

IT'S TIME TO VOTE

MEET THE CANDIDATES

This Special Edition Bridges Election Issue highlights the 2015 Stony Brook/HSC nominees for various UUP offices. The UUP membership will vote to select a President, Vice President for Academics, a Vice President for Professionals, a Secretary, a Treasurer, a Officer for Contingents and choose both Academic and Professional delegates to represent the chapter at Delegate Assemblies.

Inside this issue you will find statements submitted by the candidates running for these individual offices. These testimonies provide a brief background on each candidate and will assist you in making an informed decision on who you choose to vote for. Your input is vital, please take the time to review the statements submitted and more importantly make the time to vote.

UUP does adhere to a strict timeline for the voting process. Please be sure to review the election timetable, so that you are aware of all of the pertinent deadlines. It is extremely important that ballots are received by the close of business (5 pm) on the due date. Ballots postmarked on the deadline date but not received by UUP office in Albany until *after* the deadline date will not be counted. If you do not receive an official UUP Ballot in the mail, please contact the UUP Office: 4-1505.

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Election Timetable

February 18-20, 2015
 Ballots to be Mailed to UUP Members

March 18, 2015
 Ballots due back in Albany
 By close of business

March 18—21, 2015
 Ballots counted

**For more
 Information, call
 518-640-6600 or
 800-342-426
 or visit the
 UUP website:
 www.uupinfo.org**



President's Message:

Where's The Care and Compassion?

We work for SUNY at Stony Brook Medicine. We take care of our patients. We train future caregivers. We pride ourselves in the care and compassion we provide to our patients, their families and our students. We tout our awards and strive to maintain high quality but, where is our compassion for each other, our coworkers, and our staff?

In addition to our professional obligations, we each have responsibilities and obligations outside the workplace. We try to balance our work life and our home life. A family health crisis or family emergency can happen to any of us, at any time, and in an instant our life could spiral out of control. Hard times come in waves, and often, one family crisis begets another and another and another.

In his November 6, 2008 memo to the Directors of Human Resources at each SUNY campus, Raymond L. Haines, Jr., Associate Vice Chancellor for Employee Relations, wrote that SUNY campuses should strive to provide a "family friendly work environment". Each campus should encourage a culture that fosters an environment in which employees can balance their employment and family commitments. Does this environment exist at Stony Brook Medicine? We may talk the talk, but do we walk the walk?

When faced with a crisis at home, the last thing someone needs is an additional crisis at work. Have you ever had to deal with a family member who got mixed up with the law or alcohol or drugs? Have you been the primary care giver for an aging parent, sick child, or disabled spouse? Do you suffer from a chronic health condition that occasionally prevents you from coming to work? If you haven't encountered any of these life trials, count your blessings, but many coworkers struggle to juggle their competing home and work responsibilities. When dealing with a family crisis, the last thing someone needs is a complaining coworker who feels put out because you're not at work when s/he is or views your need to leave early for a doctor's appointment as favoritism and unfair. The last thing someone needs is a hard-nosed supervisor who can't seem to understand that you've had 200 unused sick days for the last five years and now you need to use some of them. Putting you on medical restriction isn't going to motivate you to

come to work when you are needed at home. The last thing someone needs when trying to deal with a serious family crisis is the threat of losing their job and therefore their livelihood and health insurance. To pile another problem onto the shoulders of someone already at their breaking point can only push them over the edge. The last thing someone needs is to be made to feel guilty or inadequate or be told they are unreliable because they need to use their earned leave time and be out of the work place to keep their family afloat.

Sure, it's difficult to staff when someone is not at work. When you're scheduled to work, you are expected to be at work. We all understand this and take this responsibility very seriously. BUT, when someone in your workgroup has approved FMLA leave, your supervisor is given notice that that employee is expected to be absent and therefore that supervisor should be expected to plan for this inevitability. If no temporary replacement worker is brought in to take on the tasks for someone on an extended leave, the remaining staff is left to cover and absorb this extra work. Their leave requests are often denied or abbreviated. They get tired, annoyed, and resentful. Predictably, employee satisfaction declines. Everyone has a tendency to blame the absent worker for their situation, however, that blame may be misdirected. Remember, it is management's responsibility to properly staff and schedule. Please don't allow yourself or anyone else to conveniently and cowardly place the blame for your extra work or vacation denial on your struggling absent coworker.

Instead of begrudging your coworker or staff the use of their earned leave, show some compassion. Help them juggle their competing responsibilities. Cut them some slack. Make scheduling adjustments where possible. Consider donating a vacation day to a coworker who has exhausted their sick time. And supervisors, if you know someone is expected to be on leave, please try to get some temporary help. This is a health care facility. Let's show some care and compassion for each other.

In Solidarity, Carol Gizzi, SB/HSC Chapter President

**United University Professions
2015 Chapter Elections Nomination List Stony
Brook HSC Chapter
P= Professional A= Academic**

President and Delegate

GIZZI, CAROL P
HINES, CHARLES P
KUBE, CAROLYN S P

**Vice President for
Academics
and Delegate**

SMITH, STEPHEN G A

**Vice President for
Professionals
and Delegate**

BRYAN, MARGARET A P

Secretary

MANNING, TINA MARIA E P

Treasurer

ROZENSKY, RUSSELL E A

Officer for Contingents

Professional Delegate

ABOU SAID, MARWAN P
ALLEYNE, EDWARD P
AROCHO, NILDA I P
BEBBER, CHARLES J P
BONVENTO, MICHAEL J P
BOYD, ELLEN M P
BRYAN, MARGARET A P
DAY, DOREEN T P
DEFEDE, STEPHEN P
DELLER, AUDRA B P
DRUMMOND, EDWARD P
FORDE, ANGELLA B P
GAROFANO, ROSANNE P
GIANGARRA, WILLIAM P
GIZZI, CAROL P
GONZALEZ, NEREIDA E P
GORDON, ALLEN D P
HENRIQUEZ, IRVIN D P
HERRERO, JULIAN P
HINES, CHARLES P
HINES, EDWARD W P
HOLLAND, RANDY A P
HRYNDA, ANGELIKA M P
JOHNSON, LYDIA L P
KELLEHER, DENNIS J P
KRETZ, AMY G P
KUBE, BRUCE T P
KUBE, CAROLYN S P
LENT, LISA L P
LOPEZ, RAYMOND A P
MAHNKEN, PETER R P
MAIA, SERAFIM P
MAIORANO, ROBERT P
MANNING, TINA MARIA E P

MAZZARESE, CHARLES P
MORESCHI, JOSEPH P
NYARKO, ROLAND E P
O'CONNELL, GEOFFREY T P
PIORUN, KENNETH W P
PRUDENTI, JAMES P P
RELAN, NAND K P
SCHWARTZ, JUDITH L P
SEELY, PATRICK J P
SLOANE, PAUL R P
SOUTHERTON, KATHLEEN P
STEIN, MICHAEL T P
STERN, IRENE M P
TALANKI, RAVEESH L P
TISCHLER, LORI S P
TORRES, MARITZA P
WALCOTT, SHAHIDAH A P
WILLIAMS, BENJAMIN J P

Academic Delegate

BOUEY, ORA JAMES A
GALBRAITH, JEANNE L A
GOLDSMITH, FRANK E A
JO, JULITTA Y A
PENTYALA, SRINIVAS N A
ROZENSKY, RUSSELL E A
SMITH, STEPHEN G A
STELLACCIO, FRANCIS S A
VIDAL, CARLOS M A
WALKER, STEPHEN G A



**Candidate:
Carol Gizzi
Nomination:
Chapter President and Delegate**

My name is **Carol Gizzi**.

I am running for reelection as **President of the SB HSC Chapter of UUP**.

I ask for your vote.

During my two terms as Chapter President and my terms as Chapter Vice President and Grievance Chair, I've been here, at the chapter, working for you.

If you've had a benefit question; a contract question; a problem with your performance program or evaluation; a problem with your coworker or a disagreement with your supervisor; had questions regarding a leave; a problem with parking, your schedule, or your appointment; had difficulty getting time off; had a payroll or timekeeping problem; even if you've stopped by the chapter office just to chat; you know I've been there. I've listened. I've empathized. I've sympathized. I've suggested. I've advised. I've explained. I've intervened. I've been available. I've given you my tissues, my time, and my knowledgeable support. I've reminded you that you are valued. I've let you know that UUP is here for you.

This is not a perfect world. You can't always get what you want, but I hope you can say that as Chapter President, **I've helped you keep what you need**. Union work is hard. I'm committed to doing the hard work necessary to help and support our members.

A long list of my involvement in chapter and statewide committees would look impressive, but what really matters and what should influence you when you vote are my actions on your behalf. My actions have demonstrated that I can make a definite difference in your working life. When reelected I will continue to make your issues my issues and continue to act energetically on your behalf.

This is a contested election. It is important that you return your ballot by the deadline.

The members win when **Gizzi** wins.

Remember to vote in the UUP Chapter Elections. Elect **Carol Gizzi** as your next **Chapter President**.



Candidate:
Charles Hines
Nomination:
Chapter President and Delegate

You are in a unique position to **create change** in your **union**.

I am presenting to you, the opportunity for your voice to be heard and action to follow.

How can that be accomplished?

The first step is vote to elect **Charles Hines as President** of the UUP Stony Brook HSC Chapter.

I have been a delegate for sixteen years and Treasurer for six years.

Our chapter has excelled from my vision and leadership and remains fiscally sound.

The second step is your involvement. You are the foundation and our union is your voice in the work place. With your help, we can take our union to a respected, professional level. Your voice will be heard. As President, I will serve with the same tenacity, professionalism, and stellar performance as Treasurer.

The third step is with your empowerment. I will use my unique ability to communicate with legislators, campus presidents, administrators, management and our union membership. This is developed by building bridges and mutual respect. My experience as a unionist has offered me the opportunity to Co-Chair the UUP Statewide Solidarity Committee and the Task Force on Pay Equity. At the chapter level, I am the former Affirmative Action Committee Chair.

As your President, I will unite our union leadership and members. You will be heard and I promise to “Get Things Done”. It won’t be easy, and will require faith, persistence, and unification. Our Chapter must be ready for the forces that are approaching such as expansions, mergers, work load creep, and protection of academic freedom.

I pledge to incorporate the same passion, enthusiasm, and professionalism which I currently demonstrate as a union leader. I promise to always put first the best interests of our members.

This is your **opportunity for change**. **Please vote for Charles Hines**.

In Solidarity,



**Candidate:
Carolyn Kube
Nomination:
Chapter President and Delegate**

Fellow UUPers, I am asking for your support for the office of UUP Stony Brook HSC Chapter President. By combining our dedicated membership with my long history of local and statewide UUP activism, we can invigorate and engage our chapter. To accomplish our goals, I will undertake several key initiatives and will work to reestablish a true sense of union amongst us.

Because strong communication is vital to our work together, I intend to reestablish modes of exchange both to and from the members. I will keep you informed throughout the myriad of changes that are occurring within the hospital and Health Sciences Center. To transform the current information void, it is important that I listen to members, be accessible and act on those issues brought forward—and I am prepared to do so.

I will strive to improve labor/management relations, leading to effective and productive results. This and other areas of our work must not take place in a vacuum. Under my leadership, our chapter executive board will make every effort for transparency and will involve the members in the work necessary for a vibrant, strong, and unified chapter.

My leadership skills have been sharpened by serving on the UUP statewide Executive Board and 2 negotiations teams. I understand what it means to be part of a leadership team that is responsible and accountable. Using these skills and knowledge, I intend to reenergize our executive board, reach out to form relationships with our faculty senate, and work to provide our membership with a cohesive picture of our workplace.

Thank you for your past support and for the opportunity to lead our SB HSC Chapter. Please visit my website at <http://carolynkubeforpresident.com> for complete details on how we can work together to move our chapter forward.



Candidate:
Marge Bryan
Nomination:
Vice-President for Professionals
and Delegate

My name is Margaret Bryan and I am a candidate for the office of “**Vice President for Professionals**”. I decided to run for this office as I am certain I will do the very best for all our members. Being extremely dedicated and sincere, you can count on me to work hard for you. I recognize your problems are unique and plentiful. Upon my election, I will seek out your concerns via meetings and or communicate through email, whatever works best for you.

I have been a very active UUP Delegate using my own time to do outreach in Albany, as part of the UUP Statewide Outreach Committee, and locally to assure SUNY and Stony Brook receive their fair share of funding. I have participated in rallies in Washington D.C. , NYC, Brooklyn Downstate Hospital and Albany in the name of unionism and solidarity. I am a member of the UUP Statewide and local Elections and Credentials Committee and The Solidarity Committee; this keeps me very busy at the UUP Delegate Assemblies and during election years.

Using my own time, I attended the NYSUT LAP *Training for one week a year for two years. LAP participants spend the week working together as a team* on a strategic plan for their local. LAP's four key components — strengthening political action, engaging members, improving communications and building community outreach and coalitions. I have participated in many UUP Leadership Training retreats.

At Stony Brook I work in the hospital as a Housekeeping Manager working the day shift. I participate or have participated in many charities for our Hospital and the HSC community to include; Walk for Babies, Walk for Beauty, Heart Walk, Cody Comedy Festival, and Fall Fashion Festival.



Candidate:
Stephen Smith
Nomination:
**Vice-President for Academics
and Delegate**

I was elected as your Vice President for Academics in 2013. It is extremely gratifying to, once again, ask for your vote to represent this distinguished body of health care academicians as your UUP Vice President for Academics. Since returning to world renowned Stony Brook University in 2000, I have been a member of UUP. I was elected to serve and continue to serve as a member of the university-wide senate since 2005 and have been a delegate and executive board member of the Stony Brook UUP chapter for nine years. Along with serving as the Vice President for Academics, I have had the honor to continue to serve as the UUP Grievance Chair for Academics. I am a faculty member in the School of Health Technology and Management in the Respiratory Care Program and have been elected and served as President and Vice President of this illustrious school's Assembly.

Labor in public higher education is faced with difficult times but certainly not insurmountable. Because of these difficult times it is extremely important that we continue to develop a working relationship with management to assure that we adhere to the collective bargaining agreement that both UUP and SUNY management have negotiated. Although financial times have improved since the 2008 national financial crisis we are still faced with difficult financial times. This will require that labor and its elected representatives remain vigilant to the functioning of legislation, both statewide and locally, particularly where it pertains to both public higher education, labor, and to future financial agreements. I am running for reelection because I believe that I have served this chapter well and if reelected will continue to serve you with enthusiasm and commitment. This is why I ask for your vote to serve you as your Vice President for Academics.



Candidate:
Tina Maria E. Manning
Nomination:
Secretary

I am seeking re-election for chapter secretary of the Health Sciences Center chapter of UUP at Stony Brook. I have once again been nominated to run. I look forward to the daily challenges that my fellow union members may encounter, and need my help in resolving. My goal is to help people and make them more aware and knowledgeable of their rights as it pertains to the union contract and workplace. Getting the correct information and answers to member requests in a judicious manner is very important. It is for these reasons that I feel I am the perfect candidate for secretary, and ask for your continued support. Thank you.

Department: Media Services Photography

Member of UUP 33 years

Professional Delegate since 1994

Chapter secretary since 1997

BFSA Secretary

BFSA Co-Treasurer

Member of Professional Evaluation and Review Committee Stony Brook HSC

Member of statewide Women's Rights and Concerns Committee

Member of statewide Affirmative Action Committee

Member of Statewide Latino Committee

Member of Affirmative Action Committee Stony Brook HSC

Member of the Finance Committee Stony Brook HSC

Member of CLUW Stony Brook HSC

Vice President of Stony Brook Long Island Chapter of CLUW

Elected delegate to the NYSUT (RA) Representative Assembly

Elected delegate to the AFT (American Federation of Teachers) Convention

Liaison for the Coalition of Labor Union Women & The Statewide Women's Rights & Concerns Committee

Cornell Leadership Institute training

AFT, Civil, Human & Women's Rights Activist

Tina Maria E. Manning



Candidate:
Russell Rozensky
Nomination:
Treasurer

I would like your support and vote to serve you as your UUP chapter treasurer. I have been a member of UUP at Stony Brook University since 2005 working in the Respiratory Care Program located in the School of Health Technology and Management.

I have been actively involved acting as a past board member of the South Eastern Chapter of the New York State Society of Respiratory Care. I am currently a board member of the New York State Board for Respiratory Therapy, the licensing body for both Respiratory Therapists and Polysomnographic Technologists. I have been on the editorial Advisory Board for Sleep Review magazine for 10 years, written numerous articles in peer reviewed journals, and been a guest presenter at local, regional, and national conventions over the last 15 years.

I am looking for your support to elect me as your UUP chapter treasurer. I am bringing a diverse background, and a strong drive to do the best I can for you. As treasurer, I believe it is important that all financial reports are filed in a timely manner, and to keep the chapter members up to date on all activities. I feel it is an important responsibility to report the activities of the financial records of the chapter and to be completely transparent.

Make your dental & vision care a priority!

Well, another year has passed us by and the New Year is upon us! As you take stock of the various resolutions you've made for this year, now is the time to make your dental & vision care a top priority.

Dental Care



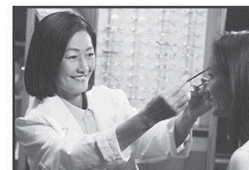
The NYSUT Member Benefits Trust-endorsed Dental Plan features the MetLife PDP Plus Network.

The Plan offers easy to understand dental coverage that allows you to:

- Protect you and your family by providing competitively-priced dental coverage for most preventive and routine services that help promote long-term oral health.
- Choose the dentist of your choice at the time of treatment. You do not have to select a primary dentist and there is no ID card to show or referrals needed for specialty care.
- Save on out-of-pocket expenses by receiving services from thousands of participating dentist locations nationwide that agree to charge fees typically 15% to 45% lower than the average charges in your area.

With the MetLife Dental Plan featuring the PDP Plus Network, you'll receive a wide range of benefits that provide choice, savings and convenience to help make your dental health a priority.

Vision Care



The NYSUT Member Benefits Trust-endorsed Vision Plan provided by Davis Vision ensures that you are able to obtain proper eye care.

The plan offers a variety of benefits, including:

- One complete eye exam (including glaucoma testing, and when professionally indicated, dilation).
- One pair of eyeglasses (lenses & frames) or contact lenses per benefit period – paid in full according to plan specifications from participating providers.

Once you've enrolled in the plan and you're confirmed, simply call an in-network provider, identify yourself with your name or NYSUT ID number (available on your NYSUT membership card), make an appointment, and use all of the plan benefits at that visit (exam & glasses cannot be split into two appointments).

The provider's office will contact Davis Vision and verify your eligibility for benefits. There are no claim forms or ID cards needed to use the plan.

February is Member Appreciation Month!

Don't forget that NYSUT Member Benefits is teaming up with its endorsed program providers for a special month-long event in **February 2015**.

Member Appreciation Month will feature a special prize drawing each day of the month in February, including a Bose Wave Radio, iPad Mini, several



Amazon Kindles, and a variety of gift cards. The winners of the daily prize drawings will be announced exclusively on the Member Benefits website throughout the month of February.

You **MUST** be a member of the voluntary Member Benefits MAP Alert email service to be eligible for these drawings!

For more details about these endorsed programs or Member Appreciation Month, visit the Member Benefits website at memberbenefits.nysut.org or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



UUP Stony Brook HSC Chapter
HSC, Level 5– Room 572
Stony Brook, NY 11794-8553

Upcoming Events



Monday, Feb. 25, 2015

Hospital/HSC Advocacy Day in Albany

Monday Mar. 2, 2015

UUP Scholarship Applications Due

Thursday, Mar. 5, 2015

Workload Creep Professional Workshop
Tech Park Building 31

Friday, Mar. 13—Saturday, Mar. 14, 2015
NYSUT Health & Safety Conference—Saratoga

Wednesday, Mar. 18, 2015

Chapter Election Ballots are Due in Albany

Friday, Mar. 20,—Saturday, Mar. 21, 2015

Chapter Presidents/Vice Presidents Retreat &
New Union & Labor Activists Workshop

Friday, Apr. 17,—Saturday, Apr. 18, 2015

UUP Spring 2015 DA Saratoga

Tuesday, Apr. 21, 2015

Chapter Executive Board Meeting

Wednesday, Apr. 22, 2015

COARM LI Regional Meeting,
Stony Brook Hilton Hotel

Thursday, Apr. 23,—Friday, Apr. 24, 2015

Pre-Retirement Workshops

Saturday, Apr. 25, 2015

LIRR Trip to NYC

All chapter members are welcome to attend these events
To RSVP or for more information, please call 4-1505 or
visit the chapter website: www.uupsbhscsite.org



2015 HSC ADVOCACY DAY

Speak Up for SUNY Hospitals and Health Sciences Centers!

Join union members from Brooklyn,
Buffalo, Stony Brook and Syracuse.

- ✓ **Meet** with Albany lawmakers
- ✓ **Tell** elected officials to:
 - Protect and enhance SUNY hospitals and HSCs
 - Restore funding for SUNY hospitals and HSCs
 - Stop the threat on quality health care and medical education



WEDNESDAY, FEB. 25
THE LOB, ALBANY

Transportation, lunch and meetings with lawmakers will be arranged by UUP Research/Legislation.

For more information, contact Celine Mell in UUP Research/Legislation
at cmell@uupmail.org or at (518) 640-6600.

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, for consideration, articles submitted by members of the Stony Brook community. Persons who have material they wish to contribute should email their submissions to Stonybrookhsc@uupmail.org for consideration. Submissions are subject to the approval of the newsletter editor and the chapter president. They may be edited for brevity and/or clarity.

UUP Stony Brook HSC Chapter Contacts

President	Carol Gizzi
Vice President (Academics)	Stephen G. Smith
Vice President (Professionals)	Carolyn Kube
Secretary	Tina Manning
Treasurer	Charles Hines
Contingent Concerns Representative	Marge Bryan
Grievance Chair (Academics)	Steve G. Smith
Grievance Chair (Professionals)	Bruce Kube
Communications:	Chris Romano
Newsletter Editor	Pamela White
Webmasters	Saskya (Sauer) Barresi
	Maryann Russo
Administrative Assistant	Valerie Goldman

For the latest information be sure to check the UUP/HSC website: <http://www.uupsbhscsite.org/>