

BRIDGES

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

September 2007

Negotiations Update

UUP President **William Scheuerman** wants members to know that good progress is being made in negotiations, and that their contract remains in effect, even though the 2003-2007 agreement expired July 1. Negotiations for the successor agreement have moved forward at a steady pace, especially considering there's a new state administration across the table. The process has already gone through several critical steps: the exchange of proposals between the parties; the clarification stage, in which both sides set out the meanings and definitions of the language in their proposals; and the presentations, in which UUP and New York State offered a detailed explanation of the reasoning behind specific topics in the proposals, along with comparative information such as agreements at other universities around the country, including SUNY's aspirational peers. The benefits extended to bargaining unit members under the expired contract remain in full force and effect until UUP and New York State reach a new agreement, and that successor agreement is ratified by the UUP membership. Allocations for the Joint Labor/Management Committee grant programs are depleted from the 2003-2007 agreement. UUP has proposed that increased funding for additional years be contained in the next contract.

DSI Money On The Way

The discretionary salary increase (DSI) is a contractual benefit which, according to the 2003-2007 contract, must occur no later than Dec. 31, and will be retroactive according to the member's professional obligation. The policies on how and when DSI money is distributed vary by campus. The 2003-2007 agreement between UUP and the State of New York provides for a pool of approximately 1% of professional and faculty salaries as of June 30, 2006. The increases are discretionary and are based on supervisor's evaluations of performance or salary inequities. UUP bargaining unit members should inquire at their chapter office or at their campus Human Resources Department about the distribution process for DSI funds by their campus president.

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Upcoming UUP Events



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| September 24 & 25 | UUP Retirement Workshops |
| September 28-29 | Delegate Assembly Buffalo, NY |
| October 8 | LI Educators' & Health Care Professionals' Cup ALS Golf Fund raiser |
| October 9 | Chapter Membership Meeting |
| October 10 | Regional Advocacy Training |
| October 17 | Emergency Preparedness Workshop |
| October 21 | Making Strides Against Breast Cancer Walk |

Call 4-1505 for additional information or to RSVP

PRESIDENT'S MESSAGE



ORP, Berger Commission and Weingarten highlight importance of political action

Every so often, I am asked why our union is so involved in politics. The answer lies no farther than the printed information on the top of our paychecks. We work for the State of New York and the decisions that affect us as health care providers, educators and employees are made by politicians. If we are not vocal in expressing the thinking of those of us who are doing the work, that vacuum of information will be filled by others.

Often, other entities have an agenda that would be harmful to our institutions and our jobs. We can get involved in trying to influence the decisions, or we can surrender that power to others and live with the consequences. UUP and our statewide affiliate, NYSUT, have a very sophisticated political action machine that gets its strength from the grassroots activism of members.

Legislators and the governor are frequently visited by UUPers from every campus. This is done during UUP legislative outreach days, NYSUT's Committee of 100 and visits to the local offices of our representatives. During these sessions, members speak with legislators and their staffs. If there is a bill pending, our members discuss the impact of that proposal and urge the legislators to support UUP's position on that initiative. If the law needs to be changed, our members urge legislators to introduce a bill to do just that. While all of our members do not make these visits to the legislator's offices, we can all use UUP's and NYSUT's web pages to send faxes or emails.

This session, we have been particularly successful. Our success is due in no small part to our union's political activism. Among these successes are the signing of the Optional Retirement Program (ORP) bill and a bill that will restore Weingarten Rights. The ORP bill will phase in a program for the state to fund the contribution to the ORP for members with ten or more years in the program. The Weingarten bill makes it an improper employer practice for a public employer to interfere with an employee's right to representation by a union representative or an attorney, during questioning by the employer when it reasonably appears that the questioning might result in disciplinary action.

There are three easy steps that every UUPer can take to strengthen our voice.

- 1. Register and vote.** Successful elected officials keep tabs on who is registered and who votes. You would too if your livelihood depended on addressing the wishes of the people who decide if you were to stay in office. Your union does not care which political party with which you affiliate. You are encouraged to register with a party so that you can vote in primaries as well as general elections. Educate yourself on the issues and vote. Voter registration forms are available in the UUP office.
- 2. Give to VOTE/COPE.** This is your voluntary political action fund. UUP dues cannot be used for political purposes. This VOTE/COPE money is used to send UUPers to Albany to advocate on our behalf and to support the university and our hospital. Support is made for legislators and other elected officials who have a proven record of voting positively on issues of importance to our union. This support is made without regard to the person's political party. UUP also uses some of these voluntary funds for advertising campaigns, such as we recently saw regarding our opposition to the Berger Commission's recommendations.
- 3. Give a few hours a year.** Sometimes, we need volunteers to make phone calls on behalf of candidates. Get involved and spend a few hours each year helping elect people who support our issues.

We need to be involved in politics because those with interests contrary to ours, SUNY's and our hospital's are motivated, organized and well funded. If we are not active and vigilant, we permit them to make the decisions for us. We need to actively oppose changes that are destructive. Of course, if we can reach agreement with decision makers on how to best move forward, our union can be the greatest ally in making those improvements. Seems like all that is reason enough to be involved in politics.

In solidarity,
Kathy Southerton



Stony Brook HSC Chapter Members Appointed to UUP Statewide Committees

UUP's constitution and bylaws provide for a number of committees with representatives from chapters across the state. Members of the SB/HSC chapter participate in many of these statewide committees. These members, in addition to serving our chapter locally, have agreed to volunteer their time to help see that our perspective is presented and that information discussed at these meetings is shared with our membership.

SB HSC UUP members who wish to be considered for appointment to these or any other committee should contact Chapter President **Kathy Southerton** at the UUP office (444-1505). A list and description of all statewide and chapter committees is available there. The terms of these appointments run through May 31, 2009.

Academic Issues

Carlos M. Vidal

Affirmative Action Committee

Allen Gordon

Charles Hines

Tina Maria E. Manning

Carols M. Vidal

Benjamin J. Williams

Appendix A-32 Steering Committee

John Marino (Chair)

Kathy Southerton

Committee of Chapter Presidents

Kathy Southerton

Elections & Credentials Committee

Christine M. Dougherty

Jere S. Freeman

Jeanne L. Galbraith

Carol Gizzi

Dennis J. Kelleher

Bruce T. Kube

Carolyn S. Kube

Finance Committee

Ed Hines

Kathy Southerton

Grievance Committee

Michael J. Bonvento

Carol Gizzi

Benjamin J. Williams

Health Science Center Concerns Committee

Kathy Southerton (Co-Chair)

Robert Peyster

Nand K. Relan

Irene Stern

Membership Committee

Bruce T. Kube

Negotiations Committee

Carolyn S. Kube

Nursing Professions Work Group

Ora James Bouey (Co-Chair)

Maria Elayne DeSimone

Susan Katz

Michael Stein

Part Time Concerns Committee

Carolyn S. Kube (elected PT Rep)

Outreach Committee

Kathy Southerton (Vice-Chair)

Margaret A. Bryan

Michael J. Bonvento

Bruce T. Kube

Jeffrey M. Weiss

Professional Issues Committee

John Marino (Chair/Ex Officio)

Carol Gizzi

Retiree Legislation Action Group

Edward Alleyne

Solidarity Committee

Donald Pisani

Task Force on Pay Equity Based on Race

Charles Hines (Chair)

Benjamin Williams

Task Force on Emerging Issues of Diversity

Charles Hines

Technology Issues Committee

Nancy A. Balkon

Jeffery M. Weiss

Women's Rights & Concerns Committee

Ora James Bouey

Angelika M. Hrynda

Carolyn S. Kube

Tina Maria E. Manning

Denise Snow

What is the Employee Assistance Program?



The EAP is a **free, voluntary, and confidential** worksite-based program that assists faculty and staff in the prevention, early intervention, and resolution of problems that may affect job performance. It is a jointly sponsored New York State labor and management program established in 1985. EAP is available to family members and retirees. Appointments can be made with an EAP counselor both in-person, or if you prefer by telephone. Those that wish to remain anonymous may do so.

EAP is available to supervisors for consultation regarding employee and/or departmental issues. Your questions and concerns will be addressed promptly and confidentially. EAP provides educational workshops on a variety of topics for employees and supervisors throughout the year. Please call our office if you wish to be added to our Lunchtime Learning listserv to be notified of our upcoming workshops. They are listed on our Web site. We also offer customized workshops for departments at the work site. Additionally, there is an extensive lending library on mental health and wellness topics that you can search on our Web site and arrange for pick up.

The EAP Office facilitates two University programs to assist faculty and staff. They are the University Faculty & Staff Welcome Program (www.stonybrook.edu/welcomeprogram) and the University Hardship Fund (www.stonybrook.edu/hardshipfund).

The Welcome Program is a service offered by Stony Brook University to assist newcomers with information and resources about living on Long Island and working at the University. The program matches new hires with employee volunteers familiar with their needs. Whether there is a concern about finding child care, housing, or University information and services, we can help. Stony Brook University is committed to helping you make the transition to the campus and our community.

The Hardship Fund is a program available to assist eligible faculty and staff who are experiencing a personal financial emergency and who have exhausted all other avenues for obtaining assistance. The fund, which is allocated to employees who demonstrate the most need, is not a loan. It is designed to address an event or catastrophe that is non-recurring, sudden, unexpected, and critical, such as:

- family crisis**
- acute illness**
- natural disaster**
- fire**

EAP has convenient locations on both East and West Campus. Please visit our comprehensive website at www.stonybrook.edu/eap for a detailed look at the many services we provide. You may call 632-6085 or e-mail us at EAP@notes.cc.sunysb.edu for an appointment or further information. The E-mail box is also accessible from our home page.

UUPer Offers Stress Relief for Faculty & Staff

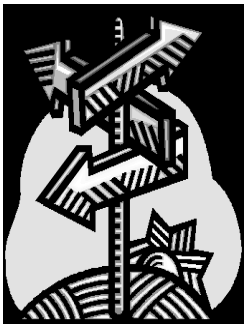


Massage therapy services, including hot stone massage, are now available for SUNY faculty and staff. For a nominal fee you can enjoy a soothing massage right here at work. This service is offered by Stony Brook's NYS licensed massage therapist, **Patricia Cadolino**. Patty, a UUP member, was trained in hospital based massage at Columbia Presbyterian and Sloan Kettering hospitals. She is also trained to work with premature infants.

Massage has an impressive range of benefits, many of which have been documented in clinical studies done at the University of Miami Medical School. Some of the potential benefits include relief of stress and anxiety, easing of neck, shoulder and low back discomfort, alleviating tension and migraine headaches.

Patty has been providing massage therapy services to in-patients and out-patients since 1999. She also offers classes for parents to learn infant massage. She can be contacted at 444-4592 for details on arranging massage appointments (Tech Park or SBUH) for staff and faculty.

UUP PRE-RETIREMENT WORKSHOPS



For those considering retiring within the next three years
A discussion of your benefits and union affiliation during retirement

- What happens to your health insurance when you retire?
- What happens to benefits provided by the UUP Trust?
- How and when do you tell the state that you intend to retire?
- How do you maintain membership in UUP and its affiliates during retirement?
- What else do you want to know?

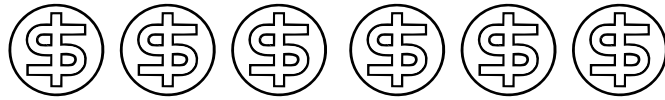
Anne Marine, UUP's Retiree Member Services Coordinator, discusses these and related topics to help you plan for your future.

Monday, September 24 5:30 PM to 6:30 PM **or** 7:00 PM to 8:00 PM
Tuesday, September 25 Noon to 1:00 PM **or** 1:30 PM to 2:30 PM

Call the UUP office **444-1505** to reserve your place in one these workshops



BENEFIT BULLETIN



Bally Total Fitness has joined up with United University Professions to offer two great memberships for its employees. Visit www.uupinfo.org for more information



Enterprise Rent-A-Car is offering discounted rental rates for UUP members. Make reservations online at www.enterprise.com and be sure to mention account # 24H8222. PIN: UNI



Carlson Wagonlit Travel is offering special cruise benefits that will entitle UUP members to special promotions on particular cruise lines.



UUP members are eligible for 15% off of monthly service fee.



Special Benefits Offers for UUP Members



Exclusive 19% discount on monthly services charges, plus enjoy special savings on equipment and an additional 25% off accessories.



Special group discount rates on auto, home and renter's insurance!



Save on all Green Mountain Coffee Products including brewers!

NEW BENEFITS



Special contract negotiated discount prices for UUP members at retail locations. See UUP website for more info.



UUP member benefits include:
5% off Select Tires*
10% off Automotive Service*
\$15.95 Oil Change
*In-Store Pricing including Sale prices. Obtain info on UUP website.

***ENROLLING A DEPENDENT IN A SUNY COLLEGE THIS FALL?
STOP BY THE UUP OFFICE TO PICK UP A SCHOLARSHIP APPLICATION.***

Visit www.uupinfo.org for more information and scholarship eligibility requirements and to see all the other exciting benefits UUP has to offer to its members

What's all the buzz about?



You might have heard your colleagues talking about MAP, the Member Assistance Program available from NYSUT Member Benefits Trust. Or maybe you've already joined. But if you haven't, you may want to once you read about MAP's benefits.

By joining MAP, an e-mail based program, you'll be among the first to hear about new, endorsed programs and program updates. You'll receive special offers from Member Benefits or from providers of its endorsed programs. Your opinions will be solicited on new programs under consideration for endorsement. When possible, you'll help Member Benefits test potential new programs and provide feedback.



Frequently, MAPers are entered into drawings for prizes donated by providers of endorsed programs and Member Benefits. Since MAP's introduction last spring,

MAPers have entered drawings for Bose® Quiet Comfort 3 Acoustic Noise Cancelling Headphones, free admissions to the National Baseball Hall of Fame and Museum, a summer fun pack filled with a variety of items, and an OfficeMax gift card worth \$100. In addition, new MAP enrollees and existing MAPers are automatically entered into quarterly raffles; to date, prizes included digital cameras and an iPod nano.

MAPers receive e-mail communications from Member Benefits and occasionally from



its providers of endorsed programs. Member Benefits oversees the frequency of e-mail communications to ensure you will not be bombarded. On average, a MAP e-mail alert is sent once every three weeks.

Rest assured, Member Benefits does not share your e-mail address with outside interests other than endorsed program providers and then only under controlled circumstances. Once a program provider receives approval from Member Benefits to send you an offer or information, the vendor will be required to destroy the e-mail listing after sending the communication.



This exciting, new program allows you to help shape future programs and services exclusively available to you and your colleagues.

Help make a difference. Become a MAP team member. Enroll on our secure page by logging on to www.memberbenefits.nysut.org and see the feature on our home page.

For information about this program or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits Trust at (800) 626-8101, e-mail benefits@nysutmail.org, visit www.memberbenefits.nysut.org, or refer to your NYSUT Member Benefits Trust Summary Plan Description.



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.

UUP Stony Brook HSC Chapter Contacts

President	Kathy Southerton	444-1505
Vice President (Academics)	Carlos Vidal	444-3153
Vice President (Professionals)	Carol Gizzi	444-1505
Secretary	Tina Manning	444-1505
Treasurer	Edward Hines	444-1505
Part Time Concerns Representative	Carolyn Kube	444-1505
Grievance Chair (Academics)	Steve Smith	444-1505
Grievance Chair (Professionals)	Carol Gizzi	444-1505
Newsletter Editor	Pamela White	444-1505
Professional Evaluation Review	Ellen Clark	444-7597
Professional Promotion Review	Bruce Kube	444-2377
Professional Concerns Comm.	Donald Pisani	444-1505
Administrative Assistant	Sharon Hines	444-1505

For the latest information check the UUP/HSC website: www.uuphost.org/stonybrookhsc
Include this as a bookmark on your web browser.



UUP Stony Brook Health Sciences Chapter
HSC, Level 5 - Room 572
Stony Brook, NY 11794-8553