroll, to be distributed at the discretion of the President. Where does it all go, how does the money get allocated? In the first place let's consider who is eligible: all members of the bargaining unit who are on the June 30th payroll and present on the payroll in July are eligible to receive an increase. The eligibility requirement and the date of computation leads to an anomaly: someone whose last day is June 30th is not eligible to receive an increase because they are no longer on the payroll on June 30, but their salary is counted towards the pool. Their replacement, who starts on July 1 is not eligible for the money. You might think that this is such a small number that it is unimportant. Not so; the clinical residents and fellows make up a large group who fall into this category. The result of all this is that it gives a pool of money available to the president for use wherever he feels it is needed - the President's Pool. Hence the rumors about the President not giving the HSC all of the money its payroll generates and so on. In fact this year that money did all go to the HSC to correct some pay discrepancies

that needed more than the standard 1% available to the School in question. In other years it might go elsewhere. This leads on the question of criteria - what is the money for? Let's emphasize one thing: it isn't called merit money and it never has been. It is Discretionary money. Think about that word, roll it around your tongue, D-i-s-c-r-e-t-i-o-n-a-r-y. This is not a provision that UUP has ever asked for. Remember that the contract results from negotiations between UUP and NY State; the discretionary salary is something that the State always insists on putting in. The guidelines from the President as to how to allocate this money are spelled out in a memorandum each year to the Vice Presidents. That memorandum is reprinted here by permission of President Marburger (see below). The final roster detailing the discretionary awards made are, as usual, on file in the UUP office and may be inspected by any member. ♦

## Items from labor management

by Michael Silberberg

A UUP HSC labor management meeting was held with President Marburger on 24 October. Several items were discussed that the membership at large should be aware of.

*The Tenure Process:* The discussion followed on from a tenure *continued on page 7*

## Memorandum on Discretionary Funds

*The following is the presidential memorandum on discretionary salary increases.*

TO: Sally Flaherty, Harry P. Snorek, Tilden G. Edelstein, Glenn H. Watts, J. Howard Oaks, Frederick R. Preston, Patricia J. Teed

FROM: John H. Marburger

SUBJ: Discretionary Salary Increases for UUP-Represented Employees - 1989/90

DATE: September 21, 1989

To initiate the discretionary salary increase recommendation process for UUP represented employees, I am forwarding rosters of the eligible employees in your area. The rosters, which have been prepared by the Human Resources office, include the allocation of funds that is available for distribution in your area. I have withheld a small amount of money that I will use to address extraordinary situations, most of which have already been brought to my attention.

Discretionary funds may be used to recognize outstanding performance of members of the professional staff during the 1989-90 year or to redress inequities found in the salaries of the staff covered by the UUP Agreement. The procedures to be used in allocating these funds will be essentially the same as those used in previous years. This memorandum and the attached guidelines summarize the governing policies.

Your recommendations, prepared in accordance with these instructions, should be in my hands *no later than October 10, 1989.*

### Criteria For Discretionary Salary Increases

First consideration should be given to adjustments to remove unjustified salary differentials and demonstrate the University's commitment to the principle of equal pay for equal work. Recommended adjustments should place salaries in such relationship to one another that they reflect generally the level and quality of service provided by the staff members. Members of the professional staff should have equal salaries if they:

- a) have the same rank or grade;
- b) have comparable backgrounds, experience and skills; and
- c) are performing the same functions in an equally meritorious fashion.

Any sums remaining after these differential adjustments have been made can be used to reward outstandingly meritorious service. In making judgments of service, chairs, directors and others concerned are to use the appropriate criteria listed in Article XII of the Policies of the Board of Trustees.

Each recommendation is to be supported by a written justification that documents the reasons for the salary increase.

### Recommendations: Consultation and Review

Heads of your offices and departments should invite nominations for merit increases from members of their staffs as well as suggestions for standards to be used to determine eligibility for discretionary increases. This should be done either by memorandum to all staff members or at a departmental meeting. While departmental standards may be more detailed than those stated above, they must at least meet these minimum standards. Recommendations of departmental chairs or office heads, should be transmitted to the appropriate vice president by the non-academic units, and to the dean or vice provost in the academic units. When you receive the recommendations from your chairs and directors, please review them carefully and make necessary adjustments to ensure equity among the salaries of the individuals in the units that report to you.

I appreciate your efforts to evaluate the services of members of the academic and professional staff and to make recommendations that will reflect their merit equitably in relation to others. While the funds available are inadequate to recognize this merit completely, it is most important that we make decisions that lead to the most equitable distribution possible.

Once this process is completed and the rosters forwarded to Albany for verification and processing, each of you should make sure that employees who are to receive discretionary increases are so advised and that the reasons for the awards be made available to all members of the staff. These reasons should be stated in relatively general terms but should provide enough detail so that all employees are aware of the nature of the performance that is being rewarded. Increased communication of the bases for discretionary awards will provide employees with a better understanding of what they need to do to earn this type of recognition.

# Benefits

## **Stony Brook Health Benefit Administrator**

The Health Benefit Administrator for Stony Brook Health Sciences Center is Florence Heine of Human Resources. Members with questions regarding health insurance coverage or claim problems should contact Florence at 444-2518.

## **UUP/PEBF Explains Prescription Benefits**

The Public Employees Benefit fund has recently sent to all eligible members the itemized "EXPLANATION OF PRESCRIPTION BENEFITS" (EOPB) for their information and careful review. Listed on the EOPB are those medications members and their families received through the Prescription Drug Plan from October, 1988 through September, 1989.

Fund Trustee, John M. Reilly, asks all members to carefully study the information of the EOPB. The fund has been billed for the drugs and quantities (units) listed and it is necessary to make sure that members and their dependents actually received what the Fund has paid for. As you know, the health and further growth of the Fund depends on each one of us.

Members are asked to indicate any discrepancies on the EOPB and return it as instructed. Please, however, do not return the EOPB if the information is correct. Unnecessary paperwork costs the Fund extra time and money.

If you have any questions, please call the UUP/Public Employees Benefit Fund at 1-800-522-7002 or 212-420-1309.

## **The NYSUT Catastrophe Plan**

The Empire Plan, with its \$2,000,000 annual and lifetime maximums, is catastrophic illness insurance and is adequate for most members of the UUP bargaining unit. The NYSUT catastrophe insurance plan does have some features, however,

which are not duplicated by The Empire Plan and which can be beneficial in certain specialized situations such as:

1. DEPENDENT PARENT COVERAGE - if you would be responsible for the medical expenses of your own or your spouse's parents in the event of a serious illness or injury, the NYSUT catastrophe insurance allows you to cover parents under your policy. The definition of the term "dependent parent" is very broad. The parents do not have to be part of your household, they do not have to be listed as dependents on your income tax returns, you do not have to be contributing to their support on a regular basis. The criterion simply is that you have an obligation and wish to have the insurance protection.

2. DEPENDENT CHILD COVERAGE - The NYSUT Catastrophe Major Medical Plan allows you to include coverage for unmarried dependent children, who are full-time students, to age 27. This provides two additional years of eligibility that The Empire Plan does not cover.

3. LONG TERM CARE BENEFITS - The NYSUT Plan provides coverage for nursing home care, even when that care is custodial. The Empire Plan specifically excludes custodial care and care in nursing homes. When it is prescribed by a physician following a period of at least three days in a hospital, nursing home care is covered up to \$300 per week for up to three years, with a lifetime maximum of \$50,000.

## **Payroll Deduction For UUP/NYSUT Benefit Trust Programs**

Effective immediately, Code 381 on your pay stub will now reflect one deduction for all NYSUT Benefit Trust programs in which you are currently enrolled.

*continued on page 5*

## **Leadership Workshop Held In The Adirondacks**

*by Joan Goland*

Three members of the SB/HSC chapter, Joan Goland, Ellen Hope and Lucy Protosow trekked to Lake Lucerne in the pouring rain to sharpen their Union skills and to enjoy autumn at the Roaring Brook Conference Center in the Adirondacks on October 20 and 21.

More than 120 UUP leaders gathered to take part in workshops held on the following topics: Labor Management, Professional Issues, New Union Issues, Chapter Treasurers, Aetna's New Investment Opportunity, Membership, Health Insurance, Grievance and Newsletters.

UUP President John M. Reilly opened the two-day conference with a leadership update, including status reports on parking and the union's Dec 5 teleconference.

The conference not only provided an opportunity to develop skills that will be used in the union's behalf, but it also provided an opportunity to share concerns and ideas with UUP members from other chapters throughout the state. ♦



*Participants in the Newsletter Workshop at the Roaring Brook Conference learning tricks of the trade. Left to right - Marjorie Benedict, Albany; B.J. Morgan, Farmingdale; Joan Goland, Stony Brook; and Margaret Weitzmann, Potsdam.*

# Legislative Update

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The following legislation of interest to UUP was passed during the recently concluded session of the New York State Legislature:

## **Budget and Omnibus Cleanup Budget Bills**

Provides a 5.6% increase over last year for the State University. The Cleanup bill makes certain technical corrections to the 1989-90 state budget passed in April. Authorizes sufficient funding to cover the deficit created by the Governor's veto of the increase in tuition. Requires the State University to prepare a mission review and a five-year plan which they must present to the Governor and the Legislature by October 2, 1989. Calls for public hearings on the plan and on other issues related to public higher education.

## **Ethics Legislation Amendments**

Places the threshold salary for financial disclosure purposes at the salary classification SG-24, which is currently \$50,396 (the original law had a reporting threshold of \$30,000). This provides a reporting threshold that will become higher as the salary of SG-24 rises. This bill also suspends enforcement of a provision requiring reporting by non-paid or per diem members of various state boards, commissions and councils unless there is proven involvement in a situation that presents a conflict of interest.

## **Withdrawal of Contributions - Tier IV**

Permits Tier IV members of public retirement systems who terminate employment before vesting to withdraw their accumulated contributions (after July 1, 1990) together with 5% interest, thus eliminating the provision that such persons must first reach age 62.

## **Smoking Restrictions**

Restricts smoking in taxicabs, limousines, schools, hospitals, residential health care facilities licensed by the State, arenas, auditoriums, clubhouses, courthouses, elevators, restrooms, waiting rooms, waiting areas, ticketing areas, enclosed areas containing a swimming pool, food markets, stores, banks and

commercial establishments and otherwise restricts smoking in public indoor areas and workplaces.

## **Professional Nursing Education Awards**

Authorizes each county of the State outside New York City to establish awards for professional education in nursing.

## **Retirees' Allowable Earnings**

Increases from \$8400 to \$8880 the maximum which retired persons may earn in public service without diminution of retirement allowance.

## **Per Diem Allowance for Jurors: Public Employees Excluded from Receiving.**

Prohibits state and local employees from receiving the per diem allowance (\$15) for any regularly scheduled workday on which jury service is rendered unless wages are withheld on account of such service. ♦

## **Benefits**

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*continued from page 4*

### **TIAA/CREF - Tax Deferral Clarification**

As a result of the tax deferral law, which took effect July 1, members of Tiers III and IV of the state pension systems (ERS and TRS) do not have to pay federal taxes on the three percent mandatory contribution of their salaries to their pensions. On the other hand, members of TIAA/CREF be patient! It seems that the state comptroller's Department of Audit and Control - despite repeated urging - hasn't gotten around to giving final approval of the salary reduction agreement form. When the comptroller's office OKs the form, we'll let you know and keep you updated on when it will be available in the Personnel office. Members of TIAA/CREF who wish to take full advantage of the pension reform legislation must sign the agreement. ♦

## **In Short**

### **Stony Brook Faculty and Professionals Receive Funding - PDQWL Awards**

#### **PROFESSIONAL STUDY LEAVE AWARDS:**

*Edward Hines* was awarded \$1075 to participate in the 11th annual International Conference by IEEE Engineering in Medicine and Biology Society, November 9-12, 1989, in Seattle, Washington. He presented a paper on the methods and principles needed in starting and coordinating biomedical engineering technician internship programs and their value.

*Eleanor Kra* was awarded \$500 to revise and update a personnel and operations manual she wrote for secretaries in the School of Allied Health Professions on her campus, August 1, 1989 - January 31, 1990.

*Geoffrey T. O'Connell* was awarded \$1325 to participate in a 15-week, 150-hour alcoholism counseling training program for

health care professionals. This was held at South Oaks Hospital, Amityville, New York, during Spring 1989.

#### **LIBRARIAN STUDY LEAVE AWARDS:**

*Marjorie Fusco* was awarded \$780 for attendance at the follow-up training program for Medlars searching held at the National Library of Medicine, Washington, D.C., October 31 - November 4, 1988. While there, she studied Chemline, Toxline, Histline, Cancerlit, Clinprot, PDQ, Popline and others, as well as Medline's search techniques.

*Antonija Prelec* was awarded \$3465 to interface the faculty/staff interest database with their integrated on-line system during June 1989.

#### **EXPERIENCED FACULTY TRAVEL AWARDS:**

*Wallace B. Mendelson* was awarded \$500 to present four studies of sleep at both Basic Science and Clinical Levels at the National Meeting of the Association of Professional Sleep Societies, Washington, D.C., June 21-25, 1989. ♦

# Union Library Opens In Chapter Office

Through the efforts of Ann Zuppardo, the HSC Stony Brook Chapter of UUP has collected a variety of books and video cassettes to be lent to chapter members. Please feel free to visit our newly expanded office on Level 5 during office hours (9:30 a.m. - 2:30 p.m.) in order to sign out a book or tape. If there are any titles you would like to see added to our collection, please contact Ann Zuppardo (4-2111) or one of the other Library Committee members - Betty Emilio (4-3106), Julitta Jo (4-3107) or Colleen Kenefick (4-3097). Suggestions will certainly be welcome!

For your information, the collection, at this time contains the following items. Please stop by and browse, select and enjoy.

## BOOKS

Author - *Title* - Description

Eliot Asinof - *Eight Men Out* - The Black Sox and the 1919 world series.

Earl R. Baderschneid - *Labor Arbitration in Health Care* - Labor unions, case studies.

Paul Buhle - *Working For Democracy* - American workers from the Revolution to the present.

Robert D. Cooper - *Health Care Costs* - Labor and management at the crossroads.

James R. Cronin - *Work, Community, and Power* - The experience of labor in Europe and America.

Henry David - *History of the Haymarket Affair* - A study in the American social, revolutionary and labor movements.

Mike Davis - *Prisoners of the American Dream* - Politics and economy in the history of the US working class.

Foster R. Dulles - *Labor in America* - Labor in America: a history.

Richard B. Freeman - *What Do Unions Do?* - Trade Unions.

William B. Gould - *Primer on American Labor Law*.

James Green - *Workers' Struggles, Past and Present* - Articles published in the journal from 1967 to 1982.

James R. Green - *World of the Worker* - Labor in twentieth-century America.

Ira Katzelson - *Schooling For All* - Class, race, and the decline of the democratic idea.

Jerome Lefkowitz - *Evolving Process* - Collective negotiations in public employment.

Dorothy Nelkin - *Workers At Risk* - Voices from the workplace.

Neil Irvin Painter - *Standing at Armageddon* - The United States, 1877-1919.

Richard L. Rowen - *Readings in Labor Economics and Labor Relations* - Industrial relations in the United States.

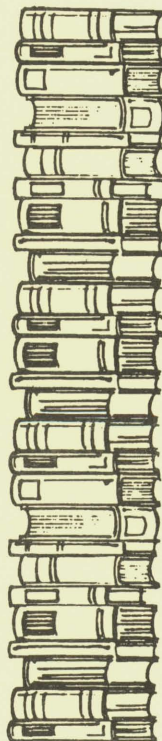
Arthur D. Rutkowsky - *Labor Relations in Hospitals* - Trade Unions and Hospitals.

Michael Schuster - *Union-Management Cooperation* - Union-management cooperation.

Ira Shor - *Critical Teaching and Everyday Life*.

Benjamin Tayer - *Labor Relations Law* - Collective labor agreements.

Emile Zola - *Germinal*.



## FILMS

*All My Sons* - A man willing to compromise everything for the sake of his family's survival.

*Country* - Working the land as a way of life and a family's struggle with government bureaucracy.

*Death of a Salesman* - A corrosive look at the dark side of the American dream.

*The Front* - A bookmaker becomes a "front" for blacklisted writers.

*Grapes of Wrath* - The story of the Okie migration to California during the depression.

*I am a Fugitive from a Chain Gang* - An innocent victim of a southern prison camp and the indictment against all injustices.

*Matewan* - The 1920's bitter clash between the union and the coal company in the fields of West Virginia.

*Norma Rae* - A textile worker joins forces with a New York labor organizer to unionize a southern mill.

*On the Waterfront* - Rebellious workers and the gang-ridden waterfront.

*Our Daily Bread* - The economic dilemma of the 1930's and the struggle to survive.

*Reds* - Recreation of the life of author John Reed and his efforts to start an American Communist Party.

*The River* - Tom and Mae Garvey fight floods, foreclosures, and government efforts to construct a hydroelectric plant.

*Silkwood* - The life of Karen Silkwood, the nuclear plant worker activist, who died in 1974 under suspicious circumstances.

*The Triangle Factory Fire Scandal* - The true story of how poor working conditions in a lower Manhattan sweatshop led to the tragic fire claiming 148 lives. ♦

## Information Available In The UUP Office...

1. Guidelines and applications for Round II of the PDQWL awards.
  - Professional or Librarian Study Leaves  
Maximum individual award = \$5000
  - New Faculty Deveopment Award  
Maximum individual award = \$750
  - Experienced Faculty Travel Award  
Maximum individual award = \$750
2. Misconduct in Research Guidelines.
3. 1988 Gallup Survey of Public Opinion About Labor Unions.
4. The SUNY Five-Year Plan - "A Preferable Future", the five year plan produced by SUNY's management in response to legislative mandate.
5. Guidelines and applications for retraining fellowship program (1988-1991). All professional employees whose services have been terminated due to retrenchment or who perceive themselves at high risk of retrenchment are eligible.

# Stony Brook Health Sciences Chapter Holds Party

by Joan Goland

The first UUP cocktail party of the year was held on Friday, November 3 at the Smithtown Elks Club. This was an opportunity to meet with union officers and delegates - to exchange ideas, air views and gripes, and also to relax and have a good time. And a good time was had by all present. Thanks to Charlie Bebber for his efforts in planning this event!

There were drinks, dinner, music, dancing and, yes, door prizes. The recipients of the prizes were: Tom Cuthel, cordless telephone; Jeanne Yokelson, 2 months free parking (if she arrives

early enough to find a space); and Kalpana Patel, dinner for two at the Beachtree Cafe.

Invitations to the festivities were sent to all chapter members. WHERE WERE YOU? Did you receive yours? If not, please call Joan in the UUP office at 4-1505, and find out if the mailing address on record for you is correct. This is important, because there will be more union functions in the future and you certainly want to be included. Get out and meet the folks who represent you. This is your Union working for you. Get involved! ♦

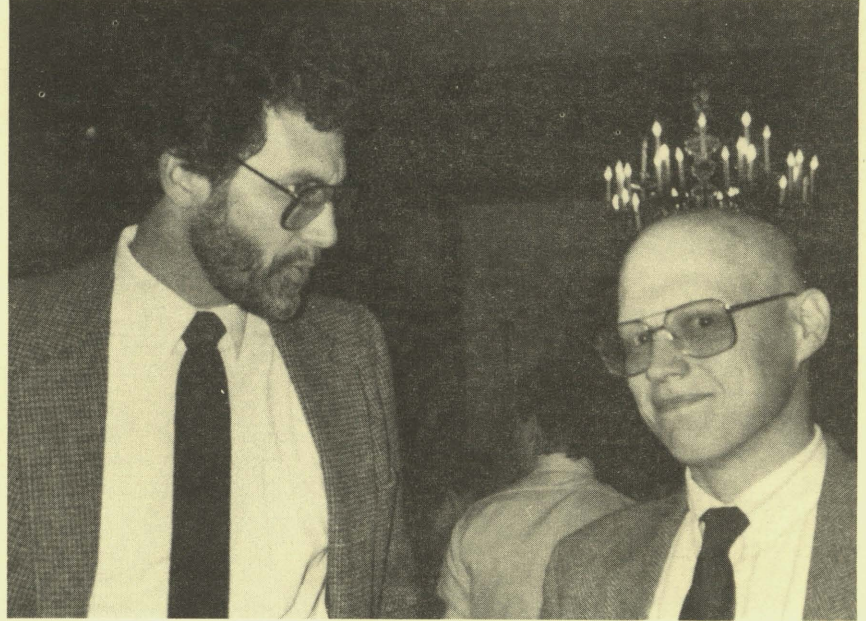


Photo above — John Rose (left) chats with "King" Ed Hines, Vice President for Professionals, at the Union party.

Photo left — Tom Cuthel (right) accepts door prize - cordless telephone - from Charlie Bebber (left) and Ed Hines (center).

## Labor Management

*continued from page 3*

workshop that was held the week before on the West Campus. The main point that needs to be stressed is that the process of achieving continuing or permanent appointment starts when you are hired. If you start to think about what it will take to get tenure in your fifth year it is probably too late. The Corollary of this is that the departments and schools have a direct obligation to make clear to junior faculty or incoming professional staff what the criteria are. It should go without saying that these criteria, as well as being public, should also follow the policies of the board of trustees and official university policy.

**Sick Leave Policy:** There was general agreement that medical restriction cannot be imposed capriciously; that employees should be told in advance what is likely to be viewed as inappropriate use of sick leave and that medical restriction will only be imposed after adequate counseling of the employee.

**Students in University Hospital:** What should the role be of TH professionals in the teaching of students from the various HSC Schools? Dr. Oaks was very clear on his philosophy. We are supported by the State of NY as a teaching institution and that means that all of us are expected to participate in the teaching activities of the University. UUP has no objections to the philosophy; we do have some concerns about the effects on TH professionals. First, anyone who is involved in teaching or supervising students must have that activity included in their performance program. Second, when they get their annual evaluation, the teaching activity should be acknowledged - under University Service might be an appropriate place. Finally, we expect Hospital administration, starting at the department level and going on up, to be aware of teaching activities when calculating the staffing level required for each department. In our present financial straits, the policy of maintaining forced vacancies is an unfortunate incentive to ignore the time taken up with students. ♦

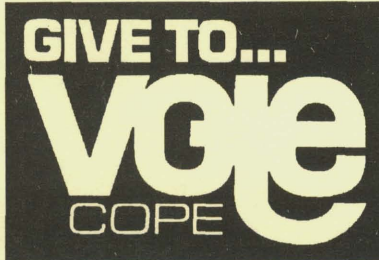
# VOTE/COPE Needs You

VOTE/COPE, which stands for Voice of Teachers in Education Committee on Political Education, is the non-partisan political action arm of UUP and NYSUT. It conducts statewide and grassroots lobbying campaigns to promote our legislative aims and supports candidates for public office who have a proven record of pro-labor and education issues. Among its many efforts, it has fought to get SUNY a fair share of state funding; to avert layoffs; to ward off onerous ethics legislation; to strengthen health and safety laws that affect our members; and to expand campus daycare programs.

Regular union dues cannot be used for much of this political work, so your support is crucial. Your contribution of just \$1 or more per paycheck to Vote/Cope's political action fund is urgently needed for a major budget lobbying campaign this year.

Vote/Cope contributions can be made by signing up for the payroll deduction program;

- sign up for just \$1 or more per paycheck;
- for \$2 you get a bonus — a UUP Vote/Cope mug;
- for \$5 you get a double bonus of a mug plus a calendar cover. ♦



## OFFICERS

### President:

Michael Silverberg – Immunology ..... 444-2347

### Vice President (Academic):

Mark Swerdloff – Oral & Maxil. Surgery ..... 632-8952

### Vice President (Professional):

Edward W. Hines – Biomedical Engineering ..... 444-1428

### Secretary:

Marilyn Johnson – Receiving and Stores ..... 444-3643

### Treasurer:

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