



# UNITED UNIVERSITY PROFESSIONS

## STONY BROOK CHAPTER

# NEWSLETTER

Old Chemistry Bldg. Rm. 104 6-3368 Editor Lee Wyers - Ass't. Editor Marion Ragona March, 1981

## GENERAL MEMBERSHIP MEETING

**WHEN:** April 8, 1981

**WHERE:** UUP Office, Old Chemistry Bldg., Rm. 104

**TIME:** 4 P. M.

**AGENDA:** Meet Candidates for Officers and Delegates  
Nominations taken from the floor  
Wine and Cheese will be served

## PRESIDENTS REPORT (J. Stamm)

### WHY NOT ?

Two years ago several colleagues asked me to be a candidate for chapter president. I thought about this request with very mixed feelings, since I was involved in my teaching and research, as well as with off-campus organizations. Also, my experience and knowledge of union affairs was very limited. I became academic vice president in the fall of 1977 when three of us, who were elected by a very small membership, were the chapter officers. (The others were Charles Hansen and Betty Hamilton). I soon became aware of an anomalous situation. The UUP had important functions on our campus, collected a considerable amount of our income (the agency fee started at about that time), and was responsible in important decisions about our working conditions and salaries. UUP was a fact on our campus - whether we liked it or not. At the same time, there was widespread apathy by our colleagues toward UUP - while a few of us were committed supporters of the organization and others outspoken opponents, most academic and professional persons "didn't care". So, only a few officers in far-away Albany made the decisions. Obviously, there was great need to change this situation. Who was going to do it? Well, I have tried

# That "Hi Honey" Could Cost You A Fortune

BY Ruth Lugo Alvarez

On November 17 and 18 I attended the 1980 Equal Employment Discrimination Law Conference sponsored by the Bureau of National Affairs Education Systems and the Equal Employment Educational Programs. The UUP sent me as their representative to this conference. In general, the two day conference covered all the discrimination laws pertaining to employment and their impact for the eighties. One of the topics that interested me most was the one on Sexual Harassment on which I want to comment here.

Sexual Harassment in the work place constitutes a violation of Title VII of the Civil Rights Act of 1964 and is considered a form of sexual discrimination. The Equal Employment Opportunity Commission (EEOC) published their final guidelines concerning sexual harassment on September 11, 1980.

The State Schools as well as any federal sub-contractor must follow these guidelines. It is an obligation of the institution to mandate educational programs to their managers and workforce and educate their employees as to what constitutes sexual harassment; what we can do if we are ever confronted with the problem; and what the procedures are to file a grievance or rectify the problem. Each employee should have the opportunity to know what their rights are, and what procedures are to be followed if those rights are violated. Sexual Harassment is defined by the Equal Employment Opportunity Commission as "Unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that may constitute sexual harassment if it occurs under any one of the following three circumstances: (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment; (2) submission to or rejection of such conduct by an employee is used as a basis for employment decisions affecting the employee; or (3) such conduct has the purpose or effect of substantially interfering with an employee's work performance or creating an intimidating hostile or offensive working environment. (45 Fed. Reg. 25,024 (1980) (to be codified at 29 C.F.R. 1604 11 a). The EEOC will continue enforcing Title VII principles and the employer "is responsible for its acts and those of its agents and supervisory employees with respect to sexual harassment regardless of whether the specific acts complained of were authorized or even forbidden by the employer and regardless of whether the employer knew or should have known of their occurrence". Thus, any acts of sexual harassment committed in the work place by employees, peers or supervisory personnel will still be in violation of Title VII, with the employer being ultimately responsible.

According to the EEOC the best tool for the elimination of sexual harassment is prevention. Employers should take the initiative in educating their employees, managers, and supervisors through internal seminars as part of a more ample training program. Preventive measures include affirmatively raising the issue of sexual harassment, disseminating the institution or company policies on sexual harassment, expressing strong disapproval, developing appropriate sanctions, creating an internal grievance mechanism as part of EEO responsibilities, and developing methods to sensitize employees and supervisors to conduct that might be considered sexual harassment. The EEOC strongly recommends that the employer actively express disapproval of such conduct.

cont. on page 6

cont. from page 1

When I agreed to serve as president, I saw two related goals: (1) UUP should function as a democratic organization, both on our campus and statewide, and should be recognized on our campus as an important responsible group. (2) The responsibilities of the chapter president should be fulfilled with a limited amount of time and effort, that do not conflict with the person's professional obligations and interests, i.e. an academic person can be an effective president.

Have these goals been met? Most important is my sharing of the chapter's responsibilities with others. The Executive Board (which had some turnover of officers) has functioned well - all chapter policies have been thoroughly considered and formulated collectively and individual members have assumed responsibilities for tasks that needed to be carried out. Also, the presidency has been shared with the vice-presidents. During periods when I was not on the campus - for professional meetings, conventions, vacations and family responsibilities - one of them assumed the duties. So - there was always a responsible president on campus. Consequently, my first goal has been met partially - I regret that there is still only a small number of members who are willing to assume chapter responsibilities. My second goal has been achieved, with the substantial cooperation of my fellow officers. I have continued with my teaching, research, publications and professional involvements.

There is obviously a good reason for this report. There will soon be an election for new chapter officers and I will be on sabbatical leave during the coming year. The ultimate test for the democratic process is the continuation of the organization with new leadership. New candidates for chapter offices must emerge. Let me emphasize: the responsibilities for president (and other officers) can be met without damage to our academic, professional, and personal obligations. So, when you consider the slate of officers and delegates ask yourself "Why not I?" The simple petitions are in the UUP office.

## UUP UNDERGRADUATE AWARD FOR Distinguished University Community Service

The local UUP Chapter is again sponsoring an Award for Distinguished University Community Service for a "graduating student who during his or her undergraduate career displayed an unselfish concern for the promotion and protection of human rights and values".

Candidates must be graduating seniors and must be nominated by UUP members with a letter of support. A screening committee will select those candidates who then will be recommended to the local UUP Executive Board for final approval. The award, which includes an Honorarium of \$500.00, which will be presented by the UUP President at the appropriate commencement.

Nominations are encouraged and should be sent to one of the following:

Mario Mignone - French & Italian  
Fred Levine - Psychology  
Rhoda Selvin - Library

Deadline for nominations is April 10, 1981.

# VOTE COPE

VOTE/COPE is the non-partisan political action arm of the NYSUT. It is not a political party, nor is it tied to any political party. VOTE/COPE collects voluntary contributions from NYSUT members (UUP's state affiliate) and distributes these funds in support of candidates who have been endorsed by NYSUT on the basis of their education and labor record.

As public employees, almost all conditions affecting our employment are determined ultimately by the New York State Legislature and the Congress. If we wish to have any real impact on our professional future, we must take an active part in our political process. We must continue to demonstrate that we are an important segment of the public and that our participation can affect the outcome of elections. In the midst of hard times in New York State, we must be a constant voice for the survival of our public educational system.

Remember, dues cannot be and are not used for political activity. A political contribution doesn't seem like much of a premium to pay for insurance against retrenchment and deletion of programs.

Contributions can be made to VOTE/COPE at the UUP Chapter Office, Old Chemistry, Room 104.

## MEMBERSHIP: 8 MORE

Our official membership as of March 2, 1981 is: 442 Academics and 292 Professionals. For the important Delegate Assembly in May, when a new UUP President will be elected, we can have two more delegates, if the membership increases to 450 and 300, respectively. While we receive new members almost every week (last week - 5 academics, 4 professionals), there are also losses, because of resignations and leaves. The academic membership is the highest that we have ever had, but the professional list is below the maximum of 304. So: please join UUP now and more important, find at least one more person who will join (Be certain that (s)he actually sends the application to us). It would be tragic if we were underrepresented at the Delegate Assembly, because some of us "forget" to find a new member.

## SALARY INCREMENTS AFTER TERMINATION OF EMPLOYMENT

We have received several inquiries about the deferred salary increments from persons who are leaving the university. According to the contract all employees who are on the payroll from July 1, 1980 to June 30, 1981 are entitled to the 7% increase. At the recent Labor-Management meeting, President Marburger assured us that this provision also applies to academic employees who leave at the end of the current academic year. They will receive a lump-sum payment at the appropriate time (September). But, they must leave their current address with the Personnel Office. So - you must be sure that this office has your address.

# REPORT FROM BARBARA WOODARD

## V.P. For Professionals

The report from John Stamm speaks so well of the issue of why people on this campus should make themselves available to run as officers for our UUP Chapter starting in June, that I urge you to read it and consider your own candidacy. My own reasons for running for and serving as V.P. of the Professionals for the past two years were somewhat different. I wanted to learn about this entity which takes 1% of my salary for "my own good". My motives were curiosity, frustration, and a dash of animosity.

Two years later I find I have learned a lot about unions, politics and people's needs on this campus. My curiosity has been satisfied. My animosity has been redirected. My frustration remains. There is so much to be done and I must step down.

The College of Engineering and Applied Sciences has had a large increase in its undergraduate population. My work there has multiplied and I will not have the time or the energy to give to active union work. I will run as a delegate and hope you will continue to support me in that role.

The letter from Charlie Hansen cites some of the gains the UUP is responsible for and urges us to work together and we must work together to negotiate our new contract from a position of strength.

My own message is immediate and practical - please pay attention to the details of the present contract. If you are to receive discretionary money, you should receive a lump sum for a year's worth and the increase itself on July 1. In addition, July 1 is the starting date of another increase of 3½% of your salary. The withheld increase for 1980-81, 3/4 (7% x your salary), will be paid in a lump sum by Sept. 30, 1981 only if you are employed here through June 30, 1981. So if you are thinking of leaving, wait until July 1 or after.

HAPPY SPRING

# Remember

## GENERAL MEMBERSHIP MEETING

### APRIL 8th

SEE PAGE ONE FOR DETAILS

cont. from page 2

Here at Stony Brook as a State School, we must abide by the state and federal guidelines. In the event that you have a problem in your working unit I would suggest that you make use of the appropriate internal mechanisms that exist in this institution to express your complaint.

The Director of your department or work unit should be notified. Since documentation plays an important role, make sure you have accurate information (such as dates, place situation, individuals involved, witnesses, etc.) If you have witnesses, get statements from them. Be quick and don't wait until you forget important details. This campus also has an Affirmative Action Officer. She will be responsible for making sure that we comply with the various regulations.

The UUP also has two committees that are available to hear your concerns and help you resolve the situation. These are the Grievance and Affirmative Action Committees, which both meet on a monthly basis. (Contact the UUP office for more information).

By taking immediate action, your employer and the UUP should be able to resolve the problem internally. If the employer ignores your claims and the situation is not rectified, they could be liable for negligence.

Even the employer who takes preventive steps can not guarantee an environment free of sexual harassment. But if all employees are aware that the "Hi Honey" and the pinch in the butt could cost your company a fortune in legal fees and your job, the intentions could be controlled. If the employers take the initiative to educate the population, present films, lectures, talk openly about the problem and apply strong sanctions to the violations, this will discourage employees from going to outside agencies and filing complaints.

#### PROFESSIONAL DEVELOPMENT

If any member of the faculty or professional staff wishes to have the UUP State-Wide paper, The VOICE, publicize any workshops, conferences, book reviews, etc. as a service to our members, please get in touch with the UUP Field Representative, Richard J. Baron at 273-8822. The VOICE is sent to over 17,000 people in New York State.

# A Letter From A Member

There are many of us that together are constantly striving for the bettering of working conditions throughout the university, state etc. We are not an island unto ourselves we need each other to work together to obtain what we need for a better life and a better place to work.

Let us look at some of the issues in the real world and see what we have accomplished: 1) a means for non academics (professionals) to gain permanent appointments (non-existent prior to our union) 2) a promotion procedure (non-existent prior to our union) 3) a grievance mechanism (non-existent prior to our union) 4) better pension contributions (TIAA-CREF contributions based on the Social Security limits, a freeze of 16K obtained through UUP-NYSUT Lobbying) (non-existent prior to our union).

And many more issues that have been obtained throughout the system by our input through Labor/Management meetings both at the local level and at the chancellors level.

In our organization only two (2) of the officers are paid on a full time basis. The others, and there are many, put in many hours of their own time to work and strive for those very things that are obtained and yet they are taken for granted by so many.

The only way we can obtain everything that we need and deserve is to work together. Do not throw everything aside that we have worked for and the gains that were never heard of before. We need each other now more than ever.

Thanking you for your time.

Charles C. Hansen

## LABOR MANAGEMENT MEETING 3/9/81

1. Budgetary Situation. The most recent budget contains some improvements for the Stony Brook campus: funds for (contractual) salary increments and no reductions in positions. However, several categories are still funded below the inflationary increases - so these are actual reductions. These include: maintenance and operation, supplies, building repairs, and equipment (only about 1/10 of what is needed). Also, we will continue with too few staff positions. While the president had requested 36 additional faculty and staff lines, the budget provides for only six.
2. Disactionary Salary Increments. The president's list for the 1980 increments has been sent to Albany, but has not been returned. In response to our request, Marburger will send us a copy of his (unofficial) list.
3. Salary Increments, for staff who terminate employment. Marburger assured us that the 7% increment will be given to those academic employees who complete the present academic year. They need not be on the campus in June.
4. Summer Salaries. We indicated that faculty salaries for the summer school should reflect the 7% deferred increment. Marburger agreed with our interpretation, but the matter has not been acted on by the Division of the Budget.

## GRIEVANCE PROCEDURES

There seems to be some confusion among the professional staff on this campus as to the function of the Grievance Chair and the Affirmative Action Committee of UUP. We would like to clarify this.

All complaints and grievances of any nature should first be submitted to the Professional or Academic Grievance Chair for consideration of the problem.

If the problem at hand is an undisputed affirmative action matter, the appropriate grievance chair will then pass it on to the Affirmative Action Committee who will work with the campus Affirmative Action Officer towards a solution to the complaint.

If the complaint is a problem that should be dealt with only by filing a grievance, i.e. improper following of procedures leading to non-renewals, a grievance is filed with the consent of the employee.

In all other cases, a solution to the problem is sought by the Grievance Chair in an informal manner by means of meetings with the employees, in some cases their supervisors, chairman, the personnel director and the respective vice presidents or deans.

Lee Rosen - Grievance Chairperson  
for Professionals

Frank Erk - Grievance Chairperson  
for Academics

cont from page 7  
LABOR MANAGEMENT MEETING

5. President's Designee's for Grievance (Step I). Marburger expressed his philosophy for resolution of each problem at the appropriate level, i.e. by the administrator who is most knowledgeable about the particular situation. Therefore, there is no single specially designated person. Our present procedure for resolving complaints with the appropriate supervisors is encouraged.

6. Personnel Problems In One Department. Marburger discussed the difficulties in resolving personnel problems that affect many professionals in one department. We stressed the need for a speedy and equitable resolution. There will be further discussions with the president's designee.

## ELECTION COMMITTEE

The Election Committee, co-chaired by Francis Bonner and Rhoda Selvin has been actively encouraging members to run for chapter offices and the Delegate Assembly. Every SB-UUP member should by now have received a copy of the election procedures agreed to by the committee. Petitions, which can be picked up at the UUP office or from any member of the committee, require ten signatures each and are due on March 31st. Nominations will be taken from the floor at the April 8th meeting. (See announcement of this meeting, to be followed by a wine and cheese social hour, elsewhere in the newsletter).

Other members of the election committee are Harriet Allentuch, Ralph Chamberlin, Brenda Coven, Paula Brown Glick, Ted O'Brien and Carl Moos.



# UUP AFFIRMATIVE ACTION COMMITTEE RE-ACTIVATES

The UUP Affirmative Action Committee has been reactivated, with Ruth Lugo-Alvarez as chairperson and a membership of seven. After two meetings, held to state principles and set initial activities, the committee determined its major goals. These are: (1) to create a network with other campus groups concerned about equal employment opportunities for women and minorities; (2) to be an advocate for employees with complaints and grievances; (3) to keep members informed of important affirmative action activities on campus through articles in the newsletter.

An activity planned for April will be sponsorship of a reception for Beverly Harrison, Stony Brook's new affirmative action officer. Ms. Harrison, a lawyer, has been the affirmative action officer at SUNY College at Oneonta for the past seven years.

The Committee would like to inform UUP members of several upcoming activities on campus of importance to affirmative action.

A day long affirmative action workshop for University administrative and academic leaders was held for the first time on campus on February 28th. The day included talks by President John H. Marburger and Beverly Harrison. Four afternoon workshops were held to cover compliance, housing, legal matters and creative ways to promote affirmative action at a university. A special feature of the morning program was a talk by Karie Nabinet, Associate Professor of Social Welfare, introducing an affirmative action four-week course. This is another campus "first", scheduled from March 10 to April 8th. Forms for registering for the course, to be held two hours a day twice weekly, will be distributed to employees through their departments.

The course is open to all faculty, staff and students and offers a certificate upon completion.

In preparation for the February 28th workshop, the Office of University Affairs is publishing the first campus affirmative action newsletter. This will be distributed widely throughout the campus during the first week in March. One of the articles in the newsletter discusses the campus affirmative action plan, completed by Malcolm Agostini before he resigned as Stony Brook's affirmative action officer last summer. Copy for the newsletter was prepared by the President's Equal Employment Opportunity/Affirmative Action Advisory Committee (EEO/AA), and Toni Bosco, Associate Director of University Relations.

Members of the UUP Affirmative Action Committee are Peter Burke, Karen Weisberg, Aldustus Jordan, Toni Bosco, Lloyd Sargeant, Hamilton Banks and Monica Roth. Anyone interested in joining this Committee is welcome and should call Ruth Lugo-Alvarez at 6-8515, or the UUP office, leaving a message.

The Affirmative Action Committee wants to remind you that any problem regarding discrimination, sexual harassment or any problem in your workforce feel free to contact the UUP office. (6-3368)

## Executive Board Meetings

In view of the length of this newsletter, the minutes of the Executive Board meetings are not included. They are readily available in the UUP office.

**JOIN UUP NOW**

**And**

**Vote**

**In The**

**Upcoming**

**Election**

FILL OUT THE APPLICATION ON THE LAST PAGE OF THIS NEWSLETTER