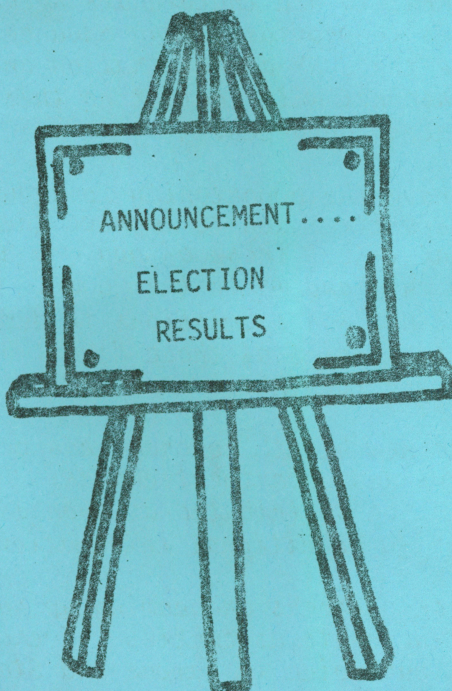




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These Stony Brook people have been elected to represent UUP at our affiliate conventions this year. They will be attending both the NYSUT and AFT meetings, except where noted.

- Hamilton Banks
- Charles Hansen
- Pat Long (*AFT only*)
- Ruth Lugo-Alvarez
- Monica Roth (*AFT only*)
- Karen Weisberg
- William Wiesner
- Judith Wishnia

Insight is published monthly during the academic year by the Stony Brook Chapter of United University Professions. Editor.....Janet Steins

OFFICERS

- President.....
- William Wiesner
- VP for Academics.....
- Hanan Selvin
- VP for Professionals.....
- Charles C. Hansen
- Secretary.....
- Hamilton Banks
- Treasurer.....
- Susan Lagville
- Grievance Officers.....
- Lee Rosen (Professional)
- William Fox (Academic)

FIELD REP...Richard J. Baron
273-8822

DELEGATES

- Professional -
- Barbara Woodard
- Norman Berhannon
- Karen Weisberg
- William Wiesner
- Charles Hansen
- Academic -
- Alfred Goldhaber
- Judith Wishnia
- Herman Lebovics
- Aldona Jonaitis
- John Stamm
- Egon Neuberger
- Frank C. Erk

COMMITTEE CHAIRS

- Affirmative Action.....
- Ruth Lugo-Alvarez
- Legislative Action.....
- Aaron Godfrey
- Membership.....
- Nathan Baum
- Election.....
- Rhoda Selvin
- Francis Bonner

Inquiries, letters, and articles for inclusion in *Insight* should be addressed to Janet Steins, Reference Dept., Main Library (5-5976) or Nancy Westcott, UUP Office, 104 Old Chemistry (6-3368).

UUP is affiliated with NYSUT, AFT, and AFL-CIO.

PRESIDENT'S MESSAGE

The beginning of the new semester heralds the implementation of the financial aspects of our new contract. The February 23rd paycheck will be withheld for the lag, and a retroactive check representing a 9% pay increase commencing last July (for 12 month employees) or September 1 (for 10 month employees) will be issued for those of us on payroll June 30, 1982, or earlier.

It looks like the lag mechanism for 21 pay employees will be different than that for 26 pay employees. Each fall, 21 pay employees will be lagged and each summer they will recover the lag. What this means is that they will not get paid till the second pay period in September, but they will get a check the first pay period in July. The July check will be the same amount as June checks; it will not interfere with summer salaries since 21 pay employees are technically not on the payroll during the summer.

Those of us who started work on July 1, 1982, or after, will face a particularly difficult time. The State intends to hold these employees' paychecks in February when everyone else's is held. But since there is no retroactive raise to compensate, they therefore face one month without a paycheck. UUP has been trying hard to get the State to soften the blow somehow, but it doesn't look like we'll be successful. Here on campus we have made several suggestions to the administration which we feel could help. One of them is to negotiate with area banks to aid individuals seeking loans and the second is to provide salary advances. This is an issue where the SUNY administration and UUP are in agreement. Personnel will be contacting these employees about the salary advances.

You will shortly have the opportunity to request money to eliminate disparities and to improve the quality of professional life. Those of you who have ideas, please develop them and write them down. We will pass along guidelines for submissions to department representatives (or chairs of those departments without reps) when we receive them.

Information on the new health coverage has been sent to department reps and department chairs. Details of the dental plan will be distributed as soon as we receive it. See page 7 for additional information.

Elections for Union officers are coming up soon, as are several important delegate assemblies. Every member we have increases our voice in campus and State matters. Every member we have from Stony Brook is a step towards a professional approach to Unionism. Current membership is 510 faculty out of a possible 904.

Executive Board Meets

Matters discussed at recent Executive Board meetings are summarized below. Full minutes are available in the UUP office.

DECEMBER 15

- a donation of \$50.00 for the Campus Committee on Rape Prevention was unanimously approved for the purpose of co-sponsoring a conference to be held on campus this February.
- Sue Lagville reported a balance of \$1243.00 in the chapter's accounts.
- it was agreed to pay someone to collate, fold and label future newsletters at the rate of \$3.00 per hour
- a lengthy discussion on membership brought forth several ideas for the recruitment of both new employees and long-time agency fee payers.

DECEMBER 28

- this meeting was called primarily to choose nominees from the Stony Brook Chapter to serve on the various committees established by our new contract. Nuala Drescher had previously distributed descriptions of these committees, their charges, and desired skills for nominees. Nuala will select those who will serve from among names submitted from all chapters.

The Committees, and the Stony Brook nominees are:

- * Safety and Health Committee-
William C. Fox
- * Professional Development and Quality of Working Life-
William R. Wiesner
- * Professional Employees Promotion Study Committee-
Thomas Thompson
- * Disparity Fund Committee-
Irene Grasso

- also discussed was the need to inform those employees in the bargaining unit who work less than half-time that they will no longer be covered under the benefits package.

President's Message, continued

and 311 NTP's out of a possible 385. If you have not joined yet, join NOW. A membership application is on the last page of this newsletter.

The Mystery Check

Did you receive a check from the State in mid-January? Are you wondering what it was for?

When UUP's negotiations team sat down with the State to work out our present contract, it raised the question of the 0.6% COLA increase denied us from the final 3.5% raise of our 1979-82 contract. You recall that last summer the State gave us only 2.9% in the form of a lump sum adjustment (actually, we were due this raise on July 1 or September 1, 1981, but it was deferred) instead of 3.5% because the cost of living had not risen as fast as expected.

Well, our negotiations team pressed the issue and won for all employees in the bargaining unit; the mystery check reflects this 0.6% increase, and it is indeed better late than never.

Point of Information to All Teachers Federal Credit Union Members

BY CHARLES HANSEN

Each member of the Teachers Federal Credit Union should make sure he or she has on record a beneficiary. Accounts are insured up to \$4000.00. What this means is that, in case of death, a member's balance, plus a matching amount (not to exceed \$4000.00), would be transmitted to whoever is the designated beneficiary. When there is no beneficiary, the entire amount would go to the estate, which is subjected to taxes. So be sure you have a beneficiary card on file with the Teachers Federal Credit Union. For further information, call FTCU at 751-8488.

As a final note, President Marburger has indicated that he will revise the procedures for distributing discretionary money. Many abuses of the past have now come to light, in part because we published the list of last year's recipients in Insight.

Labor and Management Meet

Summarized here are the major topics of discussion at recent labor-management meetings. Complete minutes are available in the UUP office.

DECEMBER 7

- our contract with the State (paragraph 31b) assures us access to our personnel files, and each employee should take advantage of this right and review his/her file. A log will be established for each file on which will be entered the file's contents; the Office of Personnel will circulate a sample form to each department. President Marburger will notify Dr. Neal that this form should accompany all evaluations and reappointments.
- the question was raised as to whether faculty is included in the directives put forth in the MacKenzie Memo.
- UUP suggested that the Payroll Office notify all employees that 1978 earnings were reported incorrectly to the Social Security Administration by New York State. President Marburger will discuss this problem with Carl Hanes.
- the President and Vice Presidents have discussed the formation of an Employees Assistance Program.
- President Marburger agreed to support, in a memorandum from UUP to its members, suggestions for promotions before an employee's evaluation period is up.
- procedural guidelines for new appointments were briefly discussed.

JANUARY 12

- SUNY's Division of the Budget is currently devising a definition of a half-time employee. UUP believes that any definition should not relate full-time to half-time employment (i.e., if teaching two courses is considered half-time, must a full-time teaching load be four courses). Other considerations include whether the employees defined as less than half-time are covered by benefits at other jobs, and when notification will be given to those effected.
- Congressman Kenneth LaValle has introduced a bill in the State Legislature which would allow private use of research facilities on SUNY campuses.
- UUP expressed its concern that 124 employees hired after July 1, 1982, will not be paid for a month because their February

THE MACKENZIE MEMO: A Report from the Vice President for Professionals

By Charles C. Hansen

In June, 1972, Dr. Kenneth M. MacKenzie, Vice Chancellor for Personnel and Employee Relations of the State University of New York, issued an in-depth report on employees in the non-teaching professional category who are not permitted to be compensated monetarily for work and/or duties performed at hours other than the NORMAL Work Week or Day. Dr. MacKenzie stated that these employees should be compensated by being granted compensatory time off. He elaborated, noting that such arrangements should be made with one's immediate supervisor, just as is done when submitting requests to take Annual Leave.

At a meeting I attended in Albany on January 14, I learned from other campuses' vice presidents for professionals that the MacKenzie Report was brought to the table by the State during contract negotiations last year. UUP requested an established Work Week or Day, and raised the question of compensation for additional time spent in performing duties beyond this. The State objected vehemently to overtime pay. After considerable debate, it was agreed that the MacKenzie Report would be used in addressing the issue of compensating non-teaching professionals for additional time spent in performing their duties. This document is supplemental to the contract and will be found in the addendum.

All people within the UUP bargaining unit should take advantage of this benefit. If a problem arises concerning its application, notify any member of the Executive Board.

23 check will be held for the lag and they will be receiving no retroactive increase in lieu of that check. We will be working closely with the Administration to find a solution which will soften the impact on those affected.

Update: Contract 1982-1985

BY RICHARD J. BARON

On 12/29/82 the UUP and the State of New York affixed their signatures on a new contract which is now in effect. As we begin 1983, a number of new contractual articles and clauses have been added to the Agreement increasing the rights and privileges of our members. This column will be written monthly highlighting new and improved clauses in the contract.

ARTICLE 31.1(c) Personnel Files

"Upon an employee's request to review the official personnel file, the College shall prepare a log of those materials in the official personnel file which are both available to the employee for review and response pursuant to this Section and were placed therein on or after the date of execution of this Agreement (12/29/82). If you review in the grievance procedure it is determined that such a log has not been prepared, maintained or updated, the sole remedy shall be a directive to the college to, as appropriate, prepare, maintain or update such log in conformity with this Section."

In the past, members have checked their personnel files only when a problem occurred. This problem could have involved a complaint, grievance, job application, etc. In a number of instances employees have found information missing from their files or materials added to the file which they were totally unaware of.

UUP encourages all members of the bargaining unit to exercise the right of reviewing the official personnel file which is kept in the Department of Personnel, Administration Building. Requests to examine the file should be made in writing to Lee Yasumura, Director of Personnel.

Chapter Elections Slated for This Spring

Rhoda Selvin and Francis Bonner, co-chairpeople of the Elections Committee, have asked us all to take note that we will be holding elections for officers and delegates in the near future.

The Elections Committee will shortly be compiling a slate of candidates to run for all positions on the Executive Board (president, vice presidents for academics and professionals, secretary, treasurer, academic and professional grievance chairs and for delegates to represent the Stony Brook Chapter at state-wide delegate assemblies.

So if you are interested in running, or perhaps in nominating a colleague, watch for further information.

Chapter Dinner/Dance Planned for April

By MARIANNE PURPORA

The Social Committee of UUP is pleased to announce the celebration of spring with a dinner dance, to be held at the Harbor Hill Country Club, overlooking Port Jefferson harbor, on Saturday, April 16 from 7:30 to 11:30 PM. There will be a hot and cold buffet and open bar. Tickets at \$20.00 per person will be available shortly at the UUP office and through department reps.

Raffle tickets at \$1.00 each for a basket of cheer will also be on sale (proceeds to benefit the Sunshine Fund). The drawing will be held at the dinner dance - winner need not be present.

So mark April 16 on your calendar, and plan to join us.

NEW EMPLOYEES.....

Don't delay in signing up for your health and retirement benefits.

More on the Social Security Mess

By CHARLES C. HANSEN

As a result of our last newsletter, I have received many calls of thanks from members for the service we were able to afford you regarding the provision of Social Security inquiry cards. It seems many of you have received responses, and have been amazed to find that your individual accounts are so fouled up as to be beyond belief.

To give some further insight into the matter, I have been in contact with Congressman Carney, and he has carried my request for more information to the director of Social Security. I subsequently received a response that boggles my mind: Due to the great amount of work entailed, it will take until April, 1983, to record the amounts reported by New York State for the year 1980. The director of Social Security also indicated that the State had submitted its quarterly report on time. Although this certainly was nice to know, there was no indication that the report was correct.

Let me share one of the complaints I received. One of our members, on the

faculty, received a copy of his Social Security report which indicated that in the thirteen years he has worked for the State, he had earned a total income of only \$26,000.00. This case was one of many.

I have again written to Congressman Carney, and have brought these problems to his attention. I have also suggested that because of the three-year statute of limitations on having records corrected, it is the responsibility of the government to encourage all Social Security contributors to check their accounts every three years. This, of course, is not being done. Perhaps it should be the responsibility of the Social Security Administration to provide an annual report to all contributors.

I suggest that, if your account shows discrepancies, perhaps you should let your congressman know. There is no excuse for this kind of foul up to affect 380,000 New York State employees.

LOOKING AHEAD

FEBRUARY

February 3 (Th) Labor Management Meeting, President's Office, 4:15pm.

February 23 (W) Executive Board Meeting, UUP Office, 4:30pm and Department Representative Meeting.

February 28 (M) Labor Management Meeting, President's Office, 2:00pm.

MARCH

March 14 (M) Executive Board Meeting, UUP Office, 3:30pm.

March 30 (W) Labor Management Meeting, President's Office, 3:30pm.

Highlights of the New Health and Benefits Package

Effective January 1, 1983

Increased Benefits and Positive Cost-Savings Features

1. A new and greatly improved dental plan.
2. An employee benefit fund to be administered by UUP and funded at \$50 per employee per quarter as of January 1, 1983 (\$200/yr.); \$76.50 per employee per quarter as of January 1, 1984 (\$306/yr.); \$79 per employee per quarter as of July 1, 1984 (\$316/yr.). The fund will pick up the dental and prescription plans as funding is phased in as described above. By July 1, 1984, there will be enough to buy at least one other benefit, such as vision care. *The increased cost to the State for this new fund, including the cost for the new dental plan and the new benefit which will come from the fund, will be well in excess of \$150 per employee, and probably closer to \$175.*
3. The GHI fee schedule will be improved, setting the fee at 70% of the 90th percentile of the Usual, Reasonable and Customary (URC) cost.
4. The annual major medical maximum will increase from \$25,000 to \$100,000; lifetime from \$250,000 to \$1,000,000.
5. Alcohol and substance abuse increased to 7 weeks in-patient; 30 visits out-patient per year.
6. Well baby care increased from \$50 to \$75.
7. New programs to be implemented as studies indicate to improve the overall health of the workforce, including early detection through voluntary screening programs; preventative programs in stress reduction, weight control, etc.; self-care educational programs.
8. The statewide plan will feature a number of new concepts and mandates designed to cut costs and to emphasize preventative medicine, reduce incidents of unnecessary surgery and diminish, where possible and feasible, hospital confinement. Some highlights would:
 - a. Require mandatory second opinion for certain elective surgery.
 - b. Provide incentives to receive certain forms of medical care in other than a hospital setting.
 - c. Encourage same day and ambulatory surgery for certain types of surgery.
 - d. Encourage use of pre-admission testing.
 - e. Provide alternatives for treatment of mental illness to encourage out-patient care, where possible, including care by psychologists and psychiatric social workers.
9. A pilot program will be established, in a geographic area to be determined, and will include the following features:
 - a. Variable deductible.
 - b. 75% co-payment with a variable out-of-pocket maximum.
 - c. Benefits provided for illness, injury and preventative care.

Continued on next page

- d. Payment to provider at percentile of URC, which will be annually adjusted with some kind of CPI formula, by region.
- e. Deductible and co-payments collected under payroll deduction, amounting to a credit or loan system.

Participation in the pilot program will be on a voluntary or optional basis, similar to GHI and HMO.

Negative Cost-Savings Features

1. The State's share if the individual premium will be reduced from 100% to 90%. This will cost the individual approximately \$2.50 per pay period during the first year of its implementation, or \$60.
2. Major medical deductible will increase to \$100 for individual and \$300 for family coverage. These are up from \$75 and \$225 respectively. A CPI rider will increase the deductible each January 1 thereafter to a maximum of \$10 each time for individual and \$30 each time for family. Therefore, by January 1, 1985, the total maximum deductible can go as high as \$120 individual, and \$360 family. The CPI rider will be computed from the medical cost component of the Consumer Price Index.
3. New employees will have a 28-day waiting period before they will be allowed to enroll in the plan.
4. Eligibility changed to include people working at least half-time in a bi-weekly pay period. In agreements reached between the State and other units, eligibility is restricted to people working half-time for a six month period. Our agreement is different in that it protects people who work on a semester basis, which is less than six months. Furthermore, upon our insistence, half-time is defined as one-half of a professional obligation; thus, we are not bound by the strict 20-hour per week rule used in other units. Because we did not bargain a "me too" clause on health insurance this time around, we were able to fashion a particular benefit to conform to the unique nature of our unit and thereby preserve eligibility for a large number of our members.

Discretionary Increases: A Clarification

The Office of Personnel has pointed out that, although we included a range of \$2,000 to \$2,999 in our list of discretionary increases, in fact the guidelines for dispensing same stated that the maximum increase without justification and approval by Division of the Budget was \$2,000.

A large number of people did not, in fact, receive more than this maximum. We regret any confusion this may have caused.

Career Alternative Workshop Repeated

Last year's successful Career Alternative Workshop will be repeated this spring. Topics to be covered include assessing your qualifications and skills, examining the job market, plus writing resumes and interviewing successfully.

Call Nancy Westcott in the UUP office (246-3368) if you are interested in participating. Nancy will then notify you when a date for the workshop is set.

DISCOUNTS AVAILABLE

These local businesses offer discounts to UUP members. Be sure to present your membership card when patronizing them:

New this month -

*Dr. Richard Trachtman, Ph.D., C.S.W.
108 Terryville Road
(P.O. Box 154)
Port Jefferson Station, New York 11776
928-1454
Advanced training in child and adult psycho-therapy. Individual, child, couple and family counseling. Statewide health plan accepted.

*Eyeglass Service Industries, Inc.
469 Sunrise Highway, Lynbrook
599-1135
(25% off)

*Three Village Camera
1070 Middle Country Road, Selden
or
346-74 Route 25A, Rocky Point
or
376 Village Plaza, Setauket
(10% off all film and darkroom supplies)

*Curtain Fair
550 Jefferson Shopping Plaza
Port Jefferson Station
(Meat Farms Shopping Center)
(10% off with this ad)

*Flaming Hearth
756 Horseblock Road
Farmingville
(enjoy dinner for 2 or more
7PM-1AM, Friday and Saturday
nights at 10% discount).

*Cheese n Stuff
Route 25A, Setauket
(10% off)

*Goodyear
Nesconset Hwy., Port Jefferson
(10% discount on tires and
service unless specially priced)

*Chiropractic Health Care

Dr. Frederic Kasner
713 Main Street
Port Jefferson
331-1010

Dr. Edward A. Scher
191 Norwood Avenue
Port Jefferson Station
473-8711

*Jaz Audio and Appliance
37 Plane Tree Lane
St. James
862-9323
(discounts on all TV,
appliances, stereos, VCR and
air conditions)

*Lion Pizza
229 Middle Country Road
Selden Plaza Shopping Center
(10% discount on dinner for
two with this ad)

*Mary Kay Cosmetics
Call Christine Mongiardo
698-5540
20 Oak Place, Selden
(10% discount on any purchase)

*Scrub Oak Studio
call 744-1942 evenings
(10% discount)

*Martin Cleaners
Route 25A, Setauket
(Finast Shopping Center
10% off)

*Davis Optical Center, Inc.
300 Old Country Road, Mineola
741-2020
or
110 E. Main Street, Smithtown
265-4700
(Group Vision Fee Schedule)

*Many other discounts are available
through NYSUT. Call 516/488-3268.*

STONY BROOK



JOIN NOW

Return to UUP, Old Chemistry Rm. 104

MEMBERSHIP APPLICATION

Last Name First Name Initial Position Title Social Security No.

Street Address City, State, Zip Line No. Campus Department

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.

BE SURE YOU HAVE SIGNED THIS CARD And Mail To UUP, One Park Place, Albany, N.Y 12205

Annual membership dues in United University Professions are nine-tenths of one percent of employee's basic annual salary if less than \$20,000; one percent from \$20,000 to a maximum of \$325. Biweekly UUP dues deduction can be computed by dividing total yearly UUP dues by 21 or 26 depending on employee's schedule.

BENEFICIARY CARD

UNITED UNIVERSITY PROFESSIONS GROUP LIFE INSURANCE PROGRAM

FULL NAME OF MEMBER (LAST NAME FIRST)	<input type="checkbox"/> MALE	DATE OF BIRTH	SOCIAL SECURITY NO.
	<input type="checkbox"/> FEMALE		
FULL NAME OF BENEFICIARY (LAST NAME FIRST)	RELATIONSHIP	MEMBER'S CAMPUS	

SIGNATURE

DATE

ADDRESS

CITY

STATE

ZIP CODE