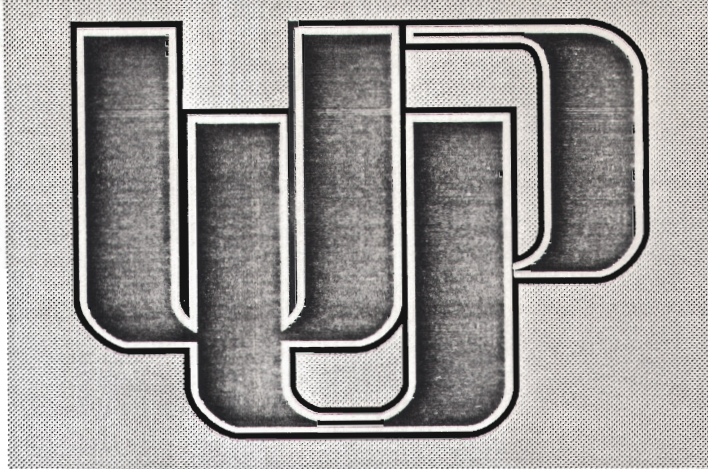


# INSIGHT

September 2, 1988

Newsletter of the Stony Brook Chapter  
United University Professions  
104 Old Chem.  
SUNY at Stony Brook  
Stony Brook, New York  
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## CONTRACT RATIFIED BY 88% OF VOTERS

The new contract has been ratified by UUP members by a vote of 6,227 to 829. It became effective immediately upon the vote count by the American Arbitration Association on August 12. In addition, last week the state legislature passed a pay bill; this should mean we will see our increases as negotiated, with no retroactivity (September for calendar year employees and November for those with academic year appointments).

## MARK YOUR CALENDARS

The chapter's fourth annual dinner and dance is now being planned by Marianne Porpora, Social Committee chair; it will be held in a new location and on a new day, because Romalino's has closed. This year's festivities will take place on Thursday, November 3, at the atrium in Port Jefferson Station. More details to follow soon.

## NOTE TO BE HELD ON DUES DECREASE

At this fall's Delegate Assembly, which will take place September 30 and October 1 in Melville, Long Island, delegates will vote on a resolution to lower UUP dues. The SUNY Buffalo chapter has submitted the resolution, which would amend Article XIII of the UUP constitution. If passed, dues will be .95 percent of the base annual salary for the 1989-90 fiscal year and nine-tenths of one percent of the base annual salary in succeeding fiscal years.

## NEW SOCIAL SECURITY SERVICE

The Social Security Administration will now provide a personalized benefit statement which will give you an approximation of how much the system will pay you each month upon retirement.

This service is available free to anyone who fills out and submits a disclosure form requesting the "Personal Earnings and Benefit Estimate Statement". Call 800/937-2000 to request a copy of form SSA-7004. After you complete and send in this form, it will take the agency from two to three weeks to send you your benefit statement.

You can also obtain a copy of form SSA-7004 at any Social Security office or by writing to the Consumer Information Center, Department 55, Social Security Administration, Pueblo, CO 81009.

## KNOW YOUR RIGHTS

By Charles C. Hansen, Vice President for Professionals

Each time a new contract comes into force we receive a copy of it. Most of us promptly put it away and forget about it. The law requires that all members of the bargaining unit receive copies of the contract and any other documents that pertain to our "terms and conditions of employment" because we are each responsible for knowing what our rights are. Knowing is the key; not knowing is not an excuse if or when we are deprived of our rights and do not take the recourses spelled out in the contract in the time frame specified.

Because time does not permit me to ask each of you what you know regarding our rights under the agreement, I would like to talk about two of the most common violations committed daily by both management and us, because we let it happen.

As Professionals, we are not required to punch a time clock, sign in and out, or fill out any other time accounting sheets except the two sanctioned by the union (the payroll computer printout and the "Professional Staff Individual Report of Attendance.")

... specifies the days a person has not worked and how those days are to be charged). A report is required once a month, not every pay day.

... has been brought to my attention that in some departments there is discussion about having a board which employees would indicate their presence and their whereabouts during the day. The next step is back to the TIME CLOCK.

... the other area where violations occur is in the evaluation process. The use of a scale of one to 10, or ABCD, to evaluate an employee is out of conformance with the Memorandum of Understanding. Because NO criteria have been established which define what is outstanding versus what is less than outstanding, the process described is not legal. The ONLY evaluation process that is spelled out in the Memorandum is whether or not the employee has performed his or her agreed-upon tasks as described in the Performance Program. The evaluation can be SATISFACTORY or UNSATISFACTORY, ONLY. Nothing else.

... urge you to spend a few minutes each day reading the 1988-1991 Agreement we will all receive shortly, as well as the "Policies of the Board of Trustees." Many, many hours of thought and debate have gone into our contract. It is there to protect our rights, and if used correctly, it will make our jobs easier. Contact the union if you feel any issue does not conform to the contract. YOU are the union. JOIN if you are not a member, LEARN about it, GET INVOLVED.

### INFORMATION FOR VETERANS

... publication entitled "A Guide for Organized Labor on Veterans' Rights, Benefits and Obligations", published by the AFL-CIO, is available for consultation or borrowing from the chapter office, 104 Old Chemistry.

### UUP/PEBF PRESCRIPTION DRUG PROGRAM

... UUP Fund members filled almost 228,000 prescriptions at a cost of \$3,800,000 during the Fund's fiscal year which ended March 31, 1988. This represented a 29% increase in prescription drug costs over the last fiscal year.

... the average cost of a prescription drug was \$16.98, not including the \$2.00 co-payment - up 12 1/2% over the last year. Furthermore, each Fund member used an average of almost 14 prescriptions for the year, including drugs for eligible family members. The increase in prescription drug utilization over the past year was almost 13%.

... we can help in the effort to control our Fund's prescription drug costs by discussing the use of generic drugs with our physicians and pharmacists. Generic equivalents have the same chemical composition, same effect on the body, and are subject to the same FDA regulations as brand name drugs. However, generic drugs

**INSIGHT** is published during the academic year by the Stony Brook Chapter of United University Professions. Items for inclusion should be sent to the UUP Office, 104 Old Chemistry.

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Editor	Jo Weitzner 2-6570

### UUP CHAPTER OFFICE

104 Old Chemistry  
Open Daily 9:00 - 1:00  
632-6570

The Stony Brook Chapter Executive Board meets on alternate Tuesdays at 12 noon. September 20 and October 4 are the next two scheduled meetings. All Executive Board meetings are open to the membership. Please feel free to attend.

UUP is affiliated with NYSUT and AFT. (Local 2190)

... cost considerably less than their brand name counterparts because they aren't heavily advertised or promoted.

... Approximately 50% of all brand name drugs have generic equivalents. The average cost of brand name drugs utilized by Fund members was \$18.59. The average cost of generic drugs was two-thirds less, or \$5.99.

... If you have any questions concerning our Prescription Drug Program, call NPA (National Prescription Administrators, Inc.) at 201/471-6030 or 800/526-7813, or the Fund Office at 212/420-1309 or 800/522-7002.