

SIX MORE RETRENCHMENTS ON WEST CAMPUS

Five months ago we published a special issue of Insight in which we informed you of retrenchments that had just taken place of eight professionals. In it we called upon the Stony Brook administration to respond to the very real budgetary challenge we faced by reorganizing, reallocating, and retraining, but above all by not retrenching. And we wrote that we would have their answer to this challenge for the next special Insight issue.

Well we've gotten their answer. Just as the current semester began six more west campus positions held by UUP professionals were retrenched. All six held permanent appointments. They are:

George Damm	Biological Sciences Div.	27 yrs at USB
Mary Ann Graziano	Biological Sciences Div.	11 yrs at USB
Paul Graziano	Biological Sciences Div.	24 yrs at USB
James LaPiano	Biological Sciences Div.	9 yrs at USB
Joyce Schirmer	Biological Sciences Div.	18 yrs at USB
Charles Wrigley	Physics Dept.	21 yrs at USB

UUP is working with those who have requested our help in the areas of special consideration and designated leaves.

UUP MEMBERS AFFECTED BY FIRST ROUND RETRENCHMENTS FORGOTTEN BY MANAGEMENT - MEANWHILE, HIRING CONTINUES AT USB

A Governor's Office directive to all state agencies to give maximum consideration to the placement, transfer and/or retraining of affected employees has so far been virtually ignored by Stony Brook's management.

Six of the eight UUP professionals whose jobs were eliminated in last May's round of retrenchments are still on campus, and all six of them want very badly to stay. Although their effective date of retrenchment is fast approaching, we continue to work both through the grievance process to reverse the retrenchments and through the contract provision of special consideration to find them other jobs on campus.

And there are certainly other jobs on campus for which these people should be considered. At the beginning of this

semester, UUP received a printout from SUNY Central which listed 73 new hires on Stony Brook's west campus. Another list, generated on campus, listed an additional 36 who began in September. (Both these lists included academics and professionals.) A departmental newsletter we saw named yet 4 more professionals who started this semester.

Based on our conviction that retrenched employees deserve to be retained (remember, it is their positions that have been exceeded), we have repeatedly reminded management that the Governor's Office has issued explicit directives to all state agencies to "be as creative and innovative as possible in identifying alternative opportunities for employees who are laid off."

But there are specific things we all can do to help our colleagues. If you are on a search committee or an EEO committee, call up Human Resources and ask for copies of the resumes of the retrenched employees. If you hear of a vacancy on campus or elsewhere for which these people might be qualified, mention it. Give them your support in every way possible, and make sure they know that you know that they are competent and worthy people caught in an unfortunate situation.

DOLLARS VS. COMPASSION

By Ed O'Connell, Vice President for Professionals

The year of 1991 at USB will be remembered for many things. Among the catastrophes that will not be forgotten includes the retrenchments of professionals with permanent appointment. All professionals on campus with permanent appointment and all those working towards permanent appointment have been notified through the President's convocation address, his reports to the Senate, and through media such as The Village Times that permanent appointment at USB is dead. From now on all professionals who are "fortunate" enough to be granted permanent appointment will know in their hearts that they are only two semesters away from serving "at the pleasure of management."

There is also potential for erosion of academic tenure; at a recent University Senate meeting the president was quick to point out in his opening remarks that the invasion of that sacred ground was given serious consideration during this latest budget battle. It was not long ago that professionals would often refer to their permanent appointments as "tenure." Also at the senate meeting, the president went on to express his personal regret over the retrenchment of

employees and assured the audience that everything possible was being done to retain employees who were not in a high enough priority program to be retained. At press time, UUP is not aware of a single placement within USB of any of the 14 professionals in retrenched positions who want to stay.

Our current contract clearly defines seniority rights within targeted units (see Article 35). The Agreement states that special consideration is to be afforded all retrenched personnel for all open positions on campus for which they feel qualified. These applications must be acted on before all other applications submitted.

I appeal to all USB administrators, chairs, directors and managers to work closely with Human Resources to abide by the UUP contract provisions and work together to create an environment that offers employment security for all of us. In a time when dollars are driving everything we think, say and do, let's not forget the compassion in our USB character which costs nothing and is worth everything.

WHAT HAVE YOU DONE FOR YOUR UNION AND YOUR COLLEAGUES LATELY?

The chapter employment committee needs additional people willing to work with us to fight retrenchments. There is much work to be done. Call the union office at 2-6570 if you are interested in serving. If you sit back and ask what UUP has done for you, you just might find yourself sitting in the position that gets retrenched next. You are the union.

HFA DEAN RETRACTS STATEMENT THAT UUP WAS CONSULTED ON NONRENEWALS

In September when Dean Heelan reported to the faculty of the Division of Humanities and Fine Arts on budgetary cutbacks in HFA, he wrote that his recommendations to eliminate 13 faculty lines by 8/92, some through retirements and resignations and others by nonrenewals and retrenchment, were reviewed by the higher administration, including UUP representatives.

At the insistence of chapter president Janet Steins, this statement was retracted six days after the initial report was issued. Not only is UUP definitely not part of administration, we played no role whatsoever in formulating Heelan's recommendations. If we had been asked to do so, we would have refused to participate. We don't do management's job for them, and we urge you not to do it either.

UUP is legally and morally obligated to help employees who have been nonrenewed or retrenched members of the bargaining unit who ask for assistance. If you have any questions or concerns regarding nonrenewals or retrenchments, contact Judy Wishnia (Grievance Chair for Academics) at 2-7688 or 751-3810, or Lee Rosen (Grievance Chair for Professionals) at 751-3102.

MEANWHILE, ABOUT THOSE NONRENEWALS - JUNIOR FACULTY DETRACKED FROM TENURE TRACK POSITIONS

At least six untenured faculty in the HFA Division (Art, English, Philosophy, French & Italian, and Comparative Literature) have been notified that their present appointments will not be renewed. Though not retrenched (according to our Agreement, retrenchments take place when contracts are broken), the effect is comparable.

No, tenure is not guaranteed to any employee, but since the reason given for these nonrenewals is budget cutbacks, UUP considers them de facto retrenchments. Unfortunately, the people involved can't even take advantage of those contractual benefits offered to people in retrenched positions such as the right to special consideration for other positions throughout SUNY, the right to apply for retraining funds, the right to their jobs back if or when they become available within four years, or the option to take a paid leave for the remainder of their current contract.

Insight is published during the academic year by the Stony Brook Chapter of the United University Professions. Items for inclusion should be sent to the UUP office.

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UUP Chapter Office • Old Chemistry 104 • 632-6570
 open daily 9 am – 1 pm
 The Stony Brook Chapter Executive Board meets on alternate Tuesdays at 11:30 am. All Executive Board meetings are open to the membership. Please feel free to attend.