

INSIGHT

NEWSLETTER OF THE
STONY BROOK CHAPTER OF
UNITED UNIVERSITY PROFESSIONS

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A Few Words from Your Chapter President

John P. Schmidt

Looking at SUNY through rose colored glasses

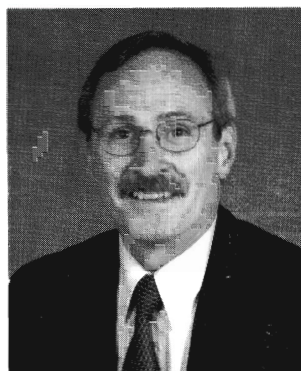
What's UUP all excited about? Sure the State is in deficit but look at how well SUNY is doing. Enrollment's are up. New federal mandates on security and international affairs have been implemented at each campus, new systems have been implemented and all without any new staff! Morale is so high that professionals and faculty are lined up waiting to volunteer for additional duties and responsibilities. One day they will be rewarded. Some future day a new contract agreement will eventually be worked out. All in due time!

In fact, you know how well SUNY is doing? Two fiscal years ago, the SUNY Board sent a budget request recommendation to the Governor that did not request any increase in funds. NONE! Since every bargaining unit was due anywhere from 3% - 3.5% in that fiscal year, the resulting conclusion was that each campus could absorb the increase out of "base" funds. As stewards of SUNY, the Board of Trustees must be well versed in the operations of each campus and the capacity to withstand such a hit.

What's UUP all excited about? None of the campus Presidents or the senior administrative staff at each campus are yelling at the Board to confirm their roles as SUNY's strongest advocates. We must already have the resources we need to do the job. Surely, these gubernatorial appointments to the Board assume their responsibilities with full knowledge that SUNY's present and future lie in their hands. If SUNY really needed them, there is little doubt that they would assist in making appropriate recommendations to the governor.

What's UUP all excited about?

Readers without rose colored glasses are invited to go the Chapter web page (<http://naples.cc.sunysb.edu/Admin/uup.nsf>) download the sample letters to the SUNY Board Chairman and the Chancellor, sign them and bring them to the Chapter office. (We will take care of the postage.)



Do You Know the Terms of Your Appointment ?

Compiled by Sara Lutterbie

Temporary Appointment: may be terminated at any time at the will of the employer.

Probationary Appointment: a one-year appointment given to a professional employee who holds a term or permanent appointment in one title if s/he is appointed to another job with a different professional title at the same campus. During the probationary appointment, the employee may be returned to the previous job/title at any time. After the year, the employee must be given the same type of appointment in the new job as s/he held in the previous job, i.e. permanent or term.

Term Appointment: employment for a specific period of not more than 3 years (except for Appendix A and B titles) which will expire at the end of that period unless renewed.

Term appointments can only be ended before they expire because of resignation, retirement, termination for cause or retrenchment. Employees are guaranteed notice periods if the appointment is not to be renewed.

Continuing (Tenured)/Permanent Appointment: Continuing (academic) and permanent (professional) appointments may be granted by the Chancellor after a period of service to the University. Such appointments can only be terminated by retrenchment or for just cause as proven in a due-process hearing.

Keep your letter of appointment!

The contract between UUP and the State covers **Retrenchment** (Article 35), **Outsourcing** (Article 36), **Discipline** (Article 19), **Appointment, Evaluation and Promotion** (Article 30). Copies of the contract are available in the Union office and on the UUP Website.

<http://naples.cc.sunysb.edu/admin/uup.nsf>

If you have any questions call your Chapter Office:

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SAVE THE DATES!!!

Holiday Party

Friday, December 12, 2003 from 3:00
p.m - 5:00 p.m.
at the Wang Center
Reservations will be needed!

UUP Annual Dinner Dance

Friday, February 13, 2004 at the
Meadow Club
(Event time to follow)

DON'T FORGET TO VOTE!!! ELECTION DAY IS TUESDAY NOVEMBER 4TH, 2003

What UUP Members Need to Know About The College Committee on Professional Evaluation (CCPE)

The College Committee on Professional Evaluation (CCPE) is a Committee established pursuant to the Memorandum of Understanding Between the State University of New York (SUNY) and United University Professions (UUP).

Who Are We?

The CCPE is comprised of five members. Three members are professional employees serving in positions in the negotiating unit. They are elected at large by all of the professional employees in the negotiating unit at the college. Two members are management personnel appointed by the University President. The CCPE elects its chair from among the Committee members.

What Is Our Charge?

The CCPE's charge is to review final performance evaluations of professional employees that are characterized as "unsatisfactory." The Committee is called to action when a UUP professional employee submits a request to the CCPE for such a review. This request must be timely, that is, within ten working days of their receipt of the "unsatisfactory" performance evaluation.

What Do We Do And How Do We Do It?

A review by the CCPE will address issues of both procedure and substance pertaining to "unsatisfactory" performance evaluations received by professional employees within the UUP bargaining unit. In performing this review, it is within the Committee's discretion to:

- 1) access and review previous performance-related documents of the employee such as performance programs, performance evaluations, and official position descriptions;
- 2) request and review additional documentation from both the immediate supervisor and the employee that may be deemed relevant to the case;
- 3) request and review pertinent secondary source information;
- 4) meet with the immediate supervisor and employee, and/or any other individuals who may be in a position to provide additional insights into the facts of the case under review.

What is the Current Committee's Working Philosophy?

The current CCPE members take their responsibility very seriously, acknowledging that the nature of the issues at hand can often be emotionally charged. We are also sensitive to the fact that, quite often, both the employee receiving the "unsatisfactory" performance evaluation and their supervisor are members of the UUP. While the Committee members each bring their own individual perspectives and professional experiences to the table, we also make every effort to leave our respective ranks, titles and affiliations at the door when meetings are convened, and to obtain and review relevant evidence in as objective and non-prejudicial a manner as possible.

How Is A Resolution Delivered?

Upon completion of its investigative activities, the Committee submits a written recommendation within twenty-five working days from the initial date of appeal. Copies of this recommendation are sent to the professional employee, the immediate supervisor, the evaluator's supervisor, and the college president. **WITHIN TEN DAYS*** of the issuance of the CCPE's report, the college president then makes a determination of appropriate action, and provides written notice of his/her decision to all of the parties named above, as well as to the CCPE.

It is important to note that the CCPE serves in an advisory capacity only, and on issues pertaining solely to "unsatisfactory" performance evaluations. Final decisions pertaining to a resolution are ultimately at the discretion of the college president. In addition, it is not within the purview of the Committee to address recommendations for "notice of non-renewal" regarding an employee, which may or may not be specified in the performance evaluation under review.

Helpful Hints:

Clearly, it is difficult to address the substantive aspects of a performance evaluation when there have been serious deficiencies in meeting procedural requirements. Listed below are some Helpful Hints for employees and their supervisors that pertain to performance evaluation outcomes. These are among the procedural issues considered by the CCPE when reviewing a case.

- 1) Ensure compliance with Human Resources and Contractual policies and procedures for timelines in updating performance programs and performance evaluations.
- 2) Keep the lines of communication open between you. Discussions on an employee's performance strengths and deficiencies should take place throughout the period of a performance program.
- 3) When performance issues are addressed, either in-person or in writing, both employee and supervisor should retain documentation of these counseling actions.

Clearly, it would be preferable if the CCPE need never be called into action. It is, however, the contractual right of all professional employees represented by the UUP to exercise their option to have an "unsatisfactory" performance evaluation reviewed by the Committee. It is my hope that this article is helpful to all UUP constituents in creating a greater awareness about the CCPE, who we are, and what we do.

For more information about the process for filing an appeal to the CCPE, please contact the UUP administrative offices, or refer to your union contract.

This article written by:

Mary Ann Short

Associate Director for Administration

Professional Education Program

Chair, College Committee on Professional Evaluation

* Ten days from the date the employee signs the evaluation.

A Few Words from Your Statewide UUP President

Bill Scheuerman

Sisters and Brothers,

We've received reports that some of our members are agreeing to take on extra duties and to teach extra classes without any extra compensation. Such actions have important implications that could negatively impact us all. We'll discuss this issue at the upcoming Chapter Presidents' meeting.

In the meantime, please remind all colleagues that any increase in workload must be accompanied by extra compensation or some other comparable arrangement with management. If someone insists on volunteering, management must also know it is a temporary action. Any questions you may have after the meeting will be addressed.

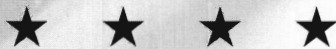
What Continues After Our Contract Has Expired ?

On July 1, 2003 the Agreement or contract between UUP and the state of New York expired. Negotiations for the new contract are underway, but are moving slowly due to the state's financial situation. In the meantime, all the provisions of the old contract are still in effect unless there is a specified expiration date or "sunset". Here are some details about some specific provisions of interest:

- Salaries will continue at the same level they were during the last year of the contract. Employees who were on the payroll as of June 30, 2003 are eligible for the last round of discretionary salary increases promised by the contract. These moneys will be allocated before the end of this year.
- The Sick Leave Exchange Program was experimental and will end of Dec. 31, 2003 unless both sides agree to extend it.
- The Benefit Trust Fund (e.g., Dental and Vision Plans, etc.) will continue to receive the same funding as in the last year of the expired contract. While there will be no increased funding to support increased costs, the Fund is extremely well run and fiscally sound. UUP anticipates that existing programs will be continued for the foreseeable future with or without a new Agreement.
- The Joint Labor/Management Committee Programs have expended all their funding. Therefore, their programs, including the Drescher awards, Professional Development Awards, and Campus Grants, are ended until there is a new Agreement.
- After July 1, the state will not be making contributions to the pre-tax Dependent Care Advantage Accounts. The program will still be available to employees to make their own contributions.
- The LifeWorks Program ended April 1, 2003, because it was jointly funded with the other state unions whose Agreements ended on March 31. UUP was unable to sustain the program alone. The money from the state for this program is being paid into the UUP Benefit Trust Fund instead.



*On November 11, Veterans Day,
and on every day of the year, we are
grateful for all the sacrifices that have
been made for our country.*



Ask Lisa!

I heard that women are entitled to four hours off per year to get a mammogram. Is this true?

Answer: Yes! Effective November 11, 2002, all state employees, male and female, are entitled to take up to four hours of paid leave annually for screening for breast cancer. Breast cancer screening includes physical exams and mammograms. Travel time is included in this four-hour cap. Absence beyond the four-hour cap must be charged to leave credits. Employees are not entitled to compensatory time off for screenings performed on a holiday or outside their regular work schedule.

What Would \$87 Billion Buy?

President Bush's \$87 billion request raises the current cost of the Iraq war and its aftermath to \$150 billion. That figure does not even take into account responsibility of the U.S., as an occupying power, for Iraq's debts to other nations, including reparations to Kuwait for the first Gulf war. Clearly American citizens must bear the financial burden of their government's policies, regardless of whether they have been properly informed of the actual thinking and interests that lie behind those policies. Since Bush's latest request would push the U.S. budget deficit to near half a trillion dollars, and since it is American taxpayers who pay the bills, here are some comparisons to suggest what \$87 billion means:

\$87B is more than the total amount being spent by the federal government on education this year. [Source: Florida Senator Bob Graham speaking on CNN.]

\$87B is larger than the entire public school education budgets of Florida, California and New York State combined. [Source: "Tin Cup - An \$87 Billion Appeal for Credibility", editorial published 9/10/03 by the Daytona Beach News-Journal; reprinted 9/12/03 in www.commondreams.org]

\$87B could pay for 1.4 million new teachers in the United States. It could help 11 million low-income families meet housing needs. It could provide health care coverage for 30 million children. [Source: "Perpetual War, Waste", editorial published 9/8/03 by the Madison Capital Times (Wisconsin); reprinted 9/12/03 in www.commondreams.org]

\$87B could, according to UNICEF, meet the basic human needs of every impoverished person on Earth. [Source: "Perpetual War, Waste", editorial published 9/8/03 by the Madison Capital Times (Wisconsin); reprinted 9/12/03 in www.commondreams.org]

\$87B is larger than the entire cost of the post-WWII Marshall Plan, the cost of which in today's dollars would be \$86 billion. The Marshall Plan helped 16 nations in Europe to rebuild after World War II, whereas the Bush budget for Iraq is meant to pay for military occupation rather than rebuilding. [Source: "Tin Cup - An \$87 Billion Appeal for Credibility", editorial published 9/10/03 by the Daytona Beach News-Journal; reprinted 9/12/03 by www.commondreams.org]

\$87B is more than the combined total of all state budget deficits in the United States. (Source: CBPP) Meanwhile, Bush Administration tax cuts drove down state revenues and proposed no funds to offset these losses.

\$87B is roughly the total of two years worth of all U.S. unemployment benefits. [Source: Budget Committee] At least 1.1 million people have exhausted all of their unemployment benefits without finding a job, yet Congress has refused to extend benefits. [Source: CBPP]

\$87B is more than double the total amount the government spends on homeland security. [Source: DHS] The U.S. spends about \$36 billion on homeland security, yet Sen. Warren Rudman (R-NH) wrote that "America will fall approximately \$98.4 billion short of meeting critical emergency responder needs" without a funding increase. [Source: Council on Foreign Relations]

\$87B is 7 times what the government spends on Title I for low-income schools. [Source: Appropriations Committee]

\$87B is more than 10 times what the government spends on all environmental protection. [Source: EPA]

Quote of the Month

"How we do something, is as important as what we do".

— Kathryn McClymond

Who's Who at UUP

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The Chapter Office is open Monday through 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. The opinions expressed in articles in the newsletter are those of the author or the Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.



General Membership Meeting

*Bill Scheuerman,
Statewide UUP President*

Subject: CONTRACT NEGOTIATIONS

**Wednesday, November 12, 2003
12:00 noon**

Student Activities Center (SAC) Ballroom A

Special Guest Speaker: Statewide UUP President:
Bill Scheuerman

Lunch will be served! Please RSVP!!

Call Corinne Burns, Chapter Assistant 632-6570.

Defensive Driving

Date:Saturday, December 6, 2003
Time:10:00 a.m. to 4:00 p.m.
Cost:\$25.00 per Person
Place:SAC Room 305
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



Got Something You'd Like to Say?

Send us an email for publication in the new "Letters to the Editors" column. We'd love to hear from you!
(The Editors reserve the right to edit submissions for content.)



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