



BRIDGES

The Newsletter of the Stony Brook Health Sciences Chapter of United University Professions

NOVEMBER 2008

State Budget Update



According to Phil Smith, Statewide UUP President, "The State University of New York is facing devastating funding cuts that threaten to dismantle the University. SUNY is in for the fight of its life." SUNY has lost nearly a quarter of a billion dollars, making it one of the hardest hit state agencies.

The potential for even deeper cuts exists as the crisis on Wall Street continues and with the upcoming legislative session later this month. Our message to the governor and the legislators is clear- SUNY is the \$olution. SUNY is an economic engine for the state. In this tough economic time, now is the time to invest in SUNY. According to the Center for Regional Policy Studies' recent report on the economic impact of Stony Brook University, the Long Island regional economy receives \$4.7 billion from the state's direct investment of \$207 million in tax dollars or an economic gain of \$23 for every dollar the state invests.

Help us send this message. Visit the UUP web site (www.uupinfo.org) to send letters to Governor Paterson. Ask your family, friends and local business owners to do the same. Stop by the chapter office, pick up some SUNY is the \$olution posters and buttons and distribute them to local businesses. We must all work together to spread this important message.



Upcoming UUP Events



- Dec 5 Workshop: Know Your Contract
- Dec 11 Academic Lecture Series: Faculty Workload
- Dec 13 LIRR discounted trip- NYC
- Dec 15 Holiday Meeting- Coram Health Center
- Dec 16 Holiday Meeting- LISVH
- Dec 17 Holiday Meetings- UH-HSC
- Dec 18 Holiday Meeting- ASC/ACP
- Dec 19 Holiday Meeting Tech Park

Please call 4-1505 for info or to RSVP for these events

The New UUP Stony Brook Health Sciences Center Chapter Logo



The UUP Stony Brook Health Sciences Center Chapter wishes our members a happy and safe holiday season.

President's Message



In my September state of the union address, I mentioned that the SB HSC chapter is the first UUP chapter in the state to participate in the Local Action Project (LAP) of NYSUT. We were able to apply for this three year grant program due to our significant VOTE/COPE contributions. Here are more details regarding our LAP team and some of their plans for the first year of this exciting program.

The LAP team members are **Carol Gizzi, Charles Hines, Colleen Kenefick, Bruce Kube, Kathy Southerton, Irene Stern, and Bill Capowski**. The team recently received news that we have been approved for the maximum allowable budget of \$60,000 for our first year. NYSUT will provide \$30,000. The remainder of the budget will come from the UUP VOTE COPE fund and our chapter allocations.

Carol Gizzi and Charles Hines represented our chapter at the first annual Suffolk County Minority Health Summit, "Developing Solutions for Today's Complex Problems." This event brought regional leaders together to create a strategic plan to improve access to healthcare in medically underserved communities throughout Suffolk County. Using LAP funding, we were a co-sponsor of the event which was coordinated by the Center for Public Health and Health Policy Research at Stony Brook University. This is an example of the type of outreach that the LAP program recommends to create a positive image of the chapter in our local community.

Stewart Suchit, Instructional Support Technician in Media Services, designed several versions of a new chapter logo. The chapter executive board voted on their preference at a recent meeting. This logo-utilized for the first time on this newsletter- now will be used for many activities and products to "brand" the SB HSC UUP chapter.

The LAP committee will be sending thank you cards to chapter VOTE COPE contributors and an appeal to non-contributors. We need these funds now more than ever.

Spearheaded by Colleen Kenefick, an Academic Lecture Series committee has been formed. It includes representatives from each of the five schools. Members are **Christopher Cutler** and **Steven London** from the School of Dental Medicine; **Lisa Johnson** and **Peter Kuemmel** from the School of Health Technology and Management; **Marijean Buhse** and **Barbara Messina** from the School of Nursing; **Jack Farrington** and **Carolyn Peabody** from the School of Social Welfare; and **Srinivas Pentyala** from the School of Medicine. One goal of this project is to attract and activate more academic members.

Frederick Floss, Vice President for Academics of UUP, will be the inaugural speaker in our Academic Lecture Series. The lecture will be held on Thursday, December 11 from 4:00pm-5:30pm in Lecture Hall 1, HSC Level 2. Fred is an economics and finance professor from Buffalo State College. He will address what faculty should know about workload issues and will discuss how other Health Sciences Center chapters are dealing with this complex issue.

There will be two more lectures in the spring semester –one in March and one in May- specific dates to be determined. Tentative topics are the future of tenure and best practices for faculty in academic health sciences centers.

Two additional LAP goals are to form a chapter communications committee and to conduct a chapter membership survey with the assistance of the NYSUT research department. The communications committee will work on increasing members involved with our newsletters, our website and other means to communicate with our large and diverse membership. We have instituted a plan to produce smaller, more frequent newsletters. Please feel free to share you comments on this idea with us.

Anyone interested in becoming involved with our communications committee, any of our other committees or LAP activities, please contact the chapter office.

Yours in Solidarity,

Kathy Southerton
President, UUP SB/HSC Chapter

News You Can Use

Productivity Enhancement Program for 2009

Information and application forms for PEP have been sent to eligible UUP members. If interested, please note the **deadline to apply is November 28**. This program (Appendix A-26 of our Collective Bargaining Agreement- CBA) allows eligible employees to exchange previously accrued annual leave for credit to be applied toward their share of NYSHIP premiums.

Individual Development Awards

Applications are now available in the chapter office for the next round of awards for activities between **July 2, 2008-July 1, 2009**. This program is intended to assist eligible employees to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge and skills.

Discretionary Salary Increases (Article 20.5 CBA)

Monies will be distributed no later than December 31, 2008. DSI data lists will then be available in the chapter office and website.

Workplace Safety Issues

Did you know that you can report any concerns regarding workplace safety to the environmental health and safety department via e-mail? The e-mail address is: ehsafety@stonybrook.edu

UUP bulletin boards

Did you know our CBA (Article 13) permits UUP to post notices on one bulletin board in each department? If you do not have a UUP bulletin board in your department, please notify the chapter office.

2009 Elections

Thinking about running for chapter delegate or officer in our 2009 election? Look for the call for nominations to be delivered via mail in January. More information can be found in the December issue of **The Voice**.



GRIEVANCE REPORT

UUP SB HSC Chapter and SUNY Reach Grievance Accord

The grievance process that we reported on in the December 2007 issue of Bridges has reached a favorable resolution. The issue was brought to our attention when we learned that several of our chapter members, who had been recalled on holidays in 2006 and had received appropriate compensation for this work, had subsequently had that monetary compensation recouped from their paychecks.

This was a clear violation of our collective bargaining agreement (CBA). UUP advocated for these members utilizing the grievance procedures outlined in article 7 of the CBA. The statewide grievance committee recommended to **Phil Smith** that this grievance, unresolved in steps 1-3, be moved to step 4 arbitration and Phil agreed. The good news is that before the arbitration could be played out, the state issued a memo reversing the violation and supporting the long standing practice outlined in the CBA. The memo sent to the directors of human resources at the Health Sciences Centers states in part, "We rely on the specific language in the UUP Agreement, together with bargaining history to determine how to compensate a UUP employee recalled to work on a holiday."

Our thanks go to the chapter members who brought this issue to our attention, to our Labor Relations Specialist, **Bill Capowski** for his diligent work on this issue, to our chapter and statewide grievance committees and to President **Phil Smith** and the Albany field services staff **Peter Martineau** and **Martin Coffey**.

To learn more about our grievance procedures, see your copy of the 2007-2011 CBA (red booklet) or view the CBA on the www.uupinfo.org website.



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UUP COMMITTEE SPOTLIGHT



UUP MEMBERSHIP COMMITTEE

The Membership Committee is charged with assisting the Membership Chairperson in recruiting new members and organizing membership drives. In addition to their recruitment efforts, the committee also works to maintain up-to-date lists of members, plans and conducts orientation for new employees in the bargaining unit and disseminates literature to the membership. **Bruce Kube**, who is the chapter Webmaster, presides as our Membership Committee Chairperson.

Committee members meet periodically to discuss and strategize mechanisms to invigorate the chapter membership. The Stony Brook Health Sciences Chapter of UUP is the largest chapter in the state with over 3400 members. Due to our size and diversity, seeking ways to strengthen and revitalize the membership is a difficult undertaking.

Chapter membership is defined as those employees who have signed membership applications. The actual figure for membership at the SB HSC chapter is over 91%. A relatively small number of members actively participate in leadership roles within the chapter. The membership committee’s ultimate goal is to produce a more active and aware membership by striving to stimulate the membership through a variety of events and activities.

Because of the large size and heterogeneous composition of the SB HSC Chapter, it is difficult to appeal to the interests of all the members at one time. The Membership Committee looks at the chapter’s various constituencies and attempts to plan events based on the widest spectrum of interests possible. In addition to a variety of social activities the Membership Committee also provides members with workshops that are pertinent to their work and personal lives.

Currently, the Committee is comprised of 10 UUP members representing SBUMC, HSC, Tech Park and the LISVH. The committee welcomes individuals that are interested in getting involved. If you are interested in joining the Membership Committee, please contact the UUP office at 4-1505. You can also contact the UUP office if there is a particular type of event, activity or workshop that you would like to suggest or assist in organizing.

The opinions expressed in Bridges are those of the authors, the editor, or the Stony Brook HSC Chapter of UUP and are not necessarily the opinions of the United University Professions.

The UUP Newsletter welcomes, for consideration, articles submitted by members of the Stony Brook community. Persons who have material they wish to contribute should email their submissions to Stonybrookhsc@uupmail.org for consideration. Submissions are subject to the approval of the newsletter editor and the chapter president. They may be edited for brevity and/or clarity.

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For the latest information be sure to check our chapter website: www.uuphost.org/stonybrookhsc