

UNITED UNIVERSITY PROFESSIONS

STONY BROOK CHAPTER

NEWSLETTER

Library Bldg., W.3510, 6-3368

Editor - Lee Wyers

September, 1980

WHAT ABOUT YOUR SALARY INCREASES?

SEE PAGE 3

WHY I AM A UNIONIST

BY: John Stamm
Chapter President

I have thought about this question many times and have developed logical arguments in support of trade unions. However, my convictions have been most strongly influenced by personal experiences. Let me relate three of these. I spent the summer of 1940 in two coal mining communities in western Pennsylvania and in nearby West Virginia. Miners in the former region had won a contract for the United Mine Workers, while the West Virginia miners were still fighting for union recognition. I found an incredible contrast between these regions in housing, life styles, and attitudes of the inhabitants. The West Virginia families were still living in company-owned shacks near the dirty mine pits and coal pits, they had to purchase all necessities in company-owned stores, they were paid with script and were always in debt to the company. The Pennsylvania miners were building solid homes in new communities, they were paid cash and bought in regular stores. In every living room was a picture of John L Lewis - the miner's hero who had led the fight for their "freedom". Then, in 1946 I visited farm labor "camps" in the agricultural factories of California. I need not describe the incredible living conditions, but want to remind you that at that time most of the laborers were native-born, white Americans. We all recall the very long struggle and bloodshed by Caesar Chavez and his union. A third, seemingly different experience occurred only last year at the SUNY College at New Paltz. A good friend of mine, a tenured professor with many years of service, was informed that his academic program was "retrenched" and his employment would be terminated. Only after persistent action by the UUP was he, as well as several colleagues, retained at the college.

CALENDAR OF EVENTS

- Exec. Board Meeting - 9-22-80
- 10-6-80
- 10-20-80
- Wine & Cheese Party 9-24-80
- Delegate Assembly 10-3/4-80

EXECUTIVE BOARD MINUTES

DATE: 6/18/80 - 4pm

PRESENT: Charles Hansen, Fred Goldhaber, Bill Lister, Marianne Porpora, Lee Rosen, John Russell, Ruth Shepard, John Stamm, Karen Weisberg and Barbara Woodard

Ann Zuppardo was appointed Treasurer to fill a vacancy left by Judy Kaufman's resignation. Suggested names for this office were: Ann, Hamilton Banks, Ellen Shannon, John Schmidt and Nancy Rothman. It was suggested that we invite those who were not appointed to a meeting so that we may meet them and see if they are interested in working on other union matters.

Membership was discussed. Richard Baron will coordinate an August effort to contact all new employees. He will send literature out in early September to obtain new members. If we do not hear from these new people within a reasonable time, someone from the union will contact them.

During the last Labor/Management meeting with Acting President Schmidt, the importance of orientation sessions for new employees was discussed. Barbara Woodard was authorized to talk with Lee Yasumura about setting up a program. Barbara reported that this morning Lee said she was down three professional people and that she was not able to do this now.

Fred Goldhaber working with the Senate said there is an effort going on to have a faculty handbook produced. Information is in administration under auspices of Sheldon Ackley. John Stamm suggested that we need to compile a list of the kind of information that employees are entitled to know.

We need to act on the new By-Laws. The Executive Board expressed its appreciation to the By-Laws Committee, Judy Kaufman and Karen Weisberg.

continued on page 6

DATE: 8/18/1980 - 12pm to 1:15pm

PRESENT: Richard Baron, Bill Lister, Lee Rosen, John Stamm, Karen Weisberg, Barbara Woodard and Ann Zuppardo.

Attendance to a meeting of University Centers and Presidents of Union Chapters by Barbara Woodard was denied by Sam Wakshull. As a result of this, control of UUP Chapter funds was discussed. John Stamm will bring this matter to the attention of Paul Lauder and report back to this committee.

It was agreed to discuss the following items with President Marburger at the Labor/Management meeting scheduled for this afternoon at 3:30. 1. Information on the 1980/81 budget: 2. IFR Funding and UUP contract: 3. Guidelines to Discretionary Funds: 4. Request for previous years figures from Budget office: 5. Parking - dirt lots not to be given up as per UUP agreement: and 6. Pre-arrange scheduled Labor/Management meetings for future. Monday afternoon suggested.

It was agreed upon that every second Monday of the month an Executive Board meeting will be held at 12pm.

Next Executive Board meeting scheduled for August 25th. Executive Board meetings held in September are Sept. 8th and the 22nd.

Motion to engage Marion Ragona for secretary. Seconded and approved at 20 hours a week. Her hours will be from 10am to 2pm, four hours a day, five days a week.

Appointed Karen and Bill to continue revision of the proposed by-laws.

Newsletter will be sent out the middle of September.

Ann Zuppardo agreed to be Acting Secretary for one month.

WHAT ABOUT YOUR SALARY INCREASES ?

There have been many inquiries about salary increases for this year. While this may be a complicated matter - the following explanation is reprinted from the previous Newsletter: According to our contract (Article 20) there will be a 7% obligatory salary increase from the June 30, 1980 base, and a 1% discretionary increase. However, the increases are deferred, with full retroactivity, presumably because of the State's financial obligations to New York City during the next two years.

Obligatory increases will start on the following dates for professionals employed for the calendar (~~or academic~~) year.

- (1) 3½% on Jan. 1 (~~March 1~~), 1981
- (2) 3½% on July 1 (~~Sept. 1~~), 1981
- (3) Lump sum payment of total retroactive deferred sum "not later than" Sept. 30 (~~Nov. 30~~), 1981.
- (4) Discretionary increases on July 1, 1981 with retroactive payment to July 1, (~~Sept. 1~~), 1980.

WHAT ABOUT DISCRETIONARY INCREASES?

The present contract (Paragraph 20.3-d) provides that: 1% of the total salaries of June 30, 1980 of incumbents shall be distributed to such incumbents by the State University Trustees in their discretion. While the distribution of these increases will be retro-active, the designation of recipients should have occurred during the past summer. Toward this end, I have requested the required guidelines last June from Acting President Schmidt, from UUP President Wakshull, and (in August) from President Marburger. The prompt replies from each of them was that the guidelines are still "in negotiation". I am very disturbed by the lack of implementation of the contract and sincerely hope that Wakshull will act with all deliberate speed.

John Stamm
Chapter President

CHAPTER OFFICERS

EXECUTIVE BOARD

Chapter President

John Stamm 6-6188
Psychology
SOSIOF

Academic Vice President

William Lister 6-8310
Mathematics
GPHYNH

Secretary

Mario Mignone 6-5687
French & Italian
LIBRARY

Professional Vice President

Barbara Woodard 6-6752
Dean of Engineering
ENGRNG

Treasurer

Ann Zuppardo 6-7723
Reference
LIBRARY

Professional Grievance Chairperson

Lee Rosen 6-7173
Computer Center

Academic Grievance Co-Chairperson

Frank Erk 6-5045
Biology

POLE'S LABOR STRIFE AROUSES HYPOCRISY

4,200 MILES AWAY

reprinted from Newsday -
September 7, 1980

It's curious with what haste certain Americans become militant trade unionists when a few floriously stubborn Poles seem ready to turn themselves into cannon fodder for Soviet tanks.

Voices that rarely have a charitable word to say about striking workers in the United States have combined with a rare unanimity to heap honor and fame on the Polish workers, the holy cause of collective bargaining and the right to strike.

This was easy enough to do since the Polish workers are 4,200 miles away, and their demands for better wages did not represent any danger to the American economy, any inconvenience to the American public, any drain on American profits or any threat of fueling American inflation.

Polish strikers and union organizers may be very popular in the United States right now, but their native American counterparts are not.

Suppose, for instance, that the Polish workers had been American coal miners. We can assume that President Carter would have slapped them with an injunction under the Taft-Hartley Act. Certainly the Polish strikers were posing a far graver threat to their economy than striking U.S. coal miners did in 1978, when the federal courts finally rejected Carter's move to force miners back to work under threat of criminal penalties.

Or suppose that Ronald Regan were president of Poland. We can assume that he would have championed right-to-work laws that would have knocked the slats out of the strikers without any help from the Soviet threat. These are the same right-to-work laws, lauded in the 1980 Republican platform, which make organizing an effective union as possible in many of the 50 states as its used to be in Gdansk.

Or suppose that Edward I. Koch had been mayor of Gdansk. Can we assume that he would have walked the streets, as he did in the recent subway strike, denouncing the strikers and branding dissenters "wackos"? After all, the New York City transit workers were merely striking, in violation of state law, for a wage increase that the government claimed it couldn't afford-which is exactly what the Polish workers were doing.

And in the end, the City of New York, like the Polish People's Republic, gave in and did what it said it would never do.

Or let's assume that Congress were faced with the problem of the Polish strikers. Would it have shown any more sympathy for the difficulties of organizing a union than it did when it killed the labor reform act of 1977? That act would have made it easier to form a union in cases where a majority of workers clearly favored it, but were thwarted by the refusal of management to bargain in good faith.

Were the workers of Poland really asking for anything more?

Or suppose that instead of challenging the Polish government and its 360 MIGs, five tank divisions, eight mechanized infantry divisions and four submarines, the Polish workers had challenged the J.P. Stevens Co.

The Polish government capitulated in 18 days. Stevens has been fighting unionization for 20 years. And despite repeated rulings against it by the U.S. Supreme Court and repeated denunciations by groups as disparate as the National Organization for Women, the National Conference of Catholic Charities and the United Presbyterian Church, Stevens has still managed to escape granting its workers many of the concessions to which the Polish government agreed this week.

cont. from pg. 1

These and other experiences support my belief in the necessity of unions as the major force in the struggle for decent living and working conditions for workers at all levels in our society - farm workers, as well as college professors. Of course, I am aware of and criticize the shortcomings and abuses of organized labor. Why was there such a long delay in the AFL's support of the farmworkers' struggle and again of the workers' boycott of Stevens' textile products? Why does the NEA continue to attack our union? This fight depletes the resources of both unions and is of benefit only to the administration. My most recent experience is as officer in the UUP. While I find many differences of values and tactics among us, these are discussed and resolved in open forums in a democratic manner. I continue in my conviction of Unionism as an indispensable and strong force for social justice and progress in our society - including the microcosm of our campus.

DID YOU SIGN YOUR BENEFICIARY CARD

It is extremely important that your UUP life insurance contain the proper name for your beneficiary. Please verify with the Central UUP Office in Albany.

GRIEVANCE REPORT FOR SUMMER 1980

by: Lee Rosen, Grievance Chairperson
for Professionals

I am pleased to inform the membership that out of seven complaints in the professional rank for the past summer, only three have evolved into grievances. Of these three, two are pending decisions, and one was granted to the employee. Of three other complaints, one is still pending a decision, one was settled by way of a promotion and increase in salary and the third was settled by way of recommendation for an increase in salary and promotion.

In most cases, I have found it advantageous to meet, discuss, and settle problems with the department chairman and the personnel department.

If you have a valid gripe, please don't hesitate to contact me.

continued from page 4

This is not to say that labor relations in general in the United States aren't far more democratic than in Eastern Europe. It is not even to say that many people and corporations in the United States may not be able to make arguable cases for their anti-union positions and rhetoric.

But we are in a period in the United States when the right to strike is not one of our more popular liberties and when the number of labor union members as a percentage of the work force is stagnating or declining because of the industrial flight to the Sunbelt. Public distrust of trade union rights, according to some polls, is increasing.

Poland may provide a lesson for us all in better appreciating the universal human and political chemistry that leads people to strike and to seek protection in collective bargaining.

EXECUTIVE BOARD MINUTES

continued from page 2

John Stamm was invited to attend a meeting of Chapter Presidents on July 24th in Buffalo. It was moved and seconded that Barbara Woodard attend the meeting for the Chapter since John will be away on that date.

Marion will work part-time all summer. She will try to work 200 hours for Tempo so that she can go to work for the union. If the Board decides that this is the most feasible plan for the chapter. Meeting adjourned at 5pm, with wine and cheese served to guests from the Health Science Center. Next meeting will be in the fall.

DATE: 9/8/80 - 12:10pm

PRESENT: Helen Jones Emmerich, Frank Erk, Fred Goldhaber, Charlie Hansen, William Lister, Mario Mignone, Marianne Porpora, Lee Rosen, John Stamm and Karen Weisberg.

Ann Zuppardo acted as temporary secretary until Mario Mignone, Dept. of French & Italian was elected unanimously.

Stamm reported on several communications from Sheldon Ackley which were requested at the last Labor/Management meeting. With regard to guidelines for the 1980 discretionary salary increases. The central administration has not yet made a decision. Stamm wrote last June to Sam Wakshull about the matter, Wakshull responded that the guidelines were still being negotiated.

Helen Jones Emmerich gave a brief report on the status of the Women's Legal Defense Fund. The legal process has been drawn out and is now scheduled to be heard this winter. The expense thus far has been about \$25,000 of which the plaintiffs have made personnel contributions of about \$10,000. The fund has asked the UUP Executive Board for financial contributions. This matter may be brought to the Fall Delegate Assembly. The chapter can help the fund by providing services in our

office. This is in agreement with the Board's policy of support for non-UUP groups on the campus. This action was approved by the Board and John will make appropriate arrangements.

Fall Delegate Assembly Meeting : October 3rd and 4th. J. Stamm raised the possibility of electing two new delegates for two vacancies because of the resignations by Ruth Shepard and Dennis Anderson.

Marion is going to send material to new employees. A copy of the new employee list will be sent to the Executive Board.

Marianne Porpora will purchase the wine and Lee Rosen will purchase the cheese for the Get-Together Sept. 24th from 4-6pm to meet new employees.

Lee Rosen gave an impressive grievance report.

Telephone facilities for employees are seriously curtailed. There are serious inadequacies now and further cuts may be planned.

Richard Baron informed us that he is on a NYSUT assignment in Connecticut for at least two weeks until October 1st.

FOR SALE

21 inch RCA Color TV in good condition
\$65.00

Dark brown vinyl Barker Lounger
recliner, like new \$70.00

Call Lee Rosen, 6-7173

CAMPUS EXPENDITURE REPORT

FISCAL YEAR 9/1/79 thru 8/31/80

CHAPTER NAME (Campus): UUP Stony Brook Chapter

Balance as of August 31, 1979 \$ 6,431.70
(date last report submitted)

RECEIPTS:

October Transmittal	\$ 3,211.00	
February Transmittal	3,044.25	
April Transmittal	3,156.75	
Other (Explain below)	339.45	\$ 10,251.45(+)
Total Available		\$ 16,683.15

EXPENDITURES:

Membership/Affiliate Meetings	\$ 519.11	
Executive Board	349.66	
Legislative	-	
Grievance	250.94	
Office Expense	944.21	
Printing/Duplicating	9.50	
Temporary Help	5,392.83	
Chapter Workshops	-	
Rent	-	
Furniture/Equipment	3,990.08	
Other (Explain below)	550.00	
Total Expenditures		\$ 12,004.33 (-)
New Balance on Hand		\$ 4,678.82

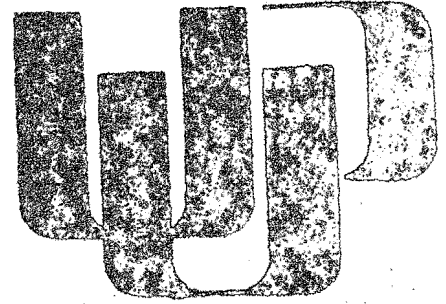
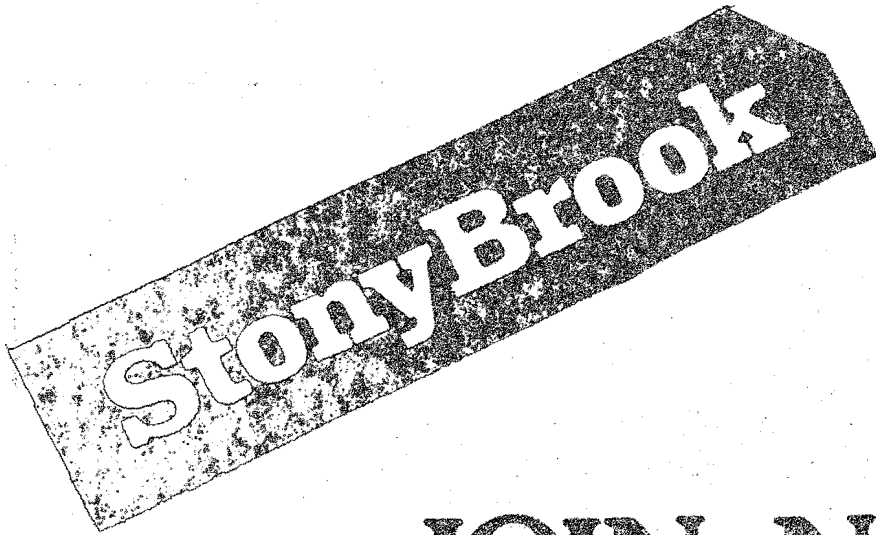
Remarks: Donations to:

Early Childhood Center \$350.00
Stony Brook Volunteer Ambulance Corps \$200.00

John S. Starnes 5/25/80 Campus President (UUP) date
Orin Zappardi 8-29-80 Campus Treasurer (UUP) date

Join
WLP
Today!

Complete and return
the membership application
form on page 12



JOIN NOW

Return to UUP, Library W3510

UUP MEMBERSHIP APPLICATION

UUP is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT).
UUP members are entitled to all benefits offered by NYSUT and AFT.

Payroll Deduction Authority for UUP Membership TO THE COMPTROLLER OF THE STATE OF NEW YORK.

I am a member of or apply herewith for membership in United University Professions, Inc. of the State University of New York, and HEREBY AUTHORIZE YOU to deduct from my salary and to pay over to United University Professions, Inc. on a biweekly basis the amount of \$_____ to pay for my dues in said organization.

Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize the United University Professions, Inc. to act as my exclusive representative for the purposes of collective bargaining and in the administration of grievances. I understand that this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

Last Name	First Name	Initial	Position Title	Social Security No.
Street Address	City	State	Zip	Line No. Campus Department
Signature			Date	

LIFE INSURANCE BENEFICIARY CARD

UNITED UNIVERSITY PROFESSIONS GROUP LIFE INSURANCE PROGRAM

- MALE
- FEMALE

FULL NAME OF MEMBER (LAST NAME FIRST)	DATE OF BIRTH	SOCIAL SECURITY NO.
FULL NAME OF BENEFICIARY (LAST NAME FIRST)	MEMBER'S CAMPUS	RELATIONSHIP
SIGNATURE		DATE
ADDRESS		
CITY	STATE	ZIP CODE