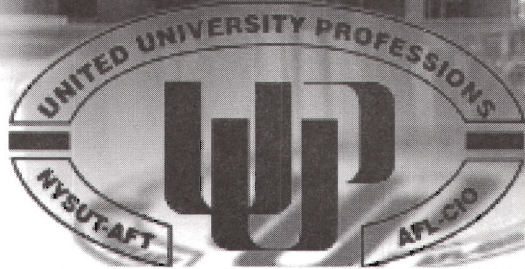


INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 10

November /December '00

UUP
Holiday Reception



Please join us as we come together as friends and colleagues to celebrate the holiday season.

Friday,

December 15th

3:00 pm to 4:30 pm

Spirits & lite refreshments served

**@ the Peace Center
in Old Chemistry**

(Directly across from the UUP Office, #104)

RSVP appreciated -

Ext. 2-6570

*We hope to see
YOU there!*

Inside this issue...

- *President's Message*..... 1
- *UUP Holiday Reception*..... 1
- *UUP Benefit Upgrades* 2
- *Holiday Gift Program*..... 2
- *Free Tax Guides*..... 2
- *Job Satisfaction & Departure from Stony Brook* 2
- *Defensive Driving Program* 3
- *Dear Bonnie— Leave for Jury Duty* 3
- *Simple Incentives Can Motivate*..... 3
- *In the Spotlight—Veterans Monument* 3
- *Individual Development Awards* 3
- *Celebrate Sylvia 2000 Event* 4

***A message from
John P. Schmidt
Chapter President***

THANKS!

In the course of a typical day, we come into contact with colleagues in other offices and departments. Usually, these encounters deal with everyday business and we give or get assistance without really thinking about it. Once in a while we have an "extraordinary" experience and for better or worse are compelled to further action.

Recently, I was moved to formally comment on the exceptional level of cooperation and assistance I received from staff in one of our administrative offices. I took a great pleasure in informing the head of the unit of the positive experience. Beyond thanking the individuals personally (which I did), I was able to express gratitude for having colleagues whose agenda was positive and helpful.

Have you said thanks lately? What is it that you are thankful for (beyond cooperative colleagues)? In a Thanksgiving scene that is likely repeated in households all over Long Island, our family conversation inevitably goes to some kind of inventory of things that we are most thankful for. Children provide the most basic and often the most thought provoking commentary.

How do you say thanks? Actions speak louder than words and are surely more enduring. The holidays provide an excellent opportunity for us to reflect on our lifestyle advantages and, more important, provide an opportunity to tangibly express thanks. I encourage you to reflect on the campus Veterans memorial project and the sacrifices made on our behalf to live in freedom and peace (see the Spotlight article). Perhaps your thanks might take this form of support. VOTE/COPE provides your union with additional access to so many politicians whose actions and votes can significantly effect our working lives. Perhaps your thanks might take this form of support. The SEFA annual appeal is underway. Perhaps your thanks might take a form of support for the Baldwin

(Continued on page 2)

(President's Message continued from page 1)

Breast Cancer Center, Stony Brook Child Care Services or the Stony Brook Hospital Auxiliary.

Have you ever just given thanks for your health? Walking around campus I am utterly amazed at the fortitude of some of our disabled co-workers and students. Things that we take for granted are often insurmountable obstacles for individuals with physical impairment. Perhaps your thanks might provide support for students with disabilities (see back page).

Whatever action you choose, do it thankfully. Thanks for being there when you were needed! Thanks for being there and functioning quietly and efficiently with little or no recognition! Thanks for working on my behalf for better pay and working conditions! Thanks for being a helpful and responsive colleague! Don't just say thanks. Say thanks.....and really mean it!!!! Do something tangible! Write that letter of thanks., Volunteer your time and talent! Reach into your pocket to ease another's burden! Happy Holidays.....and Thanks!
In solidarity,
John

Holiday Gift Program



By Maryann Bell, Director

While most of us are looking forward to the upcoming Holiday Season festivities, there is silence for many in our community. If you would be interested in participating in this year's program, please consider committing to one or more of the following:

- Donating a "Free Turkey" coupon or gift certificate from a local supermarket.
- Purchasing a warm winter set or toy for a child in need.
- Making a cash donation enabling the Grtr Port Jefferson Food Pantry to provide food for these families beyond just the holiday season. (All donations are tax deductible and checks should be made out to: Greater Pt Jefferson Outreach Center, Tax exempt #11-3559988)

Please contact me at Campus Ext. 2-7132, or e-mail me at mbell@notes.cc.sunysb.edu if you would like to participate. **THANK YOU!**



Chapter Office, 104 Old Chemistry, SUNY at Stony Brook, Stony Brook, NY 11794-3475 (631) 632-

UUP

BENEFIT UPGRADES

UUP Benefit Trust Fund Dental Program
Effective November 1, 2000...

- Dental implants will be covered at 50% of UCR. Implants were not previously covered.
- Periodontal cleanings will be covered at 80% of UCR and will be allowed twice per year, in addition to regular dental cleanings. Previously, they were covered at 50% of UCR.

UUP Benefit Trust Fund Visions Program
Effective November 1, 2000...

- UUP has endorsed the Davis Vision Discount Lasik Surgery program. Davis Vision has contracted with providers of this procedure to offer discounted rates to UUP members. By using a participating provider, members will save 25% on a provider's regular rate or get 5% off any advertised special rate. For this procedure, members may be able to use the Health Care Spending Account, where out-of-pocket expenses are paid with pre-tax earnings.
- The UUP Benefit trust Fund will provide coverage of \$200 per eye for eligible members (and eligible covered dependents) that undergo the lasik surgery procedure.
- The UUP Benefit Trust Fund will provide coverage of a Dilated Fundus Evaluation (DFE). Through DFE, an examiner may be able to detect diseases such as high blood pressure or diabetes. Not every patient will be dilated on every visit; only those members that the provider feels may benefit will undergo a DFE.
- UUP members must now use a *Paperless Voucher System*. Members will no longer have to request a vision voucher; they simply call a participating provider and make an appointment. The participating provider will call Davis Vision's web site at davisvision.com or call Davis Vision at 800-999-5431. A list of participating providers is also found on the Davis Vision web site.

Benefit Reminder

- The Sick Leave Exchange Program enrollment period runs from November 1 through November 30. Members may exchange three sick days for \$300 toward their health insurance premium.
- The UUP Benefit Trust Fund Scholarship Program is ongoing; applications (with an official transcript) must be filed within 60 days following the end of the semester.

Job Satisfaction &

Departure from Stony Brook

The UUP (Stony Brook, West Campus Chapter) is interested in the reasons that lead people to leave professional or academic employment on our campus. Though many of the departures are because of retirement, others are because of some degree of job dissatisfaction, though this may simply mean that an outside offer is significantly better (and goes unmatched), or that a move to a new location or a new setting just proves attractive regardless of a matching offer, or that family reasons determine an individual course of action.

Our special concern, as a union, is the degree to which any form of discrimination, or of a "glass ceiling" effect, or of arbitrary decisions by superiors, can (and do) lead to such dissatisfaction that leaving Stony Brook comes to be viewed as a welcome or even a necessary move.

Though any sort of official "exit Polling" is the domain of Human Resources, we would be grateful to receive any information, insights, or suggestions about these issues—from employees who are about to leave or who have contemplated such a move, or by anyone who knows of it second hand through the deliberations of friends and colleagues.

We are concerned to collect data and to determine if there is a systematic problem that the Union can address. Any information you can relay would be greatly appreciated and treated as strictly confidential.

The Chapter Office can be reached at Extension 2-6570, or via e-mail at uup@notes.cc.sunysb.edu. Thank you.



FREE Educator's Tax Guides Available

Educator's Tax Guides are once again available in the Union office. This guide specializes in publishing tax related materials for those in the field of education, including teachers, administrators, and all academic personnel. This is a useful handbook, valued at \$16.75, which will make tax preparation much easier. In addition to including the most recent changes in the tax laws, it contains a special report on e-filing. **Drop by and pick up your free copy, while supplies last, at 104 Old Chemistry.**

Individual Development (ID) Awards

This program is designed to support a variety of professional development activities by employees, both full and part time, in the UUP Bargaining Unit. The maximum amount that can be awarded to an applicant for an activity is \$1,000. (Note: up to \$4,000 can be awarded for release time for an individual project). The award period covers activities between September 1, 2000 and August 31, 2001.

Applications and additional information are available in the chapter office and online at www.albany.net/~nysuup. Applications must be submitted no later than March 31, 2001. It is anticipated that campus committees will announce awards on or before May 1, 2001. Campus committees must set aside at least 15 percent of their allocation for awards to part-time employees. Expenses must be paid up front; receipts are then submitted for reimbursement up to the approved award amount. Only one application and one project or activity will be accepted per UUP employee per award period.



Veterans Monument

Last November the fountain area between ESS and Harriman was dedicated as our campus Veterans Monument site. The theme of the project, "Honor, Glory & Pride" will emanate in this place of serene beauty. With former Governor Hugh Carey as Honorary Chair, the Veterans Monument Task Force is comprised of 15 volunteers who are passionately committed to this project.

This site, like so many others committed to the memory and spirit of those who have served our country was dedicated with the following goals:

- It will honor *all* service members
- It will be centrally located
- It will serve as a reference for educational programming
- It will serve as a reference for community development and programming
- It will provide heightened awareness, history, and reality
- It will not let us forget.

Veterans are plentiful at SUNY Stony Brook, but somewhat invisible. As members of the Stony Brook community, it is our two-fold obligation to first, remind those who have forgotten and second, educate those who never knew of the sacrifices made on their behalf in the name of freedom.

Although the effort to date has been earnest, so have the challenges. Funding and design are chief concerns. Although an official fundraising campaign has not been launched, failure to identify lead donors has severely hindered the momentum since the dedication.

Presently, the University is moving ahead with the project by preparing the area for Phase I. Plans for the monument include a garden, reflection fountain, a centerpiece, an interactive computer kiosk, flags, and naming opportunities.

This is an opportunity to be part of something real, past, present and future. Support of the Veterans Monument is a tangible measure of your honor, glory and pride for the men and women who

Dear Bonnie

QUESTION:

I have been summoned to Jury Duty and was wondering if I have to charge my time to any of my leave accruals.

ANSWER:

Jury Service is addressed in Article 26 of the current UUP contract (July, 1999 through July, 2003). The contract states, "On proof of necessity of jury service, an employee shall be granted leave with pay without charge to leave credits. Leave with pay for jury service shall mean leave at the rate of pay the employee would have received had the employee not been on such leave."

(Dr. Bonnie Beck, our UUP Labor Relations Specialist, is available through the Chapter Office to discuss contractually related issues of employment. Please send questions for this newsletter to the Chapter office, 104 Old Chemistry, or via e-mail @ uup@notes.cc.sunysb.edu.)

Simple Incentives Can Motivate

Knowing when and how to deliver accolades to employees is essential to maximize the benefit to your organization.

Some guidelines:

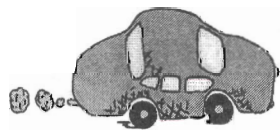
- **Be proactive.** Seek out opportunities for praise. Show appreciation for a job well done while it's under way—that will spur employees to greater efforts.
- **Determine beforehand what effects you want your praise to achieve and then shape the means to fit.**
- **Feature the employee in a news release and send it to trade or other business publications.**
- **Be creative.** Rewards come in many forms: letters of commendation, parking privileges, time off, complimentary dinners. Devise your own.
- **Caution:** Be careful what you single out for praise. Giving employees rewards for long service alone, for example, may send the message that survival in the system—not performance—is what counts.

SOURCE: Roger E. Herman, *Keeping Good People* (Oakhill Press: Cleveland, Ohio)

In The Spotlight continued...

have secured our freedom. When the time comes I hope that you will give generously.

For more information, please contact the Office of Veterans Affairs at 632-6700 or ccolon@notes.cc.sunysb.edu.



Defensive Driving Program

Register Early! Space is limited!

DATES: Tuesday, December 12, 2000 & Wednesday, December 13, 2000

TIME: 6:00 pm to 9:00 pm

COST: Only \$15 per person

PLACE: Student Activities Center, Room 308

WHO: Open to UUP members & their immediate family

HOW TO REGISTER...

Checks should be made payable to "NYSUT Benefit Trust"

Bring or mail to UUP Office, 104 Old Chemistry, Zip = 3475

Note: Next session will be February 27 & 28, 2001



Chapter Office, 104 Old Chemistry, SUNY at Stony Brook, Stony Brook, NY 11794-3475 (631) 632-6570

