

THANKS!

The holiday season helps us all to reflect on our lifestyle advantages, but more appropriately, provides an opportunity to tangibly express our appreciation to individuals and institutions that nurture and support our daily agenda. In the course of a typical day, we come into contact with colleagues in other offices and departments. Usually, these encounters deal with everyday business and we give or get assistance without really thinking about it.

How do you say thanks? Actions speak louder than words and are surely more enduring. I encourage you to reflect on the Holiday Gift program. The SEFA annual appeal is just about concluded for 2004, but I am sure that donations would be gratefully received at any time. Perhaps your thanks might take the form of support for Breast Cancer Research, Stony Brook Child Care Services or the Stony Brook Hospital Auxiliary. Donations of time can be just as significant as donations of money.

Have you ever just given thanks for your health? Walking around campus I am utterly amazed at the fortitude of our disabled co-workers and students.

Have you said thanks lately? In the Stony Brook workplace, have you ever simply thanked a colleague for being there and functioning efficiently with little other recognition? Thanks for working on my behalf for better pay and working conditions! Thanks for being a helpful and responsive co-worker!

Do something tangible! Write that letter of thanks! Make that recommendation for a discretionary salary increase! Volunteer your time and talent! Reach into your pocket to ease another's burden!

Happy Holidays.....and Thanks!

in solidarity, John

SAVE THE DATE!

United University Professions, Stony Brook West Chapter
Cordially Invite You to Attend Our....

Annual Holiday Party

Friday, December 17, 2004 • 3:00 p.m.-5:00 p.m.

University Café, Stony Brook Union

Please RSVP to Corinne Burns at 632-6570 or

uup@notes.cc.sunysb.edu

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NYS DMV Mobile Outreach Program

Skip a trip to the DMV when DMV comes to you!!

Date: Tuesday, December 7th & Wednesday, December 8th, 2004

Time: 9:30 a.m. - 3:00 p.m.

Location: Student Activity Center Lobby

NEW! To serve you better - Make your appointment today by calling Sen. John Flanagan's Office at (631) 361-2154. Forms and other necessary information you will need will then be mailed to you in advance.

Most services available in our offices will be offered during the DMV Mobile Outreach Visit noted above.

- Apply for a non-driver I.D. card or your learner permit
- Renew your driver license or registration
- Refresh your photo for an updated driver license
- Review your driving record
- Or simply make an official change of address on your license or registration file.

PLEASE NOTE:

NO CASH will be accepted. Credit card, money orders or personal checks only!

LET US DRIVE OUR SERVICES TO YOU



The University Club

"You don't know what you've got 'til it's gone.."

Written by *Sara Lutterbie, Co-Editor, INSIGHT*
UUP West Campus Chapter

We miss the University Club! It was the perfect place for a quiet business lunch with a colleague or visitor to the campus. The staff was friendly and efficient, the food was fine, and the prices were just right. Lana, the manager, recognized everyone, and during the Holiday season the candle-lit, full-service, restaurant was especially warm and inviting. Where will your department hold its Holiday lunch now?

At Jasmine in the Wang Center? Not if you place any value on the contract and benefits that your union has negotiated for you. Not if you believe that all workers on the Stony Brook campus should have union representation to protect their interests.

Local 1102 RWDSU/UFCW is the exclusive bargaining agent for all food service workers at Stony Brook University and until Jasmine opened, they were all employed by Chartwells, a division of the Compass Group, with whom Local 1102 bargains collectively.

Jasmine is managed by Café Spice, not Chartwells. Café Spice is a restaurant chain with a handful of locations in New York, New Jersey, and Pennsylvania.

According to Ryan Delgado of Local 1102, his union reached out to Stony Brook University which "declined involvement", as well as to the owners of Café Spice, who failed to respond to the union's requests to discuss organizing the work force at Jasmine.

Since Jasmine opened for business in late October, Local 1102 has been leafleting outside the Wang Center to let the Stony Brook community know that the new facility is non-union.

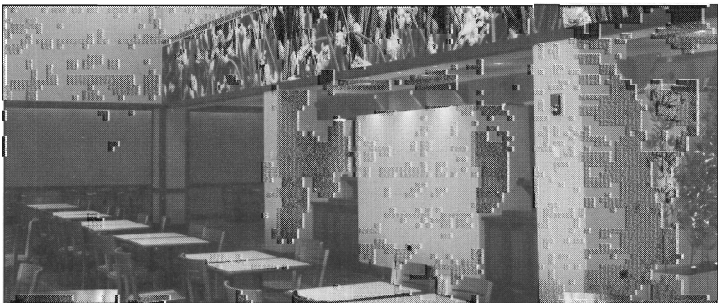
Food service workers throughout the rest of the university have a union contract which guarantees fair wages, medical benefits, and a pension. All workers on campus should be entitled to the benefits of a union contract. If Jasmine is allowed to operate outside those parameters, it will mean the loss of hours, wages, and possibly jobs for long-time union employees on campus.

We cannot allow that to happen! Support Local 1102 in its effort to organize the work force at Jasmine. Do not give your money to a company that places profits over people!

UUP is asking all its members at Stony Brook to **BOYCOTT JASMINE!**

Make sure that the University and Jasmine know that it is not right that workers, some of whom have been on campus for 30 years, are being injured. Most importantly, TELL them that you won't eat at Jasmine until it's union.

President Shirley Strum Kenny: shirley.kenny@stonybrook.edu
Jasmine Co-Owner Rajesh Bhardwaj: rajesh@cafespice.com
Jasmine Co-Owner Sushil Malhotra: sushil@cafespice.com



Interior of Jasmine



"The Legislative Breakfast brings Chapter officers and members together"

A Glance From The Legislative Breakfast

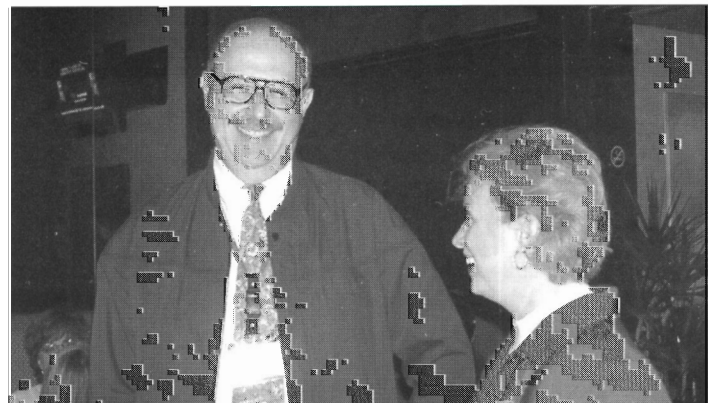


*New York State
Assemblyman
Steve Englebright*



*Suffolk County Legislator
Vivian Vilorio-Fisher*

*Below:
Charles McAteer,
Pamela Wolfskill*



Individual Development Awards

This program is intended to assist eligible UUP represented employees (full and part-time) in developing their full professional potential and in preparing for advancement. Funding may be provided for enhancing teaching, research capabilities, and improving professional knowledge and skills. **The maximum possible award is \$ 1,000.**

Funding for this program covers eligible projects between July 1, 2003 and June 30 2005.

Complete details of the Individual Development Awards Program and applications can be found at <http://www.uup.lmc.state.ny.us/indgdl2.htm> or can be secured in the Chapter office.

NOTE: 2002-2003 application forms may be used.

All applications must be submitted to the UUP Chapter office (104 Old Chemistry Bldg. zip = 3475) **no later than March 1st, 2005.** Expenses must be paid up front; receipts are then submitted for reimbursement up to the approved award amount. Only one application and one project or activity will be accepted per UUP employee per award period.

From Arties Corner...

Written by *Arthur Shertzer*
Vice President for Professionals, UUP West Campus Chapter

My thankless job

Considering this is the time of year we tend to look back and review, I was thinking about my job. One line I always use is that "Were it not for this job, I'd have no friends!"

That always gets a nervous laugh from anyone that has ever received a ticket. The next line that I always hear is ... "Oh, that's such a thankless job" and having done what I do for almost 15 years of my 20 year tenure, it is a true statement, but, with a bit of a twist.

Believe it or not, I do get thanks from people for trying to retain the human element in the review of parking and fines etc. I understand that it's not a perfect world, anyone trying to park in midtown, Manhattan knows that. However, to my dismay, and apparently alot of our members as well, is that we are not getting thank you's from the people we work for!

In the numerous meetings I have sat in with members coming to our offices, time and time again I am seeing professionals not being helped to be the best employees they can be, rather, I have witnessed a steady stream of members who feel demoralized, underappreciated and hurt.

Why don't we make a practice out of "catching people doing something right instead of doing something wrong" ??

What is our management philosophy? Are our supervisors taught to appreciate members that go above and beyond? Or is it just expected? Do we use best practices? Or do we just manage by the numbers?

Why don't we see inclusion in decision making? Instead we all too often see decision making, then conclusion without regard to the impact it has on our members.

We at UUP fully understand that the budget is awful, and has been for far too long. This is why we work tirelessly to be the legislative voice for SUNY, especially in the vacuum created by SUNY's lack of effort to support our state system.

However, as those of us who are now the stewards of campus history age into our roles, we seem to be trying to maintain a lifestyle that seems to be slipping away. We remember times when we seemed to feel better about working here, and as we assume those leadership roles, it is incumbent upon us to step forward and remind our campus leaders that we are more than mere numbers on an excel sheet.

Managers must be made to realize that salary is not the only motivator to be here. Unless of course as a supervisor, you have removed all the other reasons to work here: pride, appreciation and job satisfaction!

We must remember to say thank you. We must remember to include our members in decisions that effect them, especially if they have knowledge and experience to share.

We absolutely must start catching people doing something good. If we don't, if the thank you's never come, yet the criticisms and harsh words always do, then how can we continue to do the work, especially in such meager budgetary times?

Retention begins at home. We need to rethink how we treat each other as it has a huge effect on the work we all do to make Stony Brook a place not just to work at, but to be proud of and then...a place that our students will be proud of and want to remain at. If we feel unwanted...is it a stretch to assume that they do too?

That is what our Union stands for and will continue to insist upon, that our vision of Stony Brook as a world class place, is world class for our employees too.

Happy THANKS giving to all!

thank-less

Pronunciation: 'tha[ng]-kl&s

Function: adjective

1 : not expressing or feeling gratitude : UNGRATEFUL
<how sharper than a serpent's tooth it is to have a thankless child -- Shakespeare>

2 : not likely to obtain thanks : UNAPPRECIATED

<a thankless task>

- thank-less-ly adverb

- thank-less-ness noun

Who's Who at UUP

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The Chapter Office is open Monday - Friday, from 9 am to 3 pm.

The Executive Board meets on Alternate Tuesdays at 12 noon, and members are encouraged to attend. Please contact the Chapter Office for exact dates and times. Insight is published by the Stony Brook Chapter of United University Professions. Items for inclusion should be sent to the UUP Office, 104 Old Chemistry, Zip=3475.

EVERYTHING YOU ALWAYS WANTED TO KNOW ABOUT SUSB!

From the Ground Up:
A History of the State University of New York
at Stony Brook

By Joel T. Rosenthal
Distinguished Professor of History

Dr. Rosenthal will be speaking on campus
Wednesday, December 15, 2004
12:40 p.m - 2:20 p.m
at the Women's Studies Colloquium Center
Old Chemistry Bldg.
BYO Lunch

Joel will be talking about his new book and it will be available for purchase and signing.

Student Loan Consolidation

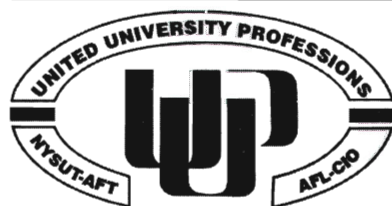
AFT members can take advantage of the lowest interest rates on student loans in history and cut their monthly student loan payments up to 54 percent. Learn more about the program today by calling an AFT-dedicated loan counselor at **800/936-4976** or visiting **www.aft.org/aftplus/consolidation**.



11/04

Editorial Policy: The opinions expressed in **INSIGHT** are those of the writer and the West Campus Chapter, and do not necessarily reflect the position or policies of United University Professions. **INSIGHT** encourages letters to the editors about union, campus and university issues, politics and other membership concerns. Letters may be sent by email or campus mail and must include the writer's name and daytime phone number. **INSIGHT** reserves the right to edit all letters. **INSIGHT** cannot guarantee that all letters will be published. The final decision is at the discretion of the Editors and/or the Chapter President.

Send letters to: uup@notes.cc.sunysb.edu, or UUP, 104 Old Chemistry, Z-3475



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