

NEWS & BLUES

Volume I, No.2

The Newspaper of Stony Brook's Graduate Students

February 2001

GSEU Settles for State's Offers

Members to make Final Decision

On January 23, 2001, the legally recognized representatives of SUNY TAs and GAs signed a tentative agreement with the Governor's Office of Employee Relations (GOER). The document they signed will be sent out in mid-February for a vote to all GSEU members, along with at least two referendum items. The contract will become a binding legal instrument only if a majority of the TAs and GAs who vote on the contract approve it. GSEU bargaining unit members have been working without a contract since July 1999.

The summary sent out to many grad students in a January 27 email by Stony Brook negotiator Chris Johns, and

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Payroll Snafu Leaves Some Grad Student Employees Without Pay or Insurance

SUNY's new Oracle software system has some major glitches – it will randomly deduct or fail to deduct health insurance premiums, or even skip an entire payroll period. Because the Oracle package is being used only by the SUNY Research Foundation, its problems are only affecting RF employees – but that means about 680 graduate students and nearly 1200 professional employees (postdoctoral fellows, research scientists, etc.). On January 22, 2001, Graduate Student Benefits Advisor Lisa Coleman sent an email alerting all Graduate Program Secretaries and Directors about the new problem, and since then she's had plenty of people contacting her for relief.

According to sources at Stony Brook's Benefits office, the Oracle package, euphonically named the "Oasis

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The Stony Brook Housing Crisis

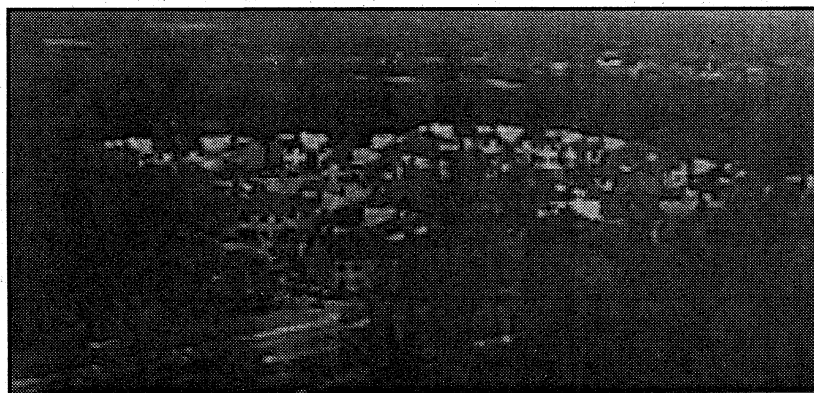
Ashaki Rouff
Department of Geosciences

There has been considerable talk about the graduate housing situation on campus, particularly with reference to the Chapin Apartments. The overbooking of rooms and the consequential crisis that arose this past Fall semester drew attention to the inherent inadequacy of the University's housing planning system.

Rooms designated as single occupancy were doubled. Upon signing leases for these rooms in the previous academic year, occupants were told that they might have an "overflow" for a maximum of six weeks. During the course of the Fall notices were distributed changing this to an entire semester, then indefinitely. For the original residents, there was physical inconvenience in terms of space, and then the psychological effect of having an extra person in a single room. The overflows on the other hand, had it much

worse. The combination of the stress associated with relocating to a new state or country, the uncertainty of not having a permanent place of residence and starting a challenging academic program is a sure recipe for emotional trauma. These students, however, were still more fortunate than students living in recreation rooms, apartment living rooms, or at locations off campus from which they had to be bused in daily. To complete this comedy of errors, both Campus Residences and Admissions evaded their responsibilities to students, and instead proceeded to pass the blame back and forth.

The obvious ineptitude with which the University staged the events of last semester did serve as a catalyst for serious discussion amongst those involved, as well as with representatives of the GSO. Thus far those publicly speaking out on issues of concern to Chapin Residents have not themselves been residents. As a result, some of the real everyday concerns of those who live in the apartments have yet to come to light. Make no mistake: research into preventing future examples of the combination of overcrowding and homelessness seen last year is critical, but it gives us only a glimpse at the ad hoc, laissez faire manner in which the Chapin Apartments are run.



View of the Chapin Housing Complex, as seen from the north-east

For instance when the process of moving overflows began, some were transferred from one four bedroom, single occupancy apartment to another. The only common area in these apartments is a small kitchen and eating space, as they have no living room and are not configured to accommodate more than four persons. However, during the overflow period, two out of four rooms were often doubled to step up the occupancy to six. Moving two overflows from one of these apartments to another only transposes the problem of overcrowding as opposed to solving it: six people still live in an apartment fit for only four. That was something residents just weren't supposed to notice.

The Chapin buildings themselves are poorly maintained, and some apartments are in unacceptable condition. Trying to get something as simple as a leaky faucet fixed or a light bulb changed is a tedious and drawn-out process. Several weeks of continuous calling is usually required. When one does finally elicit a response,

three different repairmen can be expected to materialize over the course of several days to fix the same broken toilet. One Chapin resident had a window that wouldn't close for the entire fall semester, rain or snow, hot or cold. After months of complaining she finally gave up.

Heating continues to be a major problem at the Apartments. For the better part of the fall semester going into the winter break, many rooms had little or no heat. This is in direct violation of New York State law, which specifies that from October to May, depending upon the time of the day, the indoor temperature must be at least 55 degrees Fahrenheit. Unlike in past years, the Chapin Office refused to distribute its limited supply of portable heaters, claiming they were a potential fire hazard. After a prolonged period this decision was rescinded. However, in order to obtain a heater one had to make an appointment with a Building Coordinator (BC), who would then come to the room with a thermometer, and based on the temperature lend out a heater for a limited amount of time - if one was available. Many were left to suffer in the cold, or forced by the situation to purchase their own personal heaters,

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GSO Pres Resigns: VP Takes Over in Smooth Transition

people in the news: Kunal Das and Jean Cadet

As of February 1, 2001, Jean Cadet officially became President of Stony Brook's Graduate Student Organization, a position he will occupy until his term expires later this spring after annual officer elections. Under the provisions of the GSO Constitution, he will replace outgoing President Kunal Das, who is resigning the Presidency in order to accept a predoctoral Smithsonian Fellowship at Harvard University. Both men have a long record of service in and out of GSO, and though the transition was relatively unexpected, it seems likely to be a smooth one. According to the GSO Constitution, Cadet will appoint a replacement Vice President, subject to

the approval of the full GSO Senate. News & Blues has learned that the appointment will likely be from within the current group of officers.

Jean Cadet is a third year student in the Department of Applied Mathematics and Statistics (AMS), where he is currently exploring topics in biomathematics, applied probability, and computational mathematics. Born an American but having received his high school education in Haiti, Cadet describes himself as "part American, part Foreign student," and therefore sensitive to the issues of both populations. In the Spring of 2000 he was elected to the Vice Presidency, after two years as a GSO Senator and

with experience on the Graduate Council, in planning the Student/Faculty/Staff retreat every year since 1998, as well as serving on the GSO Budget Committee and GSEU Steering Committee. Mr. Cadet teaches as a TA in the AMS dept.

The current GSO Executive Committee (comprised of the President, Vice President, Secretary, Treasurer and GSO Speaker) has a reputation for working amicably and productively together and with the GSO Senate as a whole. In separate interviews, both Mr. Cadet and Mr. Das expressed similar sentiments about the agenda for the remaining

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News & Blues

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GSO OFFICERS - Jean Cadet, *President*; (temporarily vacant) *Vice-President*; GERALYN Datz, *Secretary*; David Spears, *Treasurer*.

News & Blues is published by the Stony Brook Graduate Student Organization and serves the Graduate Student Community at the State University of New York at Stony Brook. It is currently being published on a monthly basis. We welcome submissions in the form of letters, opinions, poetry, news items, art works, announcements or anything else that could conceivably be of interest to graduate students and the larger university community. Please include your name and a way that you can be contacted with anything you submit. All submissions are subject to editing for length and content. Items may be submitted directly to the Editor by campus mail at the Dept. of Sociology z=4356, or by e-mail at jheller@notes.cc.sunysb.edu.

Special thanks to Chris Marcoe for computer help, and Stony Brook press and WebPro for assistance with the production of this issue..

The GSEU Strikes Again...

After years of negotiation and inordinate sturm and drang, the GSEU appears to have gotten its shit together to the extent that it has signed a tentative agreement with the State - basically it has negotiated a contract and it's now up to the membership to vote.

All in all, it's a credible contract - it contains a total of 13% in pay increases over four years, including a retroactive 3% increase to spring 2000 that many people will likely not receive. It expands health insurance and prescription coverage, and even provides for "lump sum bonuses" to make up for the fact that SUNY TAs and GAs have been working without a contract - and without any pay increases - since July of 1999. It provides money for conferences, for "discretionary" spending, and other perks here and there. How they will play out in their implementation remains to be seen.

But the measure of this contract is mostly in what it omits - and the promises it fails to deliver. When GSEU Statewide President Monazir Khan (sociology, Binghamton) began a legal and procedural wrangle to kick CWA labor lawyers out of the negotiating room, he did so on the premise that without them he (as chief negotiator) would not be limited to "pattern bargaining," in which smaller, weaker unions like GSEU obtain contractual benefits along the same pattern as their larger labor siblings (CSEA, UUP, etc). In point of fact, this contract conforms completely to the standards of pattern bargaining; TAs and GAs will get the same increases as any other state employees. That's not bad - it's just not what Khan promised, and it wasn't worth the long wait.

The same is true for a variety of other provisions that remain weak. There is absolutely no change in grievance procedures, though, again, this was one of Khan's "big promises" that would result from his personal stewardship of the negotiations. Most people begin to drift off whenever anyone mentions the phrase "grievance procedures" - but they are in many ways the most important provision in any labor contract. The ability to "grieve" a violation of the contract means that SUNY and the State of New York can be held legally accountable for violating the contract. Without grievance procedures, the TAs and GAs whose rights have been violated have very limited, and very unsatisfying,

recourse. Under the current contract and also the newly signed tentative agreement only certain specified parts of the contract can be grieved. In fact, once the contract expired in July of 1999, TAs and GAs actually had stronger grievance procedure, because the entire contract became grievable, under Public Employees Relations Board (PERB) rules.

Graduate student workers at the so-called "colleges" (the non-university centers) were once again left out of the contract. Minimum salaries will be raised from around \$5,500 per year to \$7,000 - a worthy achievement. The problem is that it specifically excludes precisely those people who are chronically paid these small amounts of money: the TAs and GAs at the colleges.

Similarly, the inclusion of "lump sum bonuses" in set dollar amounts is a distinct disadvantage for folks at Stony Brook compared to GSEUers throughout the rest of the state. Our stipends are slightly higher than at the other university centers, in small (and inadequate) recognition of the incredibly high cost of living on Long Island. Across the board percentage increases are fair - we get more of an increase because we need more. But the lump-sum bonuses are regressive - they give proportionately more in spending power to the TAs and GAs who need it least (which is not to say we don't all need more money). This should come as no surprise, though, because although Stony Brook had an (appointed) negotiator at the table (Chris Johns, philosophy), folks from the Binghamton chapter appointed him. Aside from him, Stony Brook's rank and file members played no part in the negotiations for this contract. That's not an attack on Mr. Johns, who appears to have done a credible job; but it's a sad commentary on the Stony Brook chapter GSEU "leadership" and their effectiveness in serving the needs of the members they supposedly represent - and who pay their salaries.

All this is to say that the contract looks reasonable. But it's rather little for being so long coming. Graduate student employees have been waiting too long to vote down this contract proposal. At the same time it's not too late to take back control of the GSEU from people who cared so little that they never called a meeting, and neither asked for nor released any information about negotiations until they were over. The message is fine, but the messenger is questionable.

--Jacob Heller

Campus Calendar of Events

February 7

11:30 a.m. **Christopher Edwards** (Univ. of Connecticut): "An update on the the Uconn and collaborators NOPP project studying fronts outside Block Island," Endeavor Hall, Rm. 120. (2-8009)

February 9

12:15 p.m. **Peter Vize** (University of Texas): "Coral reef reproductive dynamics," Endeavour Hall - Room 120 (2-9695)

February 12

4:00 p. m. **Virginia Cornish** (Columbia University): "A genetic screen for protein evolution and proteomics," Grad Chem Rm. 412. (2-7886)

February 13

Stony Brook Day in Albany. Representatives from Stony Brook will travel to the state's capital to meet with and influence state lawmakers. Contact Pat Cruso at 632-4309 / pcruso@notes.cc.sunysb.edu.

February 14

11:30 a.m. **Michael Jensen**

(NASA/Columbia University):

"Radiative properties of deep convective systems in the tropical Pacific," Endeavor Hall, Rm. 120. (2-8009)

12:40 p.m. **Martin Luther King III:**

"The Dream Deferred," Student Activities Center Auditorium; limited seating. (2-6320)

February 15

7:00 p.m. **NYPIRG**, general interest meeting, Union Bi-Level (2-6457)

4:00 p.m. **Gene Humphreys**

(University of Oregon): "Yellowstone: plume or no plume?" Gilbert Hanson Seminar Room, Rm. 123, ESS Building; Department of Geosciences.

February 16

12:15 p.m. **Minghua Zhang** (MSRC, SUNY @ Stony Brook): "Subgrid scale transport in the atmosphere: measurements and parameterization in numerical models," Endeavour Hall - Room 120 (2-9695)

February 19

4:00 p. m. **Martha G. Oakley** (Indiana University): *TBA*, Grad Chem Rm. 412. (2-7886)

February 21

11:30 a.m. **Wei-Kuo Tao** (NASA): "The Goddard cumulus ensemble model," Endeavor Hall, Rm. 120. (2-8009)

4:30 p.m. **David Nirenberg** (Johns Hopkins/Stanford): "Taint in the blood: race, religion, and sex in late medieval Iberia," Javits Room, Melville Library, 2nd Fl. (2-7500)

8:00 p.m. **Stony Brook Contemporary Chamber Players**, "Percussion Plus," at the Staller Center. (2-7330)

February 23

12:15 p.m. **Chris Martens** (UNC, Chapel Hill): "Soil radon flux and canopy inventory change in Brazilian forests: application of a one-dimensional flux dispersion model," Endeavour Hall - Room 120 (2-9695)

8:00 p.m. **various artists**, "Sizzling" electronic music concert, Staller Center Recital Hall. (2-7330)

February 26

4:00 p.m. **Jun Liu** (Johns Hopkins Medical School): *TBA*, Grad Chem

Rm. 412. (2-7886)

7:00 p.m. **Amiri Baraka** (SUNY @ Stony Brook, Department of Africana Studies): "Homage to Black revolutionaries," Student Activities Center. (2-7002)

February 28

11:30 a.m. **Kerry Emanuel** (MIT): "Tropical cyclones and the thermohaline circulation," Endeavor Hall, Rm. 120. (2-8009)

4:00 p.m. **James Dunkerley** (Inst. Of Latin Am. Studies, London): "Seeing the elephant: reflections of the histories of the Americas," WM-SBS N-320. (2-7517)

If you'd like to have your talks, meetings, performances, or other events that are free and open to the University Community listed in this space, send information to the Editor at jheller@notes.cc.sunysb.edu

GSO Leadership Changes: Cadet Takes Over for Das

Continued from page 1

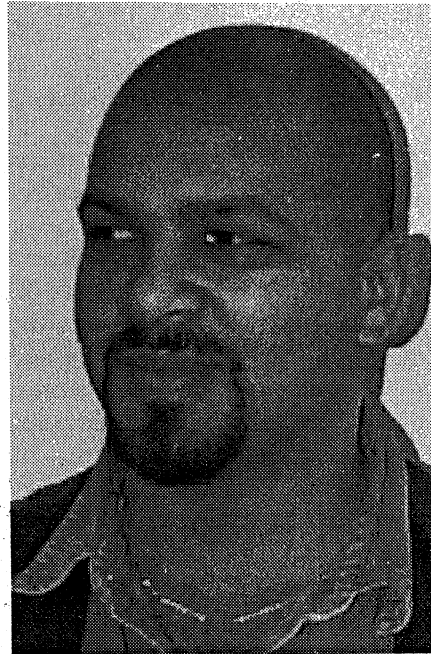
months of this term in office, and the sense of accomplishment they share about the past year. Together with their executive team, they emphasized the importance of continuing the tradition of cooperative effort to advance the causes of graduate students.

Despite his obvious pleasure at being able to devote himself full-time to completing his dissertation (on theoretical aspects of atomic, molecular and optical physics), Mr. Das expressed his reluctance to resign, mostly because his truncated term in office means he cannot personally oversee completion of all the initiatives he has made a priority. At the top of his list are (1) the establishment of this newspaper, which Mr. Das hopes will once again become a solid tradition at Stony Brook; (2) the integration of graduate students into the workings of the University, most notably by representation on University committees that make important decisions, and through strengthening of the wide range of clubs and organizations; (3) the improvement of housing on and off campus; and (4) the continued existence of social institutions where graduate students can meet and relax, notably the Graduate Student Lounge, or "the Spot." One of his deepest regrets is the failure of his initiative to establish a "coffee house" for graduate students on campus – a daytime "oasis" analogous to The Spot. Bedeviled by a variety of problems and issues (at one point an espresso bar in the SAC lobby foundered for lack of storage space – the only available space was in a bathroom), a day-time social space set aside for graduate students has not yet come into being.

But Das remains optimistic about establishing social spaces for graduate students. The Spot looks likely to be slated for a move, possibly into the space occupied by the now-defunct End of the Bridge restaur-



Kunal Das, outgoing GSO President
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Jean Cadet, incoming GSO President
cadet@mathlab.sunysb.edu

rant on the second floor of "old" Student Union Building, down the hall from the new Wo/Men's Center. In concert with their fellow Executive Officers and the GSO Senate, Das and Cadet share a conviction that wherever the Graduate Student Lounge ends up – even if it stays where it is – it must remain wholly in graduate student hands, without any kind of co-management arrangement with Chartwells (the campus dining vendor) or any other operator.

Housing has been a continuing problem for graduate students since Stony Brook began its first graduate program. The local community has often been hostile to the idea of students living off campus, and the on-campus facilities for graduate student housing are notoriously inferior. The current GSO Exec has shepherded a new Housing Survey into existence. It is to be conducted by Stony Brook's new Center for Survey Research, housed on the 7th Floor in SBS, and will provide high quality information to evaluate the ongoing situation, the first step to solving the problems of

graduate student housing.

With regard to his successor, Das opined that Cadet "has been quite active in the GSO and is an outspoken person. I am sure he will do a good job." Both Cadet and Das agreed that the current Executive Committee has been a strong cooperative enterprise. "The president doesn't make the decisions by himself. I know that Jean will continue to work together with the Exec and the Senate."

Cadet insists that he will continue to keep his focus "on the continuing housing concerns, the issue of moving our graduate lounge, a.k.a. 'The Spot' to a new location, and improving communication within GSO, between committees, and between graduate students and administrators." Cadet confessed, "It's a lot of work, but we need a system in place, so I want to focus on that."

The remainder of this term in office will also be filled by the regular business of this time of year. This issue of News & Blues includes a call for nominations for the election of new officers later this spring. Cadet has begun exploring the possibility of on-line voting to increase participation and therefore graduate student input into the election of officers: "I want to reach out and increase response rates. We want graduate students to be more involved in the process, because it's their money that's being used." One idea is to use on-line voting (e.g. www.iballot.org), as a more effective and even cost-efficient way to make sure every graduate student's vote gets counted.

One thing Cadet would like to see is greater awareness among students of their rights, especially "the right to due process, the right to be respected, the right to participate in the governance of the university, and the right to academic freedom, etc. The rights that I speak of are the recommended standards published in the AAUP statements on graduate students. These recommended standards are vital to the healthy functioning of the University at Stony Brook," Cadet said.

Stony Brook Day in Albany

Who wants to take a bus ride to Albany in the middle of February? Almost everyone who has done it before. Because not only will you be doing something important—you will have a good time.

- Meet people from all parts of the campus.
- Enjoy the atmosphere of camaraderie and shared purpose.
- Experience firsthand how our government works.
- Attend an end-of-day party in the central atrium of the Legislative Office Building.

Stony Brook depends on the legislature for a considerable part of its funding. A large turnout shows our State representatives how much their support means to us. Legislators want to know what you think and how you feel.

Details of the schedule for **Tuesday, February 13** will become available, but key things to remember now are:

- 5:30 am Meet in South P lot. A campus bus will make stops throughout campus to pick up students and deliver you to South P lot.
- 6:00 am Buses leave (boxed breakfast & hot beverage served onboard)
- 11:00 am - 3:00 p.m. Prearranged appointments with elected officials (1 hour lunch break)
- 3:00 p.m. End-of-event reception in Albany (substantial hot & cold hors d'oeuvres, beverages)
- 4:30 p.m. Buses leave Albany
- 8:30 p.m. Arrive at South P lot

→for advice about appropriate lobbying protocol, information about Stony Brook, and to register go to Albany visit:
<http://www.sunysb.edu/albany>

Coming in the March Issue of News & Blues:

- ❖ Update on the Housing Survey
- ❖ What the Governor's Race Means to SUNY
- ❖ Practicalities of Submitting that Dissertation
- ❖ Possibly something by *you*
- if you come to a meeting, write a letter, or submit something.

GSO STUFF

FROM THE NEW PRESIDENT'S DESK

Jean Cadet, GSO President

During this transition, I will maintain a focus on the housing concerns that we have and the issue of moving our graduate lounge, a.k.a. "the Spot," to a new location. In order to improve housing, a group of concerned graduate students at the Chapin apartment complex lead by Abigail McKay, Asakhi Rouff and Jasmina Sinanovic approached GSO with the idea of doing a survey. Upon hearing them, the GSO Execs followed up on it with University administrators to do a professional poll done by the survey center on campus. The survey will be done by telephone and should be finished shortly before the University accepts the next batch of students. Due to a shortage of administrative space, the graduate lounge - also known as the Spot - needs to be moved to another location. Hopefully, the new location will be at the End of Bridge in the Student Union. Regardless, I welcome hearing from all graduate students about the types of venues they would like to have in their lounge. It is most important to me to hear from them because the lounge is supported through graduate students' activity fees. They are stakeholders in this enterprise and their suggestions, concerns, complaints and issues are welcome. It can only help the GSO Executive team and Senate to be better informed and more inclusive when deciding to do what is best for the general population of graduate students on cam-

pus. The more we hear from graduate students, the more opportunities there are to strengthen GSO.

I would also welcome hearing from administrators because they work full-time, have a lot of experience, and know well the history of the University at Stony Brook. In contrast, the GSO Execs are part-time administrators, with heavy academic, teaching, and research responsibilities. The Execs take on many different roles and deal with challenging situations besides being students. Therefore, we would all benefit when administrators become more pro-active with their communication with us on important issues such as the graduate lounge. It would help if administrators would offer us additional opportunities to deal with them on an informal basis. It can be as simple as lunch or as involved as putting a survey together. It can only give us more opportunities to collaborate well for future endeavors that benefit all graduate students.

As of now, I really do not have any initiatives of my own. If I have some in mind, I'd rather wait to talk with the Executive Board about that. I want to be inclusive of everyone in the GSO process of government.

For e-mail contact: cadet@mathlab.sunysb.edu or usbgso@hotmail.com

GSO Committee Representation Updates

summarized by *News & Blues*

Library Committee (November 9, 2000 - minutes reported by Angeliki Pollatou): Discussion of possibility of bookstore discounts for faculty and staff; problems with bookstore orders; email book recall, possibility of West Campus email book renewal (as at HSC Library); grad students want more hours of operation, more drop-off boxes.

Housing Planning Committee (minutes reported by David Spears): Discussion centered around undergraduate needs; grad students "assured" that all incoming graduate students are guaranteed housing; discussion of forthcoming graduate housing survey; construction of the planned garden apartments is behind schedule.

Student Life Committee (minutes reported by Jean Cadet): Frank Chin and Jean Cadet will explore avenues regarding the future of the Spot; discussion of number of Asians or Asian-Americans administrators; summary of the SFS Retreat given; concerns were voiced communication between the East and the West campus; discussion of how the condition of the school property affects campus life and impacts students negatively; discussion about Students Activities and whether they meet the needs of students; discussion about non-traditional student needs

CONTACT GSO FOR INFORMATION ABOUT SERVING ON A COMMITTEE: USBGSO@HOTMAIL.COM

GSO ELECTIONS 2001-2002

Call for Nominations for the Following Offices:

These are all paid positions.

PRESIDENT
VICE PRESIDENT
SECRETARY
TREASURER

(See next panel --> for a description of the responsibilities and the pay rates of each)

Procedure:

1) If you are nominating yourself:

- On a sheet of paper, print your name, department, phone and ID numbers;
- Include a brief, typed statement (200 words or less) indicating why you are seeking the position, what your objectives are if you are elected, etc. This statement will be included on the election ballot. Unless we receive your statement, your name WILL NOT appear on the ballot.

2) If you are nominating someone else:

- On a sheet of paper, print your name, department, phone and ID numbers;
- In addition please provide this same information for the person you are nominating, and which position you are nominating them for.
- You must inform the individual that he or she has been nominated, and they must include a brief, typed statement (200 words or less) indicating why they are seeking the position, what their objectives are if they are elected, etc. This statement will be included on the election ballot. **Unless we receive their statement, their name WILL NOT appear on the ballot.**

- All nominees must obtain at least 25 graduate student signatures (with their names and ID numbers printed alongside them) in order to be placed on the election ballot.

DEADLINE: All nominations must be returned to the GSO Office (227 Student Activities Center, Z=2800) by

FRIDAY, MARCH 30th at 5 PM

If you have need for any further information:

E-mail: usbgso@hotmail.com

Website: www.sinc.sunysb.edu/Clubs/gso

Responsibilities of Each Position

The President shall (\$4,000 per 10 month academic year):

- act as a spokesperson for the GSO in the presentation of its positions and enunciation of its policies;
- supervise the execution of Senate-approved legislation;
- appoint and remove members of all GSO and University committees, subject to confirmation by a majority vote of the Senate, over which the GSO holds power of appointment;
- nominate and recommend the removal of candidates, subject to confirmation by a majority vote of the Senate, for University committees over which the GSO holds no power of appointment
- chair meetings of the Executive Council;
- in conjunction with the present and incoming Executive Councils, conduct an open search for the position of Graduate Student Advocate to serve in the following academic year, and recommend a candidate to the Graduate School;
- approve the hiring and removal of GSO administrative personnel;
- hire and remove the GSO Control & Disbursement (C&D) Agent, subject to a majority vote of the Senate.
- Report at each Senate meeting a summary of her or his activities and such activities of the University Committees which may be of interest to GSO members;
- have the power to interpret this Constitution at GSO Senate meetings. In the President's absence, this power devolves upon the Vice President, Secretary or Treasurer, in that order.

The Vice President shall (\$3,000 per 10 month academic year):

- assist the President in the execution of her or his duties;
- fulfill the responsibilities and duties delegated to her or him by the President;
- chair the GSO Senate in the absence of the Speaker;
- report at each Senate meeting a summary of her or his activities which may be of interest to GSO members.

The Secretary shall (\$3,000 per 10 month academic year):

- record, publish, and report the minutes of Senate and Executive Council meetings;
- assist the President with the dissemination of GSO matters to the public;
- maintain and distribute a membership list of the Senate;
- chair the Election Committee;
- report at each Senate meeting a summary of her or his activities which may be of interest to GSO members.

The Treasurer shall (\$4,000 per 10 month academic year):

- chair the Budget Committee;
- be responsible for the management of all GSO revenues and expenditures, as detailed in the Budget Committee Bylaws;
- in conjunction with the Budget Committee, the Executive Council and future officers, prepare the organization's budget for the following academic year;
- provide an oral and written update on the state of GSO finances at least once every semester;
- report at each Senate meeting a summary of her or his activities which may be of interest to GSO members.

Election of Officers

Candidates for office must be members of the GSO. The officers of the GSO shall be chosen in a membership-wide election held in the month of May, in accordance with the Elections Committee Bylaws. Candidates are elected by a plurality of all votes cast for the office. Should the membership-wide election result in a tie vote, the Senate shall vote to decide which of the candidates shall become President. Newly elected officers shall take office on July 1 and shall serve through June 30 of the following year. No member shall hold more than one office at a time. All offices shall have two-term limits. Only individuals who are qualified to serve in the office of President may serve in the office of Vice President.

The Underrepresented Graduate Scholars

The Underrepresented Graduate Scholars (UGS) is a student based organization on the State University of New York at Stony Brook campus, founded to address needs unique to underrepresented (minority) graduate students. The primary mission of the organization is to increase the numbers of African Americans, Native Americans and Latinos who enter and successfully complete programs in all academic and professional areas. One goal is to educate the campus community about the concerns of underrepresented groups within and outside the academic arena.

UGS accomplishes its objectives through the development and implementation of creative programs conducted to serve its members, SUNY/SB and the community. There have been many changes since UGS was founded. The current board of directors is working on issues such as the recruitment and retention of people of color at all levels of the University system to be active members of the organization. Another major task scheduled for completion in spring 2001 is the reorganization of the UGS constitution.

UGS Board members include:

Jonine Figueroa, Co-Chair
Ashaki Rouff, Secretary
Ken Darling, Treasurer
Calion Lockridge, Communication Chair
Elena Machado, GSO Representative
Abigail McKay, BFSa Representative

For more information contact Jonine Figueroa at 928-2742 or email her at nyrican123@hotmail.com

Talk New York to me...

Ellada Evangelou

Pronounced more like "tok Nu Yok t'mi" is one of those paradoxes that come closer to being a hoax. Newyorkese is a language that a lot of us expected to find when moving to this amazing state. We have chosen to live in a place that resembles to looking at white light: when you see it through a specific lens you realize the colors it consists of. It's easy to get carried away when walking in parts of Queens or Brooklyn or even Manhattan itself. English is not the language you will always hear. The diversity, the colors that this mosaic consists of are next to amazing. The coexistence of all these people and cultures in the same place in this (apparent) harmony is not something one gets used to very easily. Becoming accustomed to this amalgamation of perspectives is especially difficult when originating from areas of the world where tensions run especially high. Just as an indication, in the Theatre Department there are graduate students from Bosnia, Germany and Cyprus: you can imagine that discussions on certain matters can become personal and emotional very easily. After this rather lengthy introduction, I must admit that I am not the expert on the problems of the international graduate students. I am, however, a proud member of this group and I do see things that can become better for us and it is with a critical (and always well-meaning) eye that I will write about them. It is my impression though that we are in a state that stands out among others for its unbound commitment to making diversity productive for all its members.

Stony Brook is one of the collages that are proud of its diversity and it is largely marketed as such. Therefore problems of discriminations are rare, almost non-existent. It is more practical issues that I

will address in this column. First on the list is, the matter of insufficient housing. The high prices and sad condition of campus accommodation is an issue that troubles many of the graduate international students. The reasons are manifold: first among them is that our new status as graduate students requires us to produce a rather high level of work, we also hope (and believe) that our school will offer favorable conditions in which to do so. Our campus is large, yet the housing is not only

inconvenient but also very expensive: \$250/month for a shared room in a 6-person apartment and \$400 for a single room. Most students naturally choose the cheaper option, which results in sharing a very small room in an over-crowded house.

I have not experienced this personally, but many friends have told me how inconvenient, if not entirely unpleasant, it is to coexist with 5 others in an apartment built to house half that number. Juggling your schedule with those of

your housemates is hard enough, but one actually needs to do that even more consistently with the person sharing your room. As for privacy and time to one's self, well, you can imagine what happens to that! This may very well be the reason why so many students do choose the alternative inconvenience of commuting to other places around Stony Brook, or even in New York City, in search for cheaper accommodations that come with the benefits they are looking for.

School of Social Welfare Graduate Student Government

The Social Welfare Graduate Student Government is up and running again. An interim government was formed at the end of the Fall Semester to ensure graduate student involvement in 2000 – 2001 school year. Several activities have been planned. Many of these will be in collaboration with other schools and clubs in celebration of Black History Month (February), Women's History and Social Welfare Month (March), among others. Social Welfare graduate students are encouraged to get involved.

GSG Interim Board members include:

Ana Ortega, President
Shelita Dickerson, Secretary
Patrice Donaldson, Treasurer
Marie Laude, GSO Senator
Abigail McKay, GSO Senator

For more information contact Ana Ortega at socialworkgov@hotmail.com

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Suffolk Toastmasters meets on the second and fourth Saturdays of every month at the same time and same place.

For more information, please contact

Rick Holtmeier

at 631-689-8427 or 73404.103@compuserve.com.

Graduate School Continues to Fine-Tune Ph.D. Completion Time Limits Policy

According to Kent Marks, Director for Records and Admissions in the Graduate School, the Graduate Council felt the need recently to further clarify the existing policies on Ph.D. degree completion time limits. Since before 1980, Stony Brook's policy has been that students should have seven years after completion of their first 24 graduate credit hours to finish the Ph.D.—the "24 + 7" policy. In practice, this policy has caused problems because it did not specify where or how the initial 24 credits should be completed. This could lead to inequities.

For example, two students entering the same Ph.D. program at the same time, one with already holding a Master's degree, and the other without any graduate credits at all would start counting towards the time limit from the same point. Each would be allowed to count 24 credits before starting the seven year "clock." In effect, this would give the student who already has more preparation – in the form of a functionally related Master's degree – more time to complete the Ph.D. than a student entering without any graduate credits.

The newly reworked policy reads, "The time limit for a doctoral degree is seven years if a student has a previous graduate degree that is closely related to their current doctoral program. For all other students the time limit for a doctoral degree is seven years after completion of two full-time semesters or the equivalent number of credits."

This new policy is not designed to penalize students, nor to make completing the Ph.D. a more difficult task than it already is. Mr. Marks reports that in the two and a half years he's been working in this area, no students have been barred from completing their doctoral work and graduating based on the time-limit issue. The purpose of the Ph.D. time limit policy remains to protect the students, especially those engaged in research who might otherwise be pressured to delay the degree to continue working on faculty-related projects.

Continuing Graduate Student Housing Crisis

Continued from first page
despite paying high rents to Stony Brook.

Rent is a real and confusing issue – it can fluctuate on a monthly basis. Signing an "Apartment Housing Agreement" which alludes to a certain resident rate does not guarantee receipt of an invoice for that value. An unshared room at the beginning of the overflow period wasn't entitled to a rent reduction. A month or two later when common facilities were shared with two extra people a rent reduction might be allowed. Of course these are only guesses at the reasoning behind the madness, as rents are never certain until residents get to the cashier's window in the Administration Building. Actual rents still remain mysterious, as Campus Residences will give one quote, and the Chapin Office a significantly different one for the same room. Until a resident can sit and have a long talk with the Graduate Advocate, paying rent every month is like an adventure – one never knows what to expect.

Both structure and organization are sorely lacking – which is not surprising when one looks at the situation on the managerial level. In general, the staff at the Chapin Office tends to be uninformed, and the likelihood that they can give insight into any urgent matters – like the situation with the heat for instance – is remote. Residents

place to investigate these matters. Only BC's evaluate other BC's. The Chapin Apartment Resident's Association (CARA), which was created to facilitate these needs, is barely functional, run by BC's and hasn't had a publicized election in two years.

In the midst of the most recent housing crisis a group of concerned residents got together, and the aforementioned problems were some of the issues raised. Scarcity of housing and overcrowding, maintenance and heat problems, rent discrepancies and the inadequacies of the administrative staff were considered matters of urgency. Under the auspices of the GSO in cooperation with the Graduate School, a survey will be conducted to get a more systematic view of conditions at the Chapin Apartments. Hopefully this survey will identify and help to prioritize the difficulties that plague residents, and will commence the first in a series of initiatives to end discussion and start some action.



have complained about BC's who are unfair and discriminatory in their practices, but no formal policies are in

NYPIRG NEWS

On many campuses around the country, the period of time between the beginning of the Spring semester and Spring break is referred to as "the Dark Ages." It is literally gray and cold outside; your time is more restricted as you get back to the regular schedule of life at Stony Brook; it seems as though the end of the Academic year may as well be years away. IT DOESN'T HAVE TO BE THIS WAY! There are hundreds of ways to combat the "Dark Ages" and make your days a bit brighter in addition to making a contribution and getting something in return.

At the beginning of last semester, in the immediate predecessor to News and Blues, NYPIRG had a column to keep graduate students informed about what NYPIRG is doing for and with Stony Brook Graduate Students. Nothing has changed. Stony Brook's NYPIRG chapter has more events and forums planned for this spring semester than ever before. Graduate students are a huge component of that.

The kickoff forum for this semester is the Student Action Meeting, which is being held Thursday February 15 at 7 P.M. in the Union Bi-Level. At the meeting, NYPIRG interns will go over each project that we have and discuss many of the services that NYPIRG provides. The featured speaker will be Blair Horner, Stony Brook alum, who is NYPIRG's Legislative Director. Horner began working with NYPIRG in 1979 as part of the community outreach effort. He was a Statewide Board of Directors Representative from Stony Brook, a project coordinator, regional campus supervisor, canvas director, and since 1987 has been in the position of Legislative Director working in Albany. Last year, the Empire State Report named Horner as one of the 25 most influential New Yorkers of the last 25 years.

Also on the imminent horizon is a visit to Stony Brook by Assemblyman Ed Sullivan who is the chair of the Higher Education Committee. This year, there will be a special effort in the State Legislature to focus specifically on issues pertaining to Graduate Students. Assemblyman Sullivan will be speaking on campus March 16. Please look out for more information as we approach that date.

We at NYPIRG look forward to your participation at these and all of our events. For more information on these or any of the projects that NYPIRG works on, please stop by our office in the Stony Brook Union, room 079 next door to the SINC site, or call 632-6457.

Research Foundation SNAFU Highlights Health Insurance Problems

Continued from first page, column one

Project," was implemented by the SUNY Research Foundation's central offices in Albany, and it's not something that Stony Brook (or any individual campus) has any real choice about or control over. Problems with the new system also mean that so far it has been impossible to generate the kinds of reports that would identify the class of people affected by this problem. Such reports would allow benefits administrators in Albany or here at Stony Brook to correct the problem at the source. Instead, the burden falls on employees of the Research Foundation to monitor their pay stubs and to make sure that all the proper deductions are being made and that there are no new or unauthorized deductions.

If, for example, a health insurance deduction was not made from the last paycheck, that could trigger what's called "termination mode" for that individual. As computers both in Albany and at the health insurance provider's read that individual as no longer making premium payments, they may be thrown off the insurance enrollment lists, resulting in loss of health insurance. Only manual examination of the pay stubs can catch the problems.

For graduate students the problem is especially bad, because the graduate student health insurance vendor, Univera, is based in Buffalo and contracts out with Vytra, based in Melville here on Long Island. The same insurance arrangement exists for TAs and GAs and for Research Foundation employees. That means there is an extra layer of bureaucracy, and given the experiences of most graduate students in dealing with Vytra, it's a particularly unhelpful bureaucracy.

Vytra is notorious among graduate students and even benefits administrators for being difficult to deal with, and

downright obstructive. One benefits administrator, who asked to remain anonymous, told of how Vytra kept her waiting on the phone for more than 20 minutes when she posed as a graduate student, but put her through immediately when she identified herself as a Stony Brook administrator. "Students get so many runarounds. And if you have any difficulty understanding English, it's even harder to find out what's going on."

Health benefits for graduate students were a hard-fought benefit of employment, won by GSEU negotiators for TAs and GAs in their first contract. Upon passage of that contract in the mid 1990s, the Research Foundation immediately followed suit, and began making subsidized health insurance available to all of the graduate students it employs. But for many, the fact that the bid to provide health insurance to the graduate student group was won by Univera has soured the victory in winning the benefits. Because providing health insurance to graduate students is done by way of a state contract, the health insurance provider must be selected by the lowest bid on the open market. With a new contract in the offing, both graduate students and benefits administrators are likely to agree that there can only be improvements if the benefits provider changes in the upcoming re-bid. There may be complaints and difficulties with campus administrators at Stony Brook, but this latest problem is not of their doing. In fact, it is causing enormous difficulties throughout the Research Foundation.

Any Research Foundation employee who notices irregularities or unusual changes in her pay stub should immediately contact the Benefits Office. For graduate students the contact person is Lisa Coleman, whose office is in the Student Health Center (the infirmary) and who can be reached by phone at 632-6144, by fax at 632-6567, and by email at lcoleman@notes.cc.sunysb.edu.

FOOD PRICES AT STONY BROOK - GETTING WHAT IT'S WORTH?

There is a lot of dissatisfaction with the food services at Stony Brook. I will outline some items which graduate students have articulated to me as overpriced. This is not to say that everything is overpriced because the pizza and burgers definitely aren't. Note that in stating that something is overpriced, I feel it is necessary to distinguish between comparable items that are a) priced a few cents higher than outside the campus, or b) show just plain price-gouging. The first we can grumble about a little but survive, the second would be hard to construe as anything other than an attempt to cause hardship to students. Thus, there are two main categories of food items: simply "Overpriced" and "Gouging."

Overpriced Items

- 1) Bagels (85 cents) -- You can get warm, unhardened bagels for 50-65 cents at a bagel shop or delicatessen off campus or for 40 cents in a supermarket. Adding cream cheese on campus costs an additional pricey 50 cents.
- 2) Krispy Kreme Donuts (85 cents) -- Each Donut costs 65 cents in Pennsylvania Station, in Manhattan, NY where the rent is exorbitant. They are also only 65 cents at Dunkin Donuts.
- 3) Prepared cold sandwiches (\$2.75 and up) -- These are very pricey for being so smallish, cold, and without frills. The Student Union deli sandwiches are a much better value-- at least you get packed meat, cheese, lettuce, tomatoes, nutritious bread and extra, at little additional cost.
- 4) Hot Dogs (\$1.39 each and 29 cents for each additional topping) -- If you get onions, sauerkraut, & cheese, it becomes more than \$2.30. I understand they are Nathan's Hot Dog and not 7-11 but toppings elsewhere usually come free.
- 5) Soup -- Prices have increased since last semester. Some graduate students are quite upset about this since soup is about the only item they could afford. Also, the soup now comes with a limit 2 of pieces of bread and each additional piece after the first 2 costs 40 cents. There is nothing posted regarding this policy.
- 6) Grill -- Burgers are reasonable but the chicken isn't. A plain grilled chicken is nearly \$4.00, on top of which the size has decreased. Also, the chicken tenders at \$4.50 for 5 are ridiculously overpriced.
- 7) Chips, pretzels, etc. (75 cents) -- they could easily be 25 cents and elsewhere are no more than 50 cents.

Gouging

- 1) Salad Bar -- At \$0.35 per ounce, this translates into \$5.60 per pound. It's only \$3.99 a pound in Wild By Nature and also in many Manhattan establishments. Even if you get only a few pieces of lettuce and carrots, the price will climb to more than \$1.00. Since some of the items are already pre-dressed, they quickly add up the weight. Another point is that few of the available items are substantial, though they are heavy. Most salad bars include assorted cooked meat and/or grains.
- 2) Sushi (starting at \$5.85) -- When I first attended Stony Brook in 1997, sushi was pricey but I could afford it from time to time. Now that Chartwells has taken over, I haven't been able to afford sushi from the SAC. The cucumber roll (6 pcs at \$5.85) is vastly overpriced - that's almost \$1 for each tiny piece. Can cucumber and rice cost so much? You can go to Sushi Ichi and get 6 large rolls for \$5.00 and they are hand rolled, not machine rolled. The assorted salmon/tuna sushi are nearly

\$9.50. For this price, you can go to any Japanese restaurant surrounding the campus and get 6-8 large pieces, a miso soup, a salad and unlimited tea -- all served to you by a waiter in a pleasant atmosphere.

- 3) Drinks: Soda 20 oz (\$1.40 after tax) -- All the vending machines on campus sell the same 20 oz soda for \$1.00 tax included. Fruitopia and other assorted drinks are equally overpriced. The Smoothie at \$2.75 makes Wild by Nature looks like a discount store (and it's definitely NOT).

Quality

In terms of cafeteria food, the overall quality is fine, but not outstanding; Most of the food is of good quality and fresh. In most food reviews this is not considered significant praise. Nevertheless, I have three particular items about which I'd like to express my dissatisfaction.

Campus Dining Services is a partnership among the Faculty Student Association, Campus Administration, and Chartwells, which provides student meal plans and operates the dining facilities on west campus.

Veggie burgers -- These used to be real, registered trademark Garden Burgers. Now they are some kind of generic soy burgers. The best thing about being vegetarian was the SAC's garden Burgers at \$2.75, but no more.

Soup -- Previously good, the quality has declined in the sense that they are diluted. The soups in the Union deli are far superior and can actually be quite substantial.

Chinese food - Freshness is high but taste is low. The pre-cooked chicken too often come out cold and dry, and the stir-fry veggies are painfully bland. With such a large Asian population, and the upcoming Wang center, the SAC can and should certainly do better.

Discrepancies in Pricing

In the Administration bldg., you can buy the cold sandwiches for the same price as in the SAC, but they offer a value deal for 70 cents extra which includes chips and a 12 ounce soda. And these prices are tax inclusive.

In the Health Sciences Center cafeteria, on the fifth floor, graduate students tell that you can eat for around \$2.50 less than the SAC for each meal. Why not have those prices at West Campus cafeterias?

Conclusion

There is a widely held assumption that cafeteria food IS affordable by its nature, and that it should be particularly affordable at universities (being non-profit organizations and all). The economies of scale available to the university should make food cheaper, not more expensive.

Nevertheless, a typical lunch at the SAC cost \$7.50 -- if you don't get the pizza special everyday. If you have a car, you can eat at Mario's (in Setauket on Route 25A) for \$4.99 for a full lunch. Rather than charging what the traffic will bear to a captive population, University officials should ask themselves the important question: "Am I working to provide an important service to students, or am I taking advantage of them?"

On balance, most students in Stony Brook are relatively poor. Stony Brook housing prices are exorbitant, most grad students struggle to make ends meet on their paltry stipends and yet food prices in the SAC remain high compared to comparable institutions. Unfortunately, besides the Green Cactus and pizza, there is nothing else within walking distance. Stony Brook students are a captive market in the truest sense: we have to pay the prevailing price or not eat.

--Charis Ng

Graduate Student Employees May - At Long Last - Have a Contract

Continued from first page

reproduced here (see inset), highlights important aspects of the contract agreement. The main points are salary increases, increases in the health insurance coverage limit, and expansion of prescription drug benefits. As Mr. Johns said in an interview with News & Blues, "I think we got a decent contract under the conditions and constraints that we had, the most important being that by the end of the semester we will lose about one-third of our bargaining unit members, and we wanted to get something settled for them, as well." Concerns about the negotiations being sent to arbitration also motivated the GSEU negotiators to settle. "There's a good chance that the contract would go into arbitration, and there would be no guarantee that we would get anything better, and quite possibly something worse," Johns said.

Both considerations were important, but both are also problematic. The threat of arbitration is usually something labor unions use against resistant employers, but in this case it appears to have been the other way around. "The state would not budge on certain issues that we wanted them to budge on," Johns commented. Those issues were comprehensive fee and grievance procedures.

Fees imposed on graduate students have drastically cut into negotiated pay raises. For example, the 1999 negotiated increase under the second contract came to about \$350 per person at Stony Brook – almost exactly the same amount that student had to pay under the newly imposed comprehensive fees. What the state gave to grad employees at the bargaining table, they took back from grad students in technology, transportation, and other fees. The net gain was negligible. The absence of language in the new contract dealing with the fee structure constitutes a victory for GOER and SUNY, because there is nothing to stop them from imposing new fees any time they want. As Johns said, "We tried to get have them eliminate or set a limit on what the fees structure – how high they could charge. They refused to do that. They wouldn't put a limit on fees."

GSEU's negotiators take pride in

negotiating this contract without any help from the GSEU international affiliate, CWA (the Communications Workers of America). Johns says, "This is our first contract done independently of CWA. In fact this contract was done even with the hindrance of CWA. They weren't involved in the contract negotiations at all, so I guess we're kind of proud of that. And it was better than what CWA got for us last

GSEU from CWA. It is rumored that one of the referendum items will be to ratify the changes in the affiliation agreement between CWA and GSEU to cement the changes that keep CWA expert negotiators and labor lawyers out of the bargaining room during GSEU talks with GOER.

One of Khan's major complaints about CWA's participation in the negotiations was that CWA insisted on fol-

into effect last fall calls for annual salary increases of 3%, 3.5% and 3.5%.

But the sense that this was the time to settle went beyond concerns about the membership or arbitration, or even the fact that CWA was no longer at the table. As Johns puts it, "rather than going ahead and fighting for a better package, we decided to settle for what they were offering, which was much better than what they offered at first, back in September [2000]. It was a good time to sign the contract." There is some dispute about this. According to a former Buffalo negotiator who was part of the statewide team during the preliminary meetings in 1999, the original GOER offer was to replicate the previous contract, which included 3.5% annual increases for the length of the contract – essentially the same salary increases "won" in the agreement that will be sent to members for a vote. It is not clear why it was good to settle for these terms now, and not in 2000, or 1999.

The Buffalo Chapter of GSEU has had serious disagreements with the Statewide GSEU leadership and was not permitted any representatives on the GSEU negotiating team. During 2000, Buffalo's Area Vice President (AVP) and Executive Committee Representative were stripped of their credentials by the GSEU President Monazir Khan. Sources in Buffalo tell of people willing to serve as AVP, but unable to get a response from Khan, who has widely been described by GSEUers at both Stony Brook and Buffalo as arbitrary and unwilling to delegate authority. GSEU members at Stony Brook have had similar experiences with Khan's appointees here. Johns, a Khan appointee himself, recognized the failure of the Stony Brook GSEU leadership to hold any meetings, or communicate meaningfully with the membership here on campus. There has been no activity by the GSEU leadership at Stony Brook to mobilize around the contract negotiations, and in a technical violation of the GSEU Bylaws, there has not been a Chapter Steering Committee meeting at Stony Brook in nearly a year.

At press time the full text of the tentative agreement was not yet available on the GSEU website.

--Jacob Heller

CONTRACT HIGHLIGHTS

COMPENSATION:

- \$500.00 cash lump sum
Eligibility, full time assistantship, employed since Fall of 2000. (\$250.00 for half-timers).
- 3% increase in stipend, effective March 1, 2000 (retroactive)
Eligibility, employed since Feb 28, 2000.
- 3% increase in stipend, effective March 1, 2001.
Eligibility, employed since Feb 28, 2001.
- \$350 cash lump sum, effective January 2002.
Eligibility, full-time assistantship, employed at time of payment and previous semester.
- 3.5% increase in stipend, effective March 1, 2002.
- 3.5% increase in stipend, effective March 1, 2003.
- Minimum stipend levels to be raised from \$5,570.00 to \$7,000 annually by 2002-3. Eligibility for University Campus centers only (unfortunately).
- \$100,000 set aside for special needs at Buffalo.
- Doctoral Program enhancement fund: Monies set aside for recruitment and retention of doctoral students in selected programs.
- Professional development funds (monies for conferences, etc.)

HEALTH CARE

- Gains in mental health coverage
- Increase in prescription cap, to \$2500 from \$1200, plus coverage for oral contraceptives.
- Routine physical coverage.
- Increase in plan maximum, to \$350,000 from 100,000.
- Some gain in optical and dental care
- Option for individual retirement account.

For more information contact Stony Brook Area Vice-President Ramon del Castillo ramon@math.sunysb.edu or Chris Johns, Stony Brook negotiator, cjohns@ic.sunysb.edu.

time."

Ironically, it was the long and controversial (and still unresolved) separation from CWA that delayed negotiations for about a year and a half, and deprived TAs and GAs of pay raises during that time. Approximately 2000 TAs and GAs throughout the state missed out on any raises or improvements in their working conditions because of the attempt by GSEU President Monazir Khan to dissociate

lowing "pattern bargaining." Under pattern bargaining, the State negotiates first with the larger unions, and then follows the same pattern with the smaller unions. Khan initiated the costly legal and organizational move to kick CWA out of the negotiations to break the pattern bargaining model. In the event, GSEU's salary increases will follow the precise pattern of bigger state unions: the United University Professional (UUP) contract that went

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