

# UUP Professional Perspective

Volume 1, Issue 3

STONY BROOK WEST CAMPUS

March 1998

## Campus Information

### *Discretionary Salary Increases*

The negotiated Discretionary Salary Increase (DSI) for UUP positions was distributed with the March 18, 1998 paycheck. People who were on the payroll as of June 30, 1997 were eligible for this round of money. This is an amount that is added to your base salary. The 3.5% raise will be based on the new amount in the March 18<sup>th</sup> paycheck.

DSI is 1.0% of total salary for UUP positions. All UUP positions (Bargaining Unit 08) are eligible for this money. If you did not receive or know about this salary increase please contact the Chapter Office at 632-6570.

The Chapter Office will be publishing the list of employees who did receive a salary increase. As in the past an analysis of the data will also be published.

## Local Issues

### *Contract Compliance - Performance Programs and Evaluations*

In February a memo from Human Resources was sent to All Vice-Presidents, Deans, Directors, HSC & West Campus VP Coordinators concerning compliance with Appointments, Non-Renewals, Performance Programs and Evaluations. This memo identified several areas of non-compliance. One such area identified was outdated Performance Programs and Evaluations for Professional Employees. If you do not have a current Performance Program in place, then your supervisor will need to prepare and present a current one. The deadline, which was set by Human Resources, is April 10, 1998.

If you would like to take a look at the memo it is located on the **Human Resources Home Page** under Labor Relations. The direct address is:  
[http://notes.cc.sunysb.edu/admin/hrs.nsf/pages/uup\\_contract\\_compliance\\_information](http://notes.cc.sunysb.edu/admin/hrs.nsf/pages/uup_contract_compliance_information)

More about this issue upcoming newsletters. Remember you can assist in guiding your career at Stony Brook.

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## Did You Know?

If you show your UUP union card at World Gym, 384 Mark Tree Road, East Setauket (751-6100), and get a 15-month membership for \$299. (Regular price is \$399 for 12 months).

**Note:** To be a member of UUP you must submit a signed membership card. If your dues are coded with 215 on your pay stub you are not a member. The member code is 222. If you have any questions about your member status, please call the office at 632-6570.

Look for other discounts with your UUP Union Card. It is easy to become a member and cash in on the discounts. Just sign the application card and send to the Chapter Office in Old Chemistry 104 z=3475.

## STATEWIDE COMMITTEE

The Statewide Professional Issues Committee is preparing for the next round of negotiations for a new contract. A sub-committee is looking at and reviewing the language in the MOU. Should any language be changed? Any added? Any deleted? How can the MOU be tightened up? These are a few of the questions, which will be considered. If you have any feedback about the MOU please send it to [equinn@notes.cc.sunysb.edu](mailto:equinn@notes.cc.sunysb.edu). Please submit your comments by April 18, 1998 so they can be incorporated in the presentation at the next meeting in Albany.

## CALENDAR OF EVENTS

### PAYMENT OF DISCRETIONARY MONEY

MARCH 18, 1998 PAYCHECK

### NEXT EXECUTIVE BOARD MEETING

MARCH 26, 1998

### EXTENDED DEADLINE FOR PDQWL AWARDS

MARCH 30, 1998

### GENERAL MEMBERSHIP MEETING

MARCH 25, 1998 PEACE CENTER 12:30 PM

### PAYMENT OF 3.5% CONTRACT RAISE

APRIL 1, 1998 PAYCHECK

### DEFENSIVE DRIVING COURSE

APRIL 4, 1998 9:00 AM ON WEST CAMPUS

### PERFORMANCE PROGRAMS/EVALUATIONS COMPLETED BY SUPERVISOR

APRIL 10, 1998

## UUP CONTRACT NEWS

Article 36 - CONTRACTING OUT (First of a series of informational pieces)

### What is it?

The State has the right to contract out for goods and services.

### Who can it potentially affect?

All professional staff of SUNY represented by UUP. An affected employee is also the least senior employee. This means that affected employee consideration begins with the most recently hired individual within each affected group of employees.

### What remedies exist for professional staff affected by contracting out?

1) redeployment; 2) stipend payment for retraining or education; 3) severance pay; 4) preferential employment with the designated contractor

NOTE: The 1995-1999 Agreement between the State of New York and UUP defines the process and procedures that have been developed to support the provisions of Article 36 (see the contract, page 78 Appendix A-27). Each of the above remedies will be discussed at length in future issues of this newsletter.

### What State-wide committee or body has been constituted to oversee issues relative to faculty/staff redeployment?

A Tripartite Redeployment Committee has been charged to meet as needed to discuss open issues related to redeployment consideration. This committee includes: Director of the Governor's office of Employee Relations, Executive Vice Chancellor of SUNY and the State-wide President of UUP.

### What do I do if I have reason to believe that my unit or department is moving toward contracting out all or some of its functions?

It is vital that any such information be reported immediately to your local Chapter headquarters. We can then share it with UUP's representative to the State-wide committee.

## UUP Sponsored Benefits

Dental Plan; Vision Care Plan; 401(b) Tax-Deferred Investments with Aetna; Eugene P. Link Scholarship Program; Free Tuition on "Space Available" basis; "Ready or Not" Pre-retirement program; Walt Disney Magic Kingdom Club; Six Flags Funseekers Club

## We would like to hear from YOU.

Parking is always a big issue. What problems do you encounter on the campus? Suggestions are welcome. Please send your replies to the Chapter Office, or call 632-6570, or e-mail JWEITZNER, or fax to 632-6571.

UUP Chapter Office: 104 Old Chemistry - The chapter office is open daily from 8:30am - 4:00pm.  
Executive Board Meetings are alternate Thursdays at 9:30 AM and members are encouraged to attend.

| Committee Members  | Telephone | E-mail   |
|--------------------|-----------|--|
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Any issue you may have you can contact any member of the committee or call the Chapter Office.