

CONTENTS

Your Input Needed to Set Priorities for Contract Negotiations.....1

President's Message.....2

Executive Board Meets.....3

Proposed Chapter Budget.....3

Labor and Management Meet.....4

Report of the VP for Professionals: Secondary Sources and Your Evaluation.....5

News Briefs.....5

Report on the NYSUT Representative Assembly.....6

Looking Ahead.....6

Discounts Available.....7

Membership Form.....8



YOUR INPUT IS NEEDED TO SET PRIORITIES FOR CONTRACT NEGOTIATIONS

UUP is shortly to begin bargaining with the State of New York for our next contract. This process, perhaps the most important activity we undertake, will result in an agreement concerning the terms and conditions of employment for all of us.

IT REQUIRES YOUR INPUT.

All members will soon receive a questionnaire asking what issues each of us wants brought to the negotiating

table. (At this time, it is unclear whether those employees in the bargaining unit who are not members of UUP will receive a questionnaire.) We urge you to respond.

Serving as Stony Brook's liaison to the negotiating team are chapter president Bill Wiesner and vice presidents Charlie Hansen and Mike Zweig. Contact them with your questions and concerns.

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

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- President.....
- William Wiesner
- VP for Academics.....
- Michael Zweig
- VP for Professionals.....
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- Secretary.....
- Lou Deutsch
- Treasurer.....
- Sandra Burner
- Grievance Officers:.....
- Lee Rosen (Professional)
- William Fox (Academic)

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- Margaret Sullivan
- Sandra Burner
- Charles Hansen
- William Wiesner
- Academic -
- Judith Wishnia
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- Frank Erk
- Ben Selvin
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- Membership.....
- Election.....
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- Affirmative Action.....
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Inquiries, letters, and articles for inclusion in *Insight* should be addressed to Janet Steins, Reference Department, Melville Library (246-5976) or Nancy Westcott, UUP Office, 104 Old Chemistry (246-3368).

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

PRESIDENT'S MESSAGE

Dear Colleagues,

The impact of this year's budget situation on personnel resources is not much different than in years past. Once again we can be relieved that no one is being fired, but once again there is the loss of lines, which means an increased workload on the rest of us. Certainly it is the responsibility of the administration on campus to increase the efficiency of the campus as a whole by providing a work context which allows for maximum effort without burnout. In the face of the problems that the campus is facing, we can't help but wonder what logic is currently driving this campus to hire two senior administrators at the policy making level when what we need is more professional workers.

There are at present searches taking place for a new Dean for Enrollment Management, whose main job it seems will be to improve communication among several of the units in student affairs. This position will cost at least \$70,000 in salary and benefits. It is difficult to understand why that money isn't being used to improve the campus work environment in more creative ways (including hiring SEVERAL professionals). In the same vein, we see that a new Assistant Vice Provost for Human Services is in the works. While this position seems to be a bit better defined than the first, it still seems to be the wrong time to be hiring policy makers when what we need are workers.

It is a truism of sorts that when times are hard institutions and businesses try to manage themselves out of trouble. When the problem is not one of managerial structure (as in these two cases) then situations are likely to get worse rather than better.

Bill Wiesner
Chapter President



Executive Board Meets

Matters discussed at the April 3 Executive Board meeting are summarized below. Complete minutes are available in the UUP office.

SUNY Budget - Information on the state of the budget has been recently received from President Marburger and Nuala Drescher. Between 50 and 100 of the 162 lines due to be lost at Stony Brook by March 31 could still be taken away (all are vacant; most are in the hospital, and many are in maintenance).

Contract Negotiations - Bill Wiesner explained the function of the Contract Advisory Board, to consist of one professional and one academic from each campus. This group will advise the negotiations committee which is responsible for developing the package UUP will present at the table. Charlie Hansen and Mike Zweig will represent Stony Brook on this Board (Bill is our representative on the negotiations committee).

Department Representatives - The recent meeting was poorly attended. To increase activity in this area, Bill wants to devise agendas that will speak more directly to the interests of this group. Bill Fox suggested sending a more detailed description of matters to be discussed; Charlie Hansen proposed that one or two department reps be invited to each labor/management meeting. Agendas of these meetings should also be distributed to department reps.

Chapter Budget - Treasurer Sandra Burner presented her proposed chapter budget for 1984/85. Discussion resulted in some minor changes; the budget was voted on and passed.

General Membership Meeting - The time of the April 30th general membership meeting was changed so as not to conflict with the SUSB Senate meeting on curriculum reform. Agenda items were suggested.

Future Dinner/Dances - Bill would like to see the Chapter continue to sponsor this event, though we cannot afford to subsidize it as much as we did last fall. A spring dinner/dance and a fall picnic were proposed.

Take Back the Night Committee - Representatives from this group presented their request for a donation to help fund activities concerned with promoting

Proposed Chapter Budget

Treasurer Sandra Burner presented the following proposed budget for the 1984/85 fiscal year at April 30's general membership meeting.

Sandy explained that it represents an increase of over \$3,000 in our total receipts because the central office in Albany has increased funds to each chapter.

Expenditures:

Membership/Affiliated meetings	\$1,500.00
Office expenses	3,000.00
Secretary	4,600.00
Furniture, equipment	1,000.00
Printing, duplicating	1,000.00
Other (publicity, donations, petty cash)	650.00
	<hr/>
	\$11,750.00

Receipts:

Chapter allocation (1250 in the bargaining unit @9.00)	11,250.00
Flat stipend	500.00
	<hr/>
	\$11,750.00

After some discussion, the proposed budget was passed unanimously by those present. If you have questions or comments on these procedures, please contact Sandra Burner or any member of the Executive Board.

NEW EMPLOYEES: DON'T DELAY IN SIGNING UP FOR YOUR HEALTH AND RETIREMENT BENEFITS. DELAY REDUCES YOUR OPTIONS.

women's safety issues. The board requested that the Committee provide a copy of its budget, so that a determination of how our donation will be used can be made more easily.

Proposed Committee on Academic Freedom - The Board voted unanimously to oppose the formulation of this committee, whose function will be to study, monitor and reprimand teachers who violate academic freedom.

Labor and Management Meet

A special labor/management meeting was held on March 9 to discuss problems with staff turn-over in the Department of Residence Life. Complete minutes of this and all meetings are available in the UUP office.

March 20

Budget - President Marburger reported that the proposed deficiency budget recommends that 270 lines be restored, SUNY-wide, out of the 1100 lines scheduled to be cut (eliminating these 1100 lines means a cut of 162 at Stony Brook.) However, there is a possibility that we would be required to give up only those lines already vacated by early retirees (55 positions). An even distribution of the 1100 around the system would require Stony Brook to give up more than 55; dividing up the 1100 by size of campus would mean we give up 120 lines.

Stony Brook may be required to provide to Albany the vacant line numbers. There are currently over 100 vacant lines in the hospital, however the money for these has already been given up.

President Marburger predicts that the legislature will rescind the SUNY tuition increase. If so, the loss of these funds will take all available OTPS monies, since the legislature will take money out of the OTPS budget to replace the lost tuition income. Stony Brook's OTPS budget is already a half million dollars in the red; 1.9 million has been taken from it. We cannot operate with our present OTPS budget. Rescinding the tuition increase could lead to retrenchments.

Legislative Action - Bill Wiesner announced the formation of a new SUSB Senate/UUP standing committee which would work year round on advocacy issues and education in Albany and in the home offices of state legislators on behalf of SUNY.

LINAC - Safety issues concerning the Van de Graaff accelerator were discussed at length. An evaluation was done last September, the report of which cites safety hazards. The President's Advisory Board (URPC) has asked the Nuclear Structure Laboratory to respond to the report. The accelerator is now off-line, but is scheduled to back on-line in mid-July. Before going into full operation, however, there will be a Bureau of Radiological Health inspection, and safety regulations sti-

pulated by both the Bureau and URPC will be in place. Bill Wiesner brought up the fact that safety measures which were part of the original project were not followed, and was assured that this would not recur. URPC has the authority to shut the facility down.

The union feels that there are problems within the administrative controls of the LINAC, and that improvements are necessary. In addition, there are concerns about the safety of employees, some of whom have indicated to the union that they are afraid of retaliation if they make their concerns known to management. President Marburger was quite insistent that no employee need fear their job security, and encouraged all concerned to come forward.

George Marshall noted that the Department of Environmental Health and Safety is available for training sessions, but that his staff must be invited in to do so by either labor or management. He suggested that UUP ask for training sessions for workers on the LINAC project.

April 12

Discretionary money - List of 1983/84 recipients of discretionary increases was given to Bill Wiesner (for probable publication in future issue of Insight).

LINAC - George Marshall reported that \$20,000 has been appropriated for monitoring devices, and that other safety procedures will be implemented.

Department of Residence Life - Report on the staff turn-over in this department will be completed sometime this spring.

Upcoming, special labor/management meetings - The union will meet with Provost Neal on May 23 to discuss hiring practices and the absence of searches for high level positions. There will also be a special meeting (date not yet set) to discuss NTP concerns; the conclusions drawn by the tenure and promotion task force will be discussed, however, the union has not examined this document yet.

Policy regarding cancelled classes in bad weather - The Union would like to know who is empowered to cancel classes or close the university, and under what conditions. Information from radio stations is often misleading. President Marburger reported that while Homer Neal and Carl Hanes are

Report of the Vice President for Professionals

SECONDARY SOURCES AND YOUR EVALUATION

By CHARLES C. HANSEN

Every member of our bargaining unit has, or should have, a copy of the negotiated contract between UUP and the state, a little yellow booklet entitled "A System of Evaluation for Professional Employees," plus a copy of the Policies of the Board of Trustees. These are the documents which spell out our rights.

At this time, let me discuss one of the rights an individual has and should exercise, namely the right to prior knowledge of secondary sources in your evaluation procedure. When your supervisor evaluates you (based on your performance program) there may be statements in the evaluation not based strictly on the supervisor's own knowledge, but based on facts known through some other source. This is called using secondary sources. A secondary source can only be used if, at the time your performance program is being put together (with your input), you were advised that this secondary source would be consulted when the evaluation occurs. Likewise, at the time your performance program is written, you too can insist that another source (possibly someone with knowledge of your professional activities) be used at evaluation time. This procedure, a great plus, was negotiated for your protection.

Remember, the responsibility of knowing your rights is yours, not the union's, not your supervisor's, but yours. An arbitrator has already ruled on this matter. If you have a question regarding your rights, do not put it aside. Call the union and raise the question. Knowledge of our contract and the other documents utilized in spelling out our terms and conditions of employment gives us strength. Having a right but now knowing it or exercising it makes us weak. Since we are the union, we must make ourselves knowledgeable of those things we have fought for and won.

Labor/Management, continued

his general designees, any official statement will come only from his office. He added that individual departments may take the initiative to send employees home if conditions warrant it. The union requested a list of the radio stations the university uses to broadcast such information.

NEWS BRIEFS



-- An "Early Retirement Incentive Bill" for SUNY and CUNY employees has been proposed in Albany. If you are considering taking advantage of the option to retire early, we urge you to read through this draft legislation (copy available in the UUP office), and let UUP President Nuava Drescher know your reaction to it.

-- FSA has announced the following students to be winners in this year's Quality-of-Campus-Life Competition:

1st prize (\$500) - Jonathan Garlick
Steven Cohen

2nd prize (\$50) - Pia Bozzo
Larry Jammer
Rosaria Matty
Roderick Owens

Honorable Mention - Steven Burby
Robert Chrones

-- More on the prescription plan --
Prescriptions bought out-of-state at non-participating pharmacies will be reimbursed only for the wholesale price of the item.

Disparities - President Marburger agrees with UUP that a greater effort is needed here, adding that work is underway in certain areas (such as Engineering).

Monitoring teaching - UUP is concerned with administration's efforts in this area. The President spoke at length on ways to do this without visiting classes.

Report on the NYSUT Representative Assembly

By DONALD B. KILLORAN

As one of two elected delegates from Stony Brook, I attended the NYSUT- R. A. (Representative Assembly) held in Toronto, Canada on March 15-18th. Overall, I felt that an inordinate amount of time was spent in trying to resolve needs and potential problems for new programs involving teachers in the K through 12 group. Too little discussion was given concerning the major issue on Higher Education which affects the entire assembly. In my estimation, our time would have been used to greater advantage if these issues were aired freely and more openly when all of us were in attendance at the Representative Assembly.

The matters pertaining the U.U.P. were informative and I thoroughly enjoyed meeting members from both sides of the political fence. Elections for

the position of NYSUT Director (3) were held; Susan Puretz and Mac Nelson, both incumbents and Reform Caucus members, were not re-elected.

The UUP Executive Board also met at Toronto and I, along with twenty-two other delegates, attended this meeting as observers. Delegates beyond the first fifty to be elected were also at Toronto. Bus transportation had been provided for these delegates who came from as far away as Downstate Medical Center, Brooklyn. From a political point of view, one can only assume that their vote was important to someone.

Overall, I was very please to have attended these meetings. I found the Representative Assembly to be enlightening and the experience enjoyable.

LOOKING AHEAD

May

May 1	Tuesday	4:00	Executive Board Meeting, UUP office
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May 3	Thursday	12:00	Affirmative Action Committee, UUP office
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May 11-12	Fri - Sat		Spring Delegate Assembly, Albany
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May 15	Tuesday	2:30	Labor Management Meeting, President's office
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May 22	Tuesday	4:00	Executive Board Meeting, UUP office
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May 23	Wednesday	1:30	Labor Management Meeting, Provost H. Neal's office
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June

June 12	Tuesday	4:00	Executive Board, UUP office
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June 20	Wednesday	2:30	Labor Management Meeting, President's office
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discounts AVAILABLE

These local businesses offer discounts to UUP members. Be sure to present your 1983-84 membership card when patronizing them.

- * Brookhaven Chiropractic Center
191 Norwood Avenue
Port Jefferson Station, NY
473-8711

(Major Medical Plan accepted as full payment for services rendered).

- * ~~Salcutter Beauty Salon
Cedar Street and Route 25A
Stony Brook, NY
751-1112~~

OR

~~Student Union Building
751-7737~~

~~(10% discount on all services)~~

- * Cheese N Stuff
Route 25A
Setauket, NY
751-7204
(10% discount)

- * Curtain Fair
550 Jefferson Shop. Plaza
Port Jefferson Station, NY
473-2277
(10% off purchase)

- * Davis Optical Center, Inc.
300 Old Country Road
Mineola, NY
741-2020

OR

110 E. Main Street
Smithtown, NY
265-4700

(Group vision fee schedule)

- * East Setauket Liquors
4082 Nesconset Hwy.
(Walbaum's Shop. Center)
East Setauket, NY
928-4455
(15% off any bottle of wine;
20% off any case of wine—
may be mixed, same size bottles
except sale items)

- * Eyeglass Service Industries, Inc.
469 Sunrise Highway
Lynbrook, NY
599-1135
(25% off purchase. Call for
location closest to you).

- * Goodyear
4915 Nesconset Highway
Port Jefferson Station, NY
928-0700
(10% discount on tires and
service unless specially priced).

- * Ionion Pizza
229 Middle Country Road
Selden Plaza Shopping Center
698-2880
(10% discount on dinner for two)

- * Long Island Vision and Contact Lens Center
Route 25A and Old Town Road
Setauket, NY
751-6655
(20% discount on all services)

- * Martin-Coin Cleaners
Rt. 25A (Finast Shop. Center)
Setauket, NY
751-9814
(10% discount)

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

- * Neill's NY Nautilus Inc II
5026 Nesconset Hwy
East Setauket, NY
928-6633
(30% off regular membership prices)

- * Port Jefferson Chiropractic Office
713 Main Street
Port Jefferson, NY
331-1010
(Insurance accepted as full payment)

- * Potelli's
Old Town Road
Setauket, NY
751-2988
(10% off on dinners)

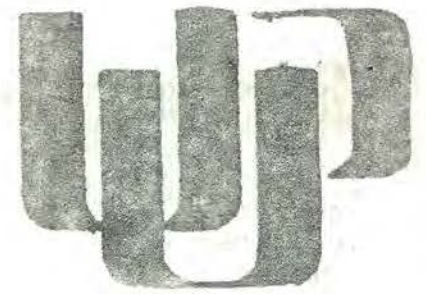
- * Stony Brook Beverage Co. Inc.
710 Route 25A
Stony Brook, NY
941-4545
(10% off on any purchase)

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

- * Richard Trachtman Ph. D., C.S.W.
108 Terryville Road
Port Jefferson Station, NY
928-1454
Psychotherapy and counseling
services for adults, adolescents,
children, couples and families.
(free initial consultation with
this ad and union card. 80%
coverage by Statewide Health
Plan)

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

STONY BROOK



JOIN NOW

Return to UUP, Old Chemistry Rm. 104

MEMBERSHIP APPLICATION

Date

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 of the State University of New York, and HEREBY AUTHORIZE YOU to deduct from my salary and to pay over to United University Professions 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 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, 159 Wolf Road, Albany, N.Y. 12205

Signature

Annual membership dues in United University Professions are one percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit, nine tenths of one percent for employees below the minimum salary negotiated for the bargaining unit, to a maximum of \$450. 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	

RETURN TO:
UUP
159 WOLF ROAD
ALBANY, NEW YORK 12205

SIGNATURE _____ DATE _____

ADDRESS _____

CITY _____ STATE _____ ZIP CODE _____