



Stony Brook Day in Albany 2004

A Huge Success!

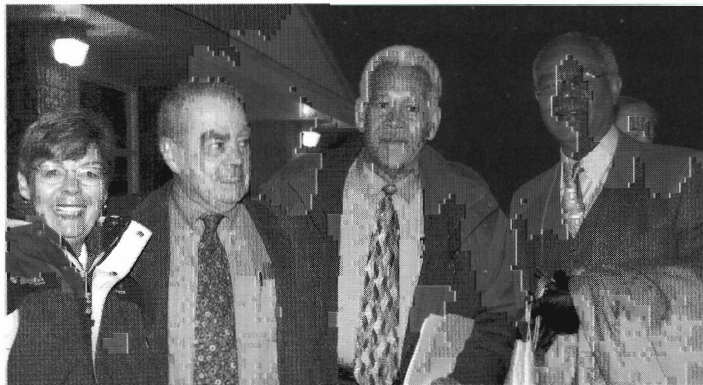
More than 500 Stony Brook University faculty, staff and students drove to Albany on February 24 in a caravan of thirteen coach buses to demonstrate to legislators and assemblymen and women the importance of the State University of New York.

Initiated in 1992 by then-President of UUP Stony Brook Chapter, Bill Godfrey, this annual event has grown each year in size and effectiveness. Be a part of Stony Brook Day in 2005!

Critical Need for Blood Donors NOW!

Call Jennifer Peace at 444-7586
Email: jlpeace@notes.cc.sunysb.edu
Please pass this urgent appeal on to all
your friends and relatives.

*Thank you for your continued
support and dedication!*



PHOTOS: MEDIA SERVICES

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EMPLOYEE ASSISTANCE PROGRAM (EAP) SUPERVISORY TRAINING - QUALITIES OF AN EFFECTIVE SUPERVISOR

Supervision is an ART. It not only takes knowledge and skills, but the key is knowing when and how to apply them. Timing is everything. Understanding human behavior and creating a healthy work environment is the theme of this workshop. We will focus on the attributes of successful supervisors: personal qualities (empathy, boundaries, attitude, resiliency, etc.) verbal/nonverbal behavior, styles of communication and dealing with conflict.

April 16th, 2004 11:30 a.m. - 1:30 p.m.
HSC, Level 2, Seminar Room 2B

To register please contact the EAP office at 632-6085

Academic Council News

By Michael Zweig
Vice-President for Academics, UUP Stony Brook Chapter

UUP's Academic Council brings together all twenty academic delegates and alternates who have been elected by academic members of UUP at Stony Brook into a group of activists engaged in making UUP better serve the needs and interests of academics on campus. All other academics are welcome as well. So far we have focused our attention in four areas:

- Addressing the needs of full-time lecturers
- Arranging tenure-counseling for junior faculty (see report by Lou Deutsch in this issue)
- Encouraging academics to contribute to VOTE-COPE
- Providing opportunities for interdisciplinary socializing

We welcome ideas and participation from all academics on campus. UUP is **YOUR** union. The next meeting of the Academic Council will be **Thursday April 1, 2004, noon – 1 p.m.** (one hour sharp) at the UUP chapter office, Old Chemistry Room 104. Lunch will be provided. Please contact chapter Vice-President for Academics Michael Zweig at (631) 632-7536 or email mzweig@notes.cc.sunysb.edu with your ideas and needs and your intention to attend the next meeting so adequate food will be on hand.

Junior Faculty, Are You Receiving Adequate Mentoring?

Lou Charnon Deutsch
Professor of Hispanic Languages & Literature
Stony Brook Chapter Academic Delegate

The UUP Faculty Council recently inaugurated a Junior Faculty Mentoring Program beginning with a poll of faculty in the College of Arts and Sciences. In early Fall, the Council contacted all Stony Brook assistant professors on tenure track lines to enquire if they are receiving adequate mentoring both from their departmental mentor and the university mentor assigned by the Dean of Arts and Sciences to each entering assistant professor. The questionnaire also asked if any junior faculty members would be interested in meeting with a senior member of the UUP Faculty Council who is familiar with tenure procedures such as deadlines, the organization of the tenure file, the candidate's rights and responsibilities, and any other university regulations regarding the process.

The response to the survey was generally positive with regard to university assigned mentors. Most junior faculty felt that the mentoring they were receiving was either adequate or excellent, and that there was no need to consult with anyone beyond their assigned mentors. Some junior faculty members, however, took advantage of the offer of extra mentoring by meeting individually with Lou Charnon-Deutsch, Professor and Chair of Hispanic Languages, for an hour session to discuss the assembling and content of the three components of the tenure file: the Biographic, General Evaluative and Special Evaluative file. At these meetings, faculty were provided with all of the key printed materials that pertain to procedures for continuing appointment: the Biographical File form, the Tenure File Check-off List, The College of Arts and Sciences 3-1-3 Reappointment sched-

ule, the Promotion and Tenure Committee Procedures, a list of the current membership of the Promotion and Tenure Committee, the most recent PTC report to the Arts and Sciences Senate regarding PTC actions over the past year, an information sheet on the College of Arts and Sciences Mentoring Program, and finally UUP's newly published booklet for Academics entitled *Guide for Academics at SUNY*. If you are interested in obtaining any of this information or in meeting with a member of the UUP Faculty Council, please contact Lou at ldeutsch@notes.sunysb.edu. The UUP Faculty Council is currently seeking a volunteer in the College of Engineering and Applied Science to extend our services to junior people in those departments.

Wal-Mart: To Shop or not To Shop

The UUP Winter Delegate Assembly **UNANIMOUSLY APPROVED** the following resolution:

Because- Reliable documentation has shown that Wal-Mart has consistently violated both the spirit and the letter of the National Labor Relations Act. And because Wal-Mart's continuing pressure on its suppliers, has contributed to the decline of unions in the United States and to the worldwide exploitation of sweatshop labor.

And Because- Wal-Mart enters saturated retail markets either forcing competitors into bankruptcy or inducing them to join its race to the bottom in wage and benefit policies. And then spends millions of dollars in advertising telling the public how much good it does for local communities.

Resolved- UUP supports the unionization of workers at Wal-Mart. And urges UUP Chapters and all UUP members to refrain from patronizing Wal-Mart, Sam's Club or any of their affiliates.

Be it further resolved that the leadership of UUP explore ways to work with NYSUT, AFT, UFCW (United Food and Commercial Workers) and the AFL-CIO to counter advertise to the public the truth about Wal-Mart.

New ways to mask your ID:

You don't necessarily have to buy insurance to protect against identity theft. Credit-card issuers, credit agencies and regulators have taken steps to protect your credit for you. Starting now and lasting at least until 2006, Visa will require merchants to get rid of the expiration date and cut off part of the card's number on their receipts, leaving only a few digits. And there's no need to call all three credit-reporting agencies to alert them of fraud.

Make one call to any agency, whether it's Equifax (800.525.6285), Experian (888.397.3742) or Trans Union 800.680.7289). Each one will alert the others. The bureaus will also flag your report so lenders know to call you before issuing new credit. There's also a single form, called the ID Theft Affidavit, created by the federal government last year. You can use it to notify creditors of phony accounts instead of writing to each creditor individually.

—adapted from *Money*

"We do not have a government by the majority, we have a government by the majority who get involved."

—Thomas Jefferson

GENERAL MEMBERSHIP MEETING!! THURSDAY, APRIL 22

Guest Speaker: William E. Scheuerman, Statewide President, UUP "State of the Union".
Presentation of Chapter Budget for 2004-2005
Student Activities Center Auditorium Noon - 1:30 p.m.

Letter to the Editors...

Radishes, Beans and Unions

*From Artie Shertzer,
Vice President for Professionals, UUP Stony Brook Chapter*

One of the very first indications that I had regarding my career path happened very early on in my life. When I was around 7 years old, my father taught me how to plant a garden. Radishes, a cold weather crop, were the first thing I learned to plant. You make a furrow and carefully sprinkle all the seeds along the trench. Then you wait...several weeks later, I was thrilled to see my seeds popping up in a beautiful green row. But suddenly, my father was pulling out selected little plants and tossing them to the side....**Wait! I yelled!! What are you doing!!!!???????**

I was rudely and callously introduced to the process of thinning. I kind of understood the purpose...pull out the weaker ones and leave room for the rest to grow, but I never, ever felt comfortable doing it. I am a bad thinner, a worse bud pincher, and an even worse weeder.

Even though I have grown to understand the purpose, I truly am troubled over the fate of the little guys I have to cull.

The moral of the story is that I never have been comfortable with sacrificing for the supposed better radish. I always tend to look at the human impact (or radish impact) before I consider the bottom line.

I realize that as such, I am not ever going to have a positive coefficient regarding my cost benefit ratio of radish production.

But there are those that do cull well. And I understand that they probably grow nice fat radishes...**but...**

What if you are predisposed to culling, and you are informed that you haven't culled enough, and if you don't cull more, you will be culled yourself?

This is where we move from radishes to beans...bean counters to be exact.

In these awful times, we are seeing a state-wide trend of culling. And I guess what I am trying to point out is that I am hearing from too many of our members who are becoming shriveled up baby radishes.

The excel sheet and its bottom line do not demonstrate in human terms the shriveling of our campus workforce, and its concomitant effect on our morale, our health and our customers...the students we struggle to serve.

So it is imperative that our workforce become vigilant and resist those who would try to justify the culling based on numbers. We must help our campus understand that with less of us employed there will be fewer people to interact with students. Fewer to teach USB 101, fewer to field the calls from parents, with less patience, less tolerance...less.

Even if the beans add up, the garden is shrinking.

These are the times when our Union must remain strong, and it's interesting to me that in such times, the beans always look to the unions to cast blame and fault. I strongly urge you to support our Union which in turn works tirelessly to support SUNY.

Write to your legislators (we can provide addresses and even mail your letters), know your rights (make sure that you have a copy of the contract), be sure you are signed up as a member (membership card applications will be provided on request), read our newsletter and come to our functions, as we strive to ensure that our garden will remain and flourish long past this current round of over culling.

A Glimpse of the UUP Dinner Dance!



Left to right: Lynn Davis, Ed O'Connell, Sharon Hines, Ed Hines, Ed Drummond, John Schmidt, Corinne Burns, Pam Wolfskill, Colleen Wallahora, and Willa Smith



*The Three
"Wise Men"
Michael Zweig,
Artie Shertzer,
and Ed Quinn*



*Lynn Davis and
Ed O'Connell*

2004 Annual Dinner Dance Raffle Winners!!

Our annual dinner dance was held on Friday, February 13, 2004 at the Meadow Club in Port Jefferson Station. The affair was attended by 139 enthusiastic members and their guests from both the East and the West Campus. We enjoyed fine food, a wide variety of dance selections and a fabulous array of door prizes donated by local area merchants.

Special thanks to the following people for the wonderful evening they planned: Corinne Burns, Lynne Davis, Ed Hines, Sharon Hines, Edward J. O'Connell, Willa Smith, Colleen Wallahora and Pam Wolfskill.

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|---------------------------|--|
| Michael Perry | Brunch for Two at the Printers Devil |
| Pam Wolfskill | \$50 Gift Certificate from the Elk Street Grill |
| Sue Pawagi | \$50 Gift Certificate from Setauket International Deli |
| Peter Ciriigliaro | \$20 Gift Certificate from Mario's |
| Rich Baronovich | Dinner for Two at the Outback |
| Vivian Jung | an Atlas |
| Ed Drummond | \$50 Gift Certificate for the Elk Street Grill |
| William Huebsch | Brunch for Two from Danfords |
| Joe Ayala | \$20 Gift Certificate from the Eastern Pavilion |
| William Holst | Shirt from the Seawolves Marketplace |
| Mary Pistone | \$25 Gift Certificate from the Three Village Inn |
| John Soranno | 2 Tickets to the Staller Center "Sydney Dance Co." |
| Marc Golightly | \$50 Gift Certificate from Pace's |
| Lino Medina | Lunch Buffet for 2 from the Curry Club |
| Lynn DiGiantomaso | \$25 Gift Certificate from the Landmark Deli |
| William Tinkler | \$50 Gift Certificate from Pasta Pasta |
| Ed O'Connell | A 3 foot Sub and Salad from the Tudor Deli |
| Gilbert Hanson | \$20 Gift Certificate from the Courtyard Café |
| Frank Vasek | \$25 Gift Certificate from the Golden Pear |
| Sandra Tillman | \$25 Gift Certificate from Ruby's |
| Nancy Tasi | 2 Tickets to the Staller Center for "Sweet Honey..." |
| Claire Ondrovich | \$20 Gift Certificate from the Green Cactus Grill |
| Gary Pappas | \$25 Gift Certificate from Belli Bacci |
| Dawn Svoboda | Dish Garden from James Cress |
| John Davis | \$25 Gift Certificate from the Three Village Inn |
| Ron Ondrovich | \$20 Gift Certificate from the Courtyard Café |
| Sandra Tillman's Guest .. | Two Tickets to any performance a Theater Three |

A variety of wines were donated by UUP HSC and the lucky winners were: Lucille Wesnofske, Ed Vorisek, Lynne Schmidt, Dan Smith, Norman Pinchuk, Larry Mazza, Paul Kumpel, Sharon Hines, Maria Castro, Vivien Soo and Ed Briglia.

***Congratulations to all our winners!
Special thanks to all of our sponsors!
Hope to see everyone again next year!***

ASK LISA...

Question:

If I am called to a meeting with my supervisor, or someone else in the supervisory chain or campus police, which I feel may lead to a disciplinary action, what are my contractual rights?

Answer:

UUP recommends that you **contact the union BEFORE** attending the meeting in question. You have a right to representation, whether it be from your own attorney or from a union representative. While you may be inclined to rid yourself of the guilt you may be feeling by admitting and even signing a written confession, you may have, in the process, waived a very important part of your rights to due process under the contract.

Article 19 of the Agreement between the State of New York and UUP specifically deals with the subject of discipline. Upon review, you will notice many protections for employees that allow specific periods of time for you to contest a disciplinary notice. In order to comply with these timeframes, it's imperative that you contact the union office as soon as you receive a notice to appear at a meeting that may lead to a disciplinary action. The clock starts ticking, and we must do all we can to protect your rights and work towards the best possible outcome for you. We're here for you - call us and allow us to be of assistance.

(Lisa Willis, our UUP Labor Relations Specialist, is available through the Chapter Office to discuss contractually related issues of employment. Please send questions for this newsletter to the Chapter office, 104 Old Chemistry, or via e-mail to uup@notes.cc.sunysb.edu)



Defensive Driving Dates

Date:Monday, May 10th & Tuesday, May 11th, 2004

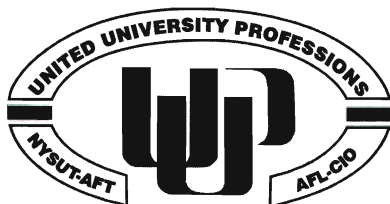
Time:6:00 p.m. - 9:00 p.m.

Cost:\$25.00 per Person

Place:SAC Room 305

**Attendance both nights is required!*

Who: Open to all UUP members and their immediate family members. Checks should be made payable to "NYSUT Benefit Trust". Bring or mail to UUP Office, 104 Old Chemistry, Zip=3475



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