

# UUP InSight

Newsletter of the  
Stony Brook Chapter of  
United University  
Professionals

June 3, 1991  
Special Issue

## RETRENCHMENT EQUALS BROKEN PROMISES

-Ed O'Connell Vice President for Professionals

The names presented in this special issue of InSight represent professionals who were involved in real careers and real work at USB. Unfortunately, the delivery of a single page letter from the President's office with the word **RETRENCHMENT** printed somewhere in text has brought their careers and their work at Stony Brook to a tragic end.

UUP is fighting hard against the retrenchments that are currently sweeping across all SUNY Campuses Statewide. Here at USB we are fighting the retrenchments and are very concerned when we witness the loss of long term employees with excellent service records while work in their program areas continues. We are very concerned when employees are maneuvered out of their jobs or finessed off their State lines and placed into IFR lines. We are very concerned when employees are directed to take over the work of a fellow colleague who was just retrenched. Impossible you say? This is currently happening and UUP's position is that remaining employees should resist taking on the work of retrenched employees.

The recession is very real, the NY State revenue shortfall is very real and the cuts to SUNY and Stony Brook are very real. The question that remains to be answered is how will USB respond to this latest budgetary challenge:

- A. Reorganization
- B. Reallocation
- C. Retraining of employees or
- D. **RETRENCHMENT**

We will have our answer in the next Academic year when we have to print a second special edition of InSight.

## CONTRACT RIGHTS AND PROVISIONS

-Lee Rosen Professional Grievance Chair

The current Administrative policy with regard to retrenchment and non-renewal has had an impact on the entire campus community.

Any member of the faculty or professional staff receiving a notice of retrenchment or non-renewal of their appointment at the time they are eligible for permanent or continuing appointment should contact UUP so that we can determine if their rights as specified in the 1988-91 Agreement have been violated.

UUP currently has grievances filed on behalf of the retrenched employees and a Chancellor's Tri-Partite Committee investigating the non-renewals falling into this category.

There are also age discrimination charges filed with the Office of Affirmative Action for four of the retrenched employees. Should they receive no satisfaction from this route, we encourage them to appeal to the Human Rights Commission.

Under Article 35 of the current contract, there are benefits available to retrenched employees wishing to take advantage of them: e.g. retraining funds, experimental designated leaves, and special consideration for employment in other areas on campus and throughout SUNY, as well as consideration for retention at USB.

The union's position is that no employee should take on the duties and responsibilities of a retrenched person. If you are asked to do so, please contact us immediately.

NAME	DEPARTMENT	YEARS OF SERVICE AT SUSB
William Behr	Engineering	23 years
Kenton Draigh	ECC	26 years
Lois Koh	Engineering	22 years
Elizabeth Mazzaro	ECC	11 years
Richard Myers	Engineering	11 years
Edward Rugino	ECC	11 years
George Wolf	Engineering	23 years

### ALL RETRENCHMENTS EFFECTIVE December 23, 1991

Each of these people was rewarded with a notice of retrenchment for his/her years of service and dedication to the university on January 25, 1991.

## A FINAL NOTE

-Janet Steins Chapter President

What else should you do? Off campus, call your legislators. On campus, be receptive to the idea of retaining, retraining and reassigning all current employees who have lost their jobs or may do so. Join us in envisioning USB as a scholarly community that must be kept whole.