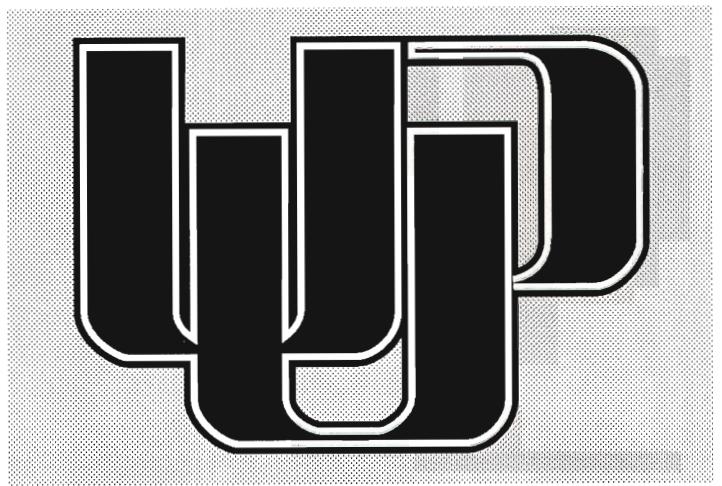


INSIGHT

January 29, 1990

Newsletter of the Stony Brook Chapter
United University Professions
104 Old Chem.
SUNY at Stony Brook
Stony Brook, New York
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GEOGRAPHIC DISPARITY

All January 31 paychecks will contain the \$200.00 location stipend negotiated for members of the bargaining unit working in Nassau, Suffolk, New York City, Westchester and Rockland. These stipends will not be added to basic salaries.

In the final year of our present three-year contract, the stipend will be \$300.00

DISCRETIONARY AWARD RECIPIENTS AND PROCEDURES

Last fall, the Chapter Executive Board voted to publish the list of 1989 discretionary award recipients on the west campus. We have not done so in many years, but now we believe it is necessary.

As most of you know, the discretionary pot is comprised of 1% of the total salaries of all members of the bargaining unit - both UUP members and agency fee payers. President Marburger, at whose discretion this money is allocated, has distributed guidelines to vice presidents and deans as to how to allocate this money. We do not believe these guidelines are being followed, and that is why we are publishing the list.

You should also be aware of changes that UUP has suggested to the President regarding the current procedures. Firstly, we believe that departments should be given discretionary monies based solely on the number of potential recipients each has (both faculty and professionals). All departments with the same number of people should get the same amount of discretionary monies. Currently, departments with higher paid employees get more discretionary funds than departments of the same size with lower paid employees, resulting in the higher paid departments becoming even more highly paid and the poorly paid departments becoming relatively more poorly paid.

We also recommended to the President that all employees be given the opportunity to review their department chairperson's recommendations, and that chairs be required to share the justifications they prepare on behalf of employees recommended for discretionary increases. We

can only hope to see improvements in the process next year.

Finally, it is important that we are aware that department directors are entitled to go to the President to request additional discretionary award dollars beyond their allocation.

For example, Chapter President Bill Wiesner was awarded discretionary funds by the President for serving as chair of the board of directors of Stony Brook Child Care Services, Inc. and for organizing the campus coalition that dealt with last year's SUNY budget crisis.

The Chapter Executive Board is interested in hearing from you on the subject of discretionary award procedures at Stony Brook.

EMPIRE PLAN INSURANCE UPDATE

The Empire Plan premium for 1990 has been held constant. There is a possibility that this rate may be frozen again for 1991, but this is yet to be determined. As the end of the 1989-90 fiscal year approaches, the plan will apparently show a major surplus, contrary to the huge shortfall of only two years ago. UUP and the other New York State public employee unions have agreed to use their portions of the windfall to stabilize premiums for the immediate future.

Deductibles for 1990 have changed, however. Based on changes in the Medical Care Component of the Consumer Price Index (CPI), as called for in our contract, the deductible for 1990 will be \$148.00 and the maximum co-insurance for 1990 will be \$714.00.

Any questions concerning this matter may be directed to the UUP Benefits office at 800/342-4206.

PROFESSIONAL UPDATE MEETING A BIG SUCCESS

by E. J. O'Connell, Vice President for Professionals

Over ten percent of the Professionals in the UUP West Campus Chapter attended a November 29th workshop sponsored by the Executive Board and presented by

statewide Vice President for Professionals, Tom Corigliano.

The busy schedule included a meeting for newly elected area/department reps, a buffet luncheon, and workshops on such topics as the new Memo of Understanding (MOU) on Professional Evaluations, Salary Increases and Promotion, Aetna's new Opportunity Plus SRA option, as well as general information presented by Grievance Chair for Professionals, Lee Rosen.

Tom Corigliano focused his opening comments on what he considers to be the most underutilized tool the Professional has at his or her finger tips, namely the performance program. Tom lamented the fact that SUNY Professionals fail to realize how important their performance programs are when discussing permanent appointment, salary increases and promotions. Tom challenged all in attendance to make sure that their performance programs are updated at least once a year, adding that "the system calls for annual evaluations, even if you have permanent appointment."

In conclusion, he reiterated that the existing system of evaluation, salary increase, and promotion will work only if Professionals are willing to actively and conscientiously participate in the process.

All Professionals will receive a copy of the new Memorandum of Understanding on Professional Evaluation, Salary Increases and Promotion in the near future. We should also be aware that there will be a peer review committee, "appointed by the College President," whose task it will be to review all requests for salary increases and/or promotions that have been denied through departmental channels. This review committee will make its recommendations, and report directly to the President.

For additional information about this topic or any union business call the chapter office at 2-6570. Let's follow Tom Corigliano's advice and start the 90s off on the right foot. Make sure that your performance program is updated and that your performance evaluation is in the file on the appropriate anniversary date.

WIESNER CONTINUES ON HALF TIME LEAVE

Chapter President Bill Wiesner has been granted a continuation of his half time leave, by the campus, to perform union business. Bill can be reached in the chapter office, 104 Old Chemistry, each morning (2-6570).

DEADLINES FOR JOINT NYS/UUP GRANTS

Dr. Nuala McGann Drescher Affirmative Action Leave Program:

Applications for the final round of grants, for leaves to be taken during the Spring 1991 term, are due to the Joint Affirmative Action Committee by September 17, 1990. No leaves can be funded which extend past June 30, 1991.

Experienced Faculty Travel Awards:

For the current round of awards, applications must be received by the Joint Professional Development and Quality

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OFFICERS

President	William Wiesner	2-6571
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VP/Academic	Janet Steins	2-7150
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Professional	Tom Kondakjian	2-8495
	Lee Rosen	2-8042
Academic	William C. Fox	2-8278
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Membership	Ed O'Connell	2-6410
Social	Linda Plunkett	2-7132
Health and Safety		

Field Rep.	Bonnie Beck	2-6570
	212-533-6567
Executive Editor	Janet Steins	2-7150
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 Thursdays at 10:00 am. February 8 and February 22 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)

of Working Life Committee (PDQWL) by February 23, 1990 for travel occurring between July 1, 1989 and December 31, 1990.

Librarian Study Leaves:

For study leaves during the 1990-91 contract year (7/1/90 to 6/30/91), applications must be received by the PDQWL Committee by March 15, 1990.

New Faculty Development Awards:

For the current round of awards, applications must be received by the PDQWL Committee by March 15, 1990 for an activity occurring between July 1, 1989 (or date of initial appointment), if later, and December 31, 1990.

Full guidelines and application forms for all these programs are available in the UUP office, 104 Old Chemistry. Call Jo Weitzner at 2-6570. For additional information, call the Office of the New York State/UUP Joint Labor-Management Committees at 518/457-1198. Please keep in mind that all applications must be approved by the Campus President or Designee before forwarding to Albany.