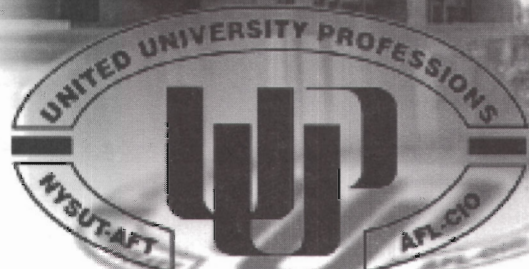


INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 7

July 00



Let it be known that the Stony Brook West Campus Insight Newsletter has recently been recognized in two categories in the 1999-2000 UUP Journalism Contest.

General Excellence—

Award of Merit

General Excellence awards are based on overall excellence, readability, interest, graphics, strong writing and editing. Writing, spelling, grammar, creativity and headlines count.

Best Editorial or Column—

Award of Merit

“Why is everyone so cranky”

By John P. Schmidt, Chapter President

A special thanks and congratulations to our editorial staff who have worked very hard over the past year to redesign and update this newsletter:

Melissa Bishop, Sally LaForte and Willa Smith

Inside this issue...

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A message from John P. Schmidt Chapter President

UUP DURING NON-WORKING HOURS

UUP wants to get involved in your personal life. We are no longer content with the terms and conditions of employment. We want to go on vacation with you. Heck, we even want to have some input as to where you go to relax and have a good time. We also have some ideas for boosting morale in the office when the vacations are over. The publication of this Summer newsletter is tangible proof that even when you are on vacation, UUP is still thinking about you and seeking your participation.

Your Chapter Officers and Delegates join me in sending greetings with the hope that you are enjoying the summer months. In the event that you are still undecided about recreation plans, UUP- Stony Brook has a few ideas.

Idea # 1 Disneyland/Walt Disney World Magic Kingdom Club - Your UUP/NYSUT membership enables the following benefits: admission discounts, resort room rate discounts, merchandise discounts, DisneyQuest Interactive Adventure discounts, car rental discounts, AAA new member savings. Club enrollment forms are available in your UUP office.

Idea # 2 Six Flags Great Adventure VIP Club - Membership cards are available in your UUP office. Savings include: for theme park and safari admission (7 days a week) and a reduced admission to “Hurricane Harbor”, the Great Adventure water park.

Idea # 3 Splish Splash - Stony Brook's Employee Activities Council has secured an entry fee discount for July 21, 22, 23 or 24 at Splish Splash in Riverhead. The ticket price is \$ 15 (3 yrs. and under – FREE). Payment is due by July 3. Further information and reservations can be secured by contacting Carole Manning at 4-4752.

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WHAT A DAY!

We hope that's what you're saying after enjoying the additional vacation day that has been added to all full-time UUPers accruals on January 2 of each of the current contract years (1/00-1/03). This is in addition to the vacation days that are accrued each month, which are unchanged.

And while we're at it, let's not forget to mention the enhancements in the salary increases that were renegotiated with the Governor's Office of Employee Relations. In short, the State will pay your annual contract raises six months sooner, and in the third and fourth years they will pay you more! Please note that salary increases will be effective the pay period closest to July 1 or September 1 instead of January 1 or March 1 of the following year. In the last two years the increase will be 3.5%, instead of 3%.

The new schedule is:	
7/1 or 9/1/2000	3%
7/1 or 9/1/2001	3.5%
7/1 or 9/1/2002	3.5%

Salary minimums will be adjusted accordingly.



Professional Development Awards

The first round of Professional Development Awards has been completed. The volume of chapter demand for these funds has become increasingly large. The West Campus Chapter received a total of 139 applications totaling requests of nearly \$145,000. Our campus allocation this round was \$53,340, of which \$8,001 was to be dedicated solely for distribution to part-timers. The Campus PD Committee was faced with the difficult task of allocating these limited funds to the many worthy endeavors of faculty and professionals.

Their decision was to spread the money evenly to as many applicants as possible. The next round of awards will cover expenses incurred from Sept. 2000 through August 31, 2001. Since the program operates on a reimbursement basis, individuals are encouraged to retain receipts from professional travel and/or enrichment for potential awards from the next round, which will most likely begin taking applications during the beginning of next year.

Tuition Scholarship for UUP Dependent Child

Before it's too late, a quick reminder about a new benefit that just became effective with the Spring 2000 semester. It provides a \$500 scholarship to eligible dependent children each semester for a maximum of (8) semesters.

To qualify for the \$500 scholarship, dependent children must meet the following criteria:

- The dependent child must be eligible for and enrolled in the UUP Benefit Trust Fund on the last day of the semester for which they are applying.
- The dependent child must complete at least 12 undergraduate credit hours in the semester for which they are applying.
- The dependent child must have taken those credits at a state-operated SUNY school; this does not include, for example, SUNY community colleges.
- The dependent child must provide an official transcript displaying a 2.0 grade-point average, or higher, in the semester for which they are applying.
- The Scholarship award may be used for tuition, fees, books or supplies.

PLEASE NOTE that the dependent child's official transcript *must* accompany the application, and *must* be post-marked within the 60-day application period. A maximum of 8 scholarships can be awarded per eligible dependent child. Applications are available from the UUP Chapter Office or by calling 1-800-887-3863.

Medical Flexible Spending Account

We have received a number of calls asking when UUP members will be able to establish medical flexible spending accounts. These accounts involve setting aside pre-tax dollars to cover expected medical costs not covered by your health and dental insurance. In other words, because monies spent through flexible spending accounts are not part of your taxable income, the amount of taxes and Social Security you pay is reduced.

It is a "use it or lose it" program. Any unexpended balances left after the annual period of the plan is completed are not returnable to the UUP member. Our contract states that on July 1, 2000, or as soon as practicable thereafter, such an account shall be established.

Our sources in UUP Central have informed us that this flexible spending account will begin January 1, 2001. The open enrollment is tentatively scheduled for October 16—November 16 of this year. The forms will be available through the campus personnel office, the UUP Chapter Office, or by e-mailing the administrator of the program.

UUP Central is currently in the process of reviewing the bids to select the administrator of the program. Once selected, the development of the forms and materials will begin. Hopefully, they will be available in late September or early October.

Example: Family of four with an annual SUNY salary of \$48,000. One child needs braces that cost \$4,000 and insurance covers half that amount, or \$2,000, leaving you to pay the remaining \$2,000. Then let's say you have a medical condition and need to seek a physician's care every month for a co-pay of \$8 each visit. So that's another \$96 annually. Then all four of you plan to have your teeth cleaned and examined once during the year. Four \$90 visits total \$360 of which you pay \$72 out of pocket. You're up to \$2,168 now in unreimbursed medical expenses that you know you will incur during the year. The new flex plan allows you to put \$2,168 of your pre-tax dollars into your Flex Account in bi-weekly installments. At the end of the year, you pay Federal, State, and social Security taxes on \$45,832, not on \$48,000. Using an average tax rate, you wind up holding onto about \$700 of your hard-earned money that would otherwise go out the window at tax time.

Guide for Part-Timers

A new Guide for Part-time Employees is available by request at the UUP office located at 104 Old Chemistry. The purpose of this booklet is to present in simple language a summary of the rights and benefits that are of special interest to part-time employees in UUP. The actual terms and conditions described therein can only be properly ascertained by examination of the UUP collective bargaining agreement and related documents.

All part-time UUPers are encouraged to drop by, call or e-mail the Chapter Office to receive this informative booklet.



VOTE/COPE Works for YOU!

For those of you who are currently making voluntary payroll deductions to Vote/Cope, or for those of you who wonder what good it would do, we are happy to report on a significant result of political lobbying made possible through Vote/Cope contributions.

UUP has successfully fought back attempts by SUNY to diminish the early retirement incentive.

SUNY wanted legislation requiring the elimination of all positions vacated as a result of the incentive. In other words, SUNY did not want to fill the lines of people who took advantage of the retirement incentive. Had SUNY realized its goal, campus presidents would have been reluctant to provide retirement incentives to UUPers.

UUP and NYSUT's lobbying efforts ensured that the early retirement incentive will remain the same as last year. The lines of those who retire will not be lost.

This victory is another example of our growing strength in New York State politics made possible through the help and support of UUPers statewide who volunteer to contribute through the Vote/Cope program.

As little as one dollar per pay period can go a long way towards communicating the needs and goals of both faculty and professionals in the SUNY system.

Contributing is easy! Simply call the Chapter Office at (63)2-6570 to have a Vote/Cope enrollment card mailed to you, or drop by to 104 Old Chemistry and fill one out and we'll take care of the rest.

Vote/Cope funds are used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State and local elections. All contributions are voluntary and are not required as a condition of employment.



UUP Executive Board

Ever wonder what the UUP Chapter Executive Board does? What do they accomplish and how do they get things done? What do they talk about at those meetings every other week?

Your Chapter's Executive Board consists of the Chapter President and Vice Presidents (Academic & Professional), a Secretary and a Treasurer. In addition, the Grievance Officers for both Academics and Professionals are usually in attendance, along with the Chapter's Labor Relations Specialist and Chapter Delegates. And, of course, members are always invited to attend and may provide specific information representing an area, department or policy of concern.

Their mission is simple—to actively pursue workplace issues and concerns, both for individual UUP members as well as for the membership at large. Three times a year a formal Labor/Management meeting is held with the Campus President to discuss and resolve major issues of concern and/or to establish operating procedures that positively benefit the UUP work environment. Informal Labor/Management meetings are also held more frequently with lower levels of Management to follow-up on agreements and resolve minor concerns.

Chapter Officers volunteer their time to be there for you—to lend an ear, explain to you your rights and represent you if necessary. Department "Road Shows" are planned for the next Academic Year, allowing members convenient access to the Exec Board with an opportunity to share in discussions on workplace issues. We urge you to attend, even just to listen. The journey of man begins with but a single step...

The Chapter extends its **CONGRATULATIONS** to

Dr. Phil Smith (Syracuse HISC)

and

Mr. John Marino (Stony Brook HSC)

on their recent election to statewide office as

Vice President for Academics and Vice President for Professionals, respectively.

Dear Bonnie

Is it true that as a UUP employee I can attend classes at SUNY Stony Brook for free? If so, what are the conditions and how many classes may I attend tuition-free?

ANSWER:

Yes, it is true that a program for Tuition Assistance is provided to UUPers in the current 1999-03 contract. When space is available, employees may enroll in a course on a tuition-free basis subject to the following requirements:

1. The University determines when space is available, recognizing that such determination must be made in sufficient time to permit enrollment by employees;
2. Employees must meet course prerequisites;
3. All fees other than tuition shall be paid by employees;
4. Employees may enroll in a maximum of one course per semester and special session, for example summer session and intersession;
5. Minimum enrollment requirements established by the University as a necessary condition for offering a course shall not be affected by students interested in enrolling in a course on a space

(Continued on page 4)

(President's Message continued from page 1)

AND WHEN YOU GET BACK.....

We have a few ideas for supervisors to help keep the spirits up over the course of the rest of the work year. These ideas have little or no cost but can pay huge dividends! Of course, these suggestions are predicated on fulfillment of one's professional obligations.

1. Once a week (depending on employee schedules) set up a VCR and sponsor a "noon movie" and show a comedy during lunch.
2. Designate a humor corner in some section of the office to post cartoons, jokes or other funny material.
3. Once a month, treat employees to pizza.
4. Get out of the office! Whenever possible, hold meetings outside the office.
5. If possible, once a month adjust the work schedule.
6. Bring your smile to work! Consistent upbeat attitudes are contagious.

Do you have a morale boosting idea? If so, please either e-mail or phone the UUP office and let us know and we'll share it with fellow UUPers.



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Ed Quinn	2-7275	equinn
<i>Academic</i>		
Michael Zweig	2-7536	mzweig
Grievance Chairs		
<i>Professional</i>		
José Feliciano	2-8069	jfeliciano
<i>Academic</i>		
Joel Rosenthal	2-7493	jrosenthal
Treasurer		
Sally LaForte	2-7129	slaforte
Secretary		
Steve Larese	2-7247	slarese
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<http://naples.cc.sunysb.edu/Admin/uup.nsf>

The Chapter office will be open during the summer months on Monday through Wednesday from 8:30 to 4:00, Thursdays from 8:30 to 3:30 and closed on Fridays. The Executive Board meets on Alternate Thursdays at 12 noon, and members are encouraged to attend.

("Dear Bonnie" continued from page 3)

available basis; and
6. The program shall continue for the term of the Agreement.

Drop by or call the UUP Office to obtain a UUP Tuition Waiver Form.

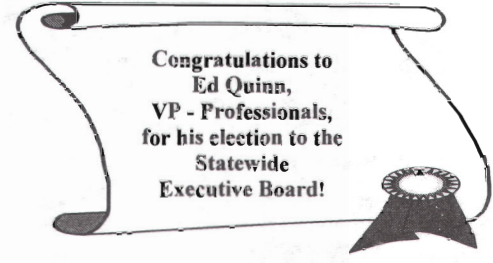
To register, simply complete the form, a self-addressed envelope and an OpScan Registration Form and take them to the Student Accounts Office along with your Authorization -To-Register (ATR) form. Using the ATR form, Student Accounts will prepare a bill for you. All four items should then be submitted to a cashier at the Bursar's Office where you will be required to pay the \$.85 per credit College Fee.

(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.

**UUP Office
Summer Hours**



Effective June 12 through September 1
Monday through Wednesday
8:30am to 4:00pm
Thursday
8:30am to 3:30pm
Closed Fridays



Congratulations to
Ed Quinn,
VP - Professionals,
for his election to the
Statewide
Executive Board!

**IMPORTANT
Websites & Toll-Free Numbers**

It's time to set those website bookmarks and let your fingers do the walking through these important telephone numbers to obtain quick information on all UUP benefits and member information...

- UUP Central Administrative Office www.uupinfo.org 800-342-4206
- UUP Benefit Trust Fund benefits@uupmail.org 800-887-3863
- 800-UUP-FUND
- Delta Dental www.deltadental.com 800-932-0783
- Davis Vision (to obtain Voucher) www.davisvision.com 800-999-5431
- Empire Blue Cross & Blue Shield Hospitalization 800-342-9815
- ValueRx (prescriptions) 800-964-1898
- NYS Employees' Retirement System www.osc.state.ny.us 518-474-7736
- NYS Teachers' Retirement System www.nystrs.albany.ny.us 800-782-0289
- TIAA-CREF www.tiaa-cref.org 800-842-2776
- Metropolitan www.metlife.com 800-MET-SUNY
- VALIC www.valic.com 800-44-VALIC
- Aetna www.aetna.com 800-677-4636
- New York State United Teachers www.nysut.org
- General Information 800-342-9810
- Member Benefits 800-626-8101
- American Federation of Teachers www.aft.org 800-452-9425
- New York State Tax Information For Pensions/Annuities 800-225-5829



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