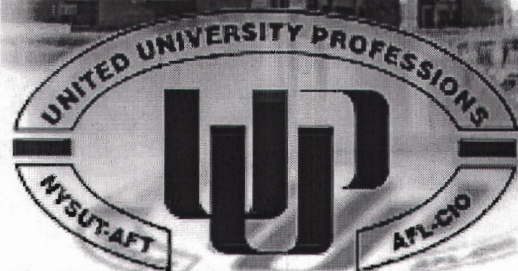


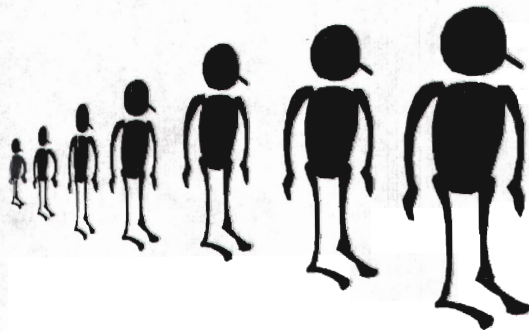
INSIGHT



NEWSLETTER OF THE STONY BROOK CHAPTER
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 8

September 00



Calling all members!!!

UUP West Chapter General Membership Meeting

Tuesday, October 3, 2000
12 Noon

Peace Center
Old Chemistry Building
Lunch will be served

RSVP required
Ext. 2-6570

Special Guest Presentation
By Gail Maloy,
Director of Member Benefits
UUP Central Administration

Bring all your benefit questions and
hear about the latest new benefits
for all UUPers!

Don't miss this important
opportunity to get the facts!

Inside this issue...

- President's Message..... 1
- EAP Workshops Calendar..... 2
- Statewide Committee Appointments 2
- Defensive Driving Program 3
- Dear Bonnie—Disciplinary Actions..... 3
- In the Spotlight—Nina Mitchell Award Recipient..... 3
- DSI—A message from your Executive Board..... 3
- Are you registered to vote??? 4
- WANTED: Phone Bank Volunteers..... 4
- UUP ALERT on the use of e-mail 4

A message from John P. Schmidt Chapter President

YEAR IN PREVIEW

The Sunday NY Times section that I usually reach for first is the Week in Review. It provides details of the top news stories of the past week. It is a compilation of newsworthy events, events that have already occurred, events that are worthy of a second thought.

Accordingly, I chose the title of this month's message as a variation on a title theme to highlight key events for the coming year that are important to Chapter members, important for member involvement. Keep checking our web site (<http://naples.cc.sunysb.edu/Admin/uup.nsf>) and be on the lookout for flyers and e-messages for specific dates and event details.

ELECTION 2000: The outcome of the November elections (national, State and local) is crucial to those of us involved in education. Our endorsements will be published in the October newsletter. You can expect to get a phone call from a UUP/NYSUT colleague prior to Election Day. If you are interested in contributing time at the UUP/NYSUT phone banks please contact the UUP office (26570). **Mark Thursday October 19 on your calendar!** Our Chapter along with the UUP -HSC/Hospital Chapter will co-host a legislative breakfast reception. The event will begin at 8:30 a.m. and will be held in the Incubator building just east of Nichols road. With virtually every State elected seat being contested, we expect an excellent turnout of legislators. Your VOTE/COPE contributions enable us to host such a function and keep Stony Brook programs and staff on the minds of our representatives.

ROAD SHOWS: Your Chapter Executive Board will be meeting at various campus locations over the course of the academic year to enable more of the membership to have face to face contact with the officers and delegates. These building

(Continued on page 2)

(President's Message continued from page 1)

specific meetings will be publicized in advance and you are encouraged to attend and participate. The EB meets every two weeks. For the Fall semester these meetings will be at 12:00 on Fridays beginning September 29.

As Chapter President with released time for UUP activity it is my intention to meet one on one with department heads. These individual meetings are intended to highlight the benefits and services of UUP and to assist unit managers in understanding various sections of the contract.

UUP Benefits Forum: In conjunction with a General Memberships meeting on Tuesday October 3, the Chapter is delighted to host a visit from UUP state-wide Benefits officer, Gail Malloy. Gail's primary focus will be on the new Flexible Medical Spending Plan. Time permitting, we will have an open discussion of the entire array of UUP benefits.

Special Meetings: Over the course of the year your Chapter officers meet formally (with the campus President) and informally (with other campus managers). These meetings are intended to seek mutual cooperation and to resolve problems. In addition to these labor/management encounters I am delighted to report a meeting initiative requested by President Kenny. At her request, I will be meeting each month with her and Senate President Bill Godfrey. This additional avenue of communication is a welcome addition.

Mark these dates!

Please RSVP @ (63)2-6570

General Membership Meeting

- Tuesday, October 3, 2000
12 pm to 1:30pm

New Professional's Luncheon

- Thursday, November 2, 2000
12 pm to 1:30 pm

Provost's Reception

- Thursday, November 16, 2000
12pm to 2pm



2000-2001 UUP Statewide Committee Appointments

The following West Campus Chapter members were appointed to serve on statewide committees. Please join us in extending our appreciation for their activism and commitment to serve our best interests, and feel free to contact them if you have issues or concerns that you would like to see addressed on the statewide level.

NAME	COMMITTEE	CAMPUS EXT.
Frank Anshen	Women's Rights & Concerns	2-7776
Richard Berscak	Grievance	2-8100
Richard Berscak	Organizing Watch	2-8100
Melissa Bishop	Technology in Higher Education	2-9893
Jose Feliciano	Grievance	2-8069
Bill Godfrey	Legislation	2-6546
Steve Larese	Political Action	2-7247
William McAdoo	Legal Defense	2-7472
William McAdoo	Affirmative Action	2-7472
Edward Quinn	Membership—Chair	2-7275
Edward Quinn	Professional Issues—Vice Chair	2-7275
John Schmidt	Finance	2-6570
John Schmidt	Committee of Chapter Presidents	2-6570
Jackie Smith	Solidarity	2-7714
Judy Wishnia	Retiree Legislation Action	H-751-3810
Charles Wrigley	Membership	2-6468
Michael Zweig	Labor & Higher Education—Chair	2-7536

Employee Assistance Program, Ext. 2-6085

Workshop Calendar

Fall 2000

Lunchtime Learning @ the Student Activities Center, 12:15 pm to 1:15 pm:

- In Good Company (Managing Depression in the Workplace) October 5
- 365 Ways to Save Money October 3
- When Food is No Longer Your Friend October 12
- Rebuilding Your Life After Separation Or Divorce—2 sessions October 24 & 26
- Coping with Chronic Illness October 25
- Tips for Coping with the Holidays November 9
- Understanding Ourselves at Holiday Time November 16
- Caregiving (How to Care for Others While Taking Care of Yourself) December 6
- Strengthening Your Step-Family—2 Sessions (Learning to StepTogether) December 5 & 7

Lunchtime Videos @ the Student Activities Center, 12:15 pm to 1:15 pm:

- Moving Back into the Light (Depression) October 4
- Domestic Violence—Faces of Fear October 19
- Saying Good-bye (Bereavement) November 14
- Relax! You Only Live Once (Video starring Loretta LaRoche) December 13

Supervisory Training @ the Student Activities Center:

- A Manager's Guide to EAP November 6, 9:30-11:30
- Workplace Violence—Awareness & Guidelines For Intervention November 29, 9:00-12:00
- EAP Supervisory Training & The Impact of Substance Abuse in the Workplace November 30, 9:00-1:00

**DISCRETIONARY SALARY ICREASES
A MESSAGE FROM YOUR EXECUTIVE BOARD**

The UUP contract provides that 1% of combined annual salaries of all members of the bargaining unit is held for distribution at management's discretion. UUP has no say in the actual distribution of DSI. Basically, it is the prerogative of the campus president, guided by administrators.

Despite repeated overtures to assist DSI policy, we have no input. Our recommendations have gone unheeded. Consequently, we feel it is necessary to present our views so that the membership can assess our position. Your feedback is encouraged.

We know that DSI decisions are necessary for each year of the contract. Our premise is that unit heads should tell all UUP -unit employees well in advance to present their case if they wish to be considered. All faculty, librarians and professionals are eligible; all MUST be treated the same way.

Procedurally, each unit should have a committee - chosen anew each year- to advise its department administration regarding DSI decisions.

Stony Brook's management has failed to formulate a policy to balance merit, inequities and salary compression. Nor has it attempted to define merit. UUP advocates a "pool" distribution method that addresses both equity and merit.

Though all members of UUP must be eligible, we believe that individuals receiving extra pay as well as those in the top 10% of salary ranks could be especially screened; approved by their unit and then endorsed by a campus committee. We believe that it is unconscionable to use DSI funds to cover raises that are needed to match external offers.

The campus president can raise a salary at any time; DSI is not provided for such purposes. Often the call for individual petitions comes during vacation, and/or at different times in different units and between faculty and professionals. This is a shoddy practice that is easy to remedy with established criteria and a fixed timetable. Current practices increase the atmosphere of mystery and disquiet about inequities and cronyism that plague SUNY over this small sum of money.

If you are not happy with the way your department head and/or unit manager have dealt with the DSI process, call the office of the president or Director of Human Resources.....not the UUP. We have no hand in what goes on with DSI and have been unsuccessful in gaining clarification of the policy and procedures that inform campus practice.



In The Spotlight...

Charles Hansen

2000 Nina Mitchell Award Recipient

We are pleased and proud to announce that one of our own will be honored for his distinguished service to UUP later this month during the Fall Delegate Assembly in Buffalo. The award he will receive was named in honor of Nina Mitchell (1926-1988), a veteran union activist from Brooklyn HSC, and is considered our Union's highest honor.

A pioneering member of the union's predecessor organizations - State University Professional Association (SUPA) and the Senate Professional Association (SPA) - Hansen is considered by his chapter nominators to have an "unwavering agenda to make faculty and professionals equal partners in the eyes of SUNY and state managers."

In the early days, that was easier said than done. Professionals were, by all accounts, hired and fired at the whim

(Continued on page 4)

Dear Bonnie

If I am called to a meeting with my supervisor, or someone else in the supervisory chain or campus police, which I feel may lead to a disciplinary action, what are my contractual rights?

ANSWER:

UUP recommends that you contact the union BEFORE attending the meeting in question. You have a right to representation, whether it be from your own attorney or from a union representative. While you may be inclined to rid yourself of the guilt you may be feeling by admitting and even signing a written confession, you may have, in the process, waived a very important part of your right to due process under the contract.

Article 19 of the Agreement between the State of New York and UUP specifically deals with the subject of discipline. Upon review, you will notice many protections for employees that allow specific periods of time for you to contest a disciplinary notice. In order to comply with these timeframes, it's imperative that you contact the union office as soon as you receive a notice to appear at a meeting that may lead to a disciplinary action. The clock starts ticking, and we must do all we can to protect your rights and work towards the best possible outcome for you. We're here for you—call us and allow us to be of assistance.

(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.)

Defensive Driving Program

Register Early! Space is limited!

DATES: Tuesday, September 26, 2000 &
Wednesday, September 27, 2000

TIME: 6:00 pm to 9:00 pm

COST: Only \$15 per person

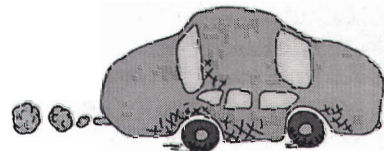
PLACE: Student Activities Center, Room 305

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 December 12 & 13, 2000



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

Insight is published by the Stony Brook Chapter of United University Professions. Items for inclusion should be sent to the UUP Office, 104 Old Chemistry, Zip=3475. The opinions expressed in articles in the newsletter are those of the author or the Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.

Officers	Phone	Email (@notes.cc.sunysb.edu)
President		
John P. Schmidt	2-6570	jschmidt
Vice Presidents		
<i>Professional</i>		
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
Committee Chairs		
<i>Membership</i>		
Ed O'Connell	2-9674	eoconnell
VOTE/COPE		
Ed Quinn	2-7275	equinn
<i>P/T Concerns</i>		
Judy Wishnia	751-3810	jwishnia
Labor Relations Specialist		
Bonnie A. Beck	273-8822 2-6570	

UUP Chapter Office
 Willa Smith 2-6570 wismith
 104 Old Chemistry
 Fax: 632-6571
 Email: uup@notes.cc.sunysb.edu
<http://naples.cc.sunysb.edu/Admin/uup.nsf>

The Chapter Office is open
 Monday through Friday, from 9 am to 3 pm.

The Executive Board meets on Alternate Fridays at 12 noon, and members are encouraged to attend.

("In The Spotlight" continued from page 3)
 of managers. As assistant director of business management at the Graduate Physics Facility, Hansen fought to change that.

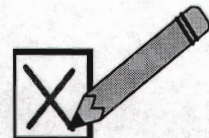
In SUPA, he served as a delegate and on several committees. When SPA evolved as a hybrid organization to encompass both academic and professional faculty, Hansen was called to serve as his chapter's first president and, later, as vice president for professionals. He is still a UUP delegate.

"No one worked harder for union issues than Charlie Hansen," his nominators said. "His vision of and for the union has led to a sense of importance and belonging that many members feel today. Every professional today has been positively affected by Charlie's vision three decades ago."

Hansen was UUP's vice president for professionals in the early '80s and served for three years on the Executive Board. He has also been a member of the Negotiations, Career Development, Membership, and Active Retired Membership committees.

We do not live solely in the present. We stand on the shoulders of those who, like Charlie, built the foundations on which our organization stands. We are deeply grateful for his contributions, both to our Chapter and Statewide, and will applaud loudly as he is recognized at the Fall DA with this award.

ARE YOU REGISTERED TO VOTE?



If you want to vote in this year's national election, you must mail or deliver a voter registration form to your county board of elections no later than 25 days before the election.

New York State Voter Registration Forms are available in the Chapter Office, 104 Old Chemistry. Feel free to drop by or call Ext. 2-6570 to obtain a form.

Most importantly....
 Please **REMEMBER TO VOTE** on Election Day, Tuesday, November 7, 2000

WANTED: PHONE BANKERS
 Help the union get the word out to vote!
October 10,11,12
4pm to 8pm
(or anytime therein)
 @ Hauppauge NYSUT Office
 Call the UUP Office to volunteer
(63) 2-6570

UUP ALERT

Be careful about what you email someone!

New York, as well as most other states, has an "Anti-Stalking" law ("Clinic Access and Anti-stalking Act of 1999") and recent court cases have included electronic communication as a means of "stalking".

Dow, as well as many other big companies, is cracking down on people abusing their email accounts and firing them en masse.

Know your rights and responsibilities. It is your responsibility to read, understand and adhere to Stony Brook's policy; P109R: Responsible Use of Information Technology (<http://naples.cc.sunysb.edu/Admin/policy.nsf/pages/p109>). For questions concerning this policy you may contact the Office of the Chief Information Officer at 632-9085



UUP Chapter Office
 104 Old Chemistry
 SUNY at Stony Brook
 Stony Brook, NY 11794-3475