

## What Every UUP Member Needs to Know About the Upcoming Chapter Elections

Every two years elections are held for the officers and delegates to represent the chapter at the local level and in Albany at the delegate assembly. Chapter offices that will be on the ballot are the president, the vice presidents (academic and professional), secretary, treasurer, and part-time concerns representative. Terms of office for these positions are June 1, 2011- May 31, 2013. The duties of these officers are spelled out in our chapter bylaws. We will also be electing delegates (academic and professional) to represent the chapter at the delegate assembly. Only eligible members as of the election certification date of 12/30/10 (payroll deductions will state "UUP Member" in the after tax deductions box) may vote in these elections. Agency fee payers may take this opportunity to sign up as members at no additional cost. If your paystub doesn't indicate membership and you think it should, please call the UUP office at 444-1505.

The election calendar is as follows:

**1/5/11:** Members will be mailed a call for nominations form. Self nominations are acceptable. In addition to the chapter nominations, nomination forms for representatives to the AFT and NYSUT conventions will also be mailed.

**2/2/11:** Deadline for return of nomination forms to Albany.

**2/03/11:** Chapter nomination list will be posted to the UUP website.

**Feb 2011:** Special election edition of our *Bridges* newsletter will be distributed. This will include officer candidate statements and all the election procedures that must be followed. UUP, an affiliate of AFT (American Federation of Teachers), is required to comply with the requirements of the Landrum-Griffin Act when conducting its elections. So for all of you potential candidates out there, start writing. Each statement (maximum length of 300 words) written in a style and format chosen by the candidate, must be submitted electronically and must be received by **2/4/11**.

If the statement exceeds 300 words, only the first 300 words will be published. **These statements will be published as received without any editing.**

**2/23-2/25/11:** Ballots will be mailed.

**3/23/11:** Deadline for receipt of completed ballots to UUP Albany.

**3/23/11 to 3/26/11:** Ballots will be counted.

Elections are important to keep our chapter running at its best. Every member has a stake in the outcome and a responsibility to have their voice heard. Everyone is encouraged to run or at the very least to vote. Let's see 100% voter participation.

**Bruce Kube** contributed this article, he is a member of the statewide elections & credentials committee.

### Inside this Issue

|  |   |
|--|---|
| President's Message                                | 2 |
| March is Membership Month Events                   | 3 |
| Retrospective: 40 Years with UUP                   | 4 |
| News You Can Use<br>Coalition of Labor Union Women | 5 |
| Caught on Camera<br>Special Thanks                 | 6 |
| NYSUT Ad   | 7 |
| Benefits Spotlight<br>Chapter Contacts             | 8 |

### Upcoming Events



**Sunday January 2, 2011**  
 Eligible full-time members gain one additional vacation day

**Wednesday February 16, 2011**  
 Deadline for Individual Development Award Applications

**March 2011**  
*March is Membership Month\**  
 See preliminary schedule on page 3

**Wednesday March 2, 2011**  
 Chapter Membership Meeting\*  
 HSC

**Wednesday March 23, 2011**  
 Chapter election ballots due in Albany

\*All chapter members are welcome

**RSVP or for more information, please call 4-1505 or visit the chapter website: [www.uupsbhscsite.org](http://www.uupsbhscsite.org)**



# President's Message

## Wanted

*Good union members to address future challenges  
and strengthen our union*

With the dawn of a new year upon us, this is a time for reflection and for looking forward. It is clear from reading former President **Steve Jonas'** retrospective (see page 4) that this chapter has come a long way since the early 1970s. We have Steve and many others to thank for stepping up and leading this union over the years.

Looking ahead we will surely face new challenges not the least of which include the following at the statewide level:

Working with a new governor who is facing a state budget deficit and negotiating a successor agreement as our current collective bargaining agreement runs through July 1, 2011;

At the chapter level addressing ongoing issues including the need to conduct workshops to keep the membership educated on their rights and responsibilities; And, maintaining efforts to enforce the collective bargaining agreement in the face of violations and addressing the day to day concerns of the membership.

The work that remains ahead of us cannot be done solely by the elected leaders of this union. The strength of the union lies with the participation and activism of our membership. We currently have a membership of over 3,700 (approx 1,600 academic members and 2,100 professional members.)

Right now, we need our members to participate in our upcoming elections. In our 2009 election, we saw record participation - evidenced by an increase in the number of candidates for officer and delegate positions and an increase in the percentage of members voting. We are hoping to see this trend continue.

Recently we distributed laminated cards obtained from Work Rights Press listing items that characterize good union members. This list is worth sharing here.

Good union members strive to:

- Learn about union rights and benefits
- Speak up when the employer violates the collective bargaining agreement
- Attend union meetings, ask questions, and help shape union policies
- Support co-workers in disputes with management
- If asked, help with pickets, community outreach, and other activities that build union power
- Respect fellow workers regardless of race, gender, age, national origin, religion or sexual orientation
- Read union publications and notices
- Support political candidates who back labor's agenda
- Heed the call when sister unions ask for solidarity
- Work safely, do his or her share and help others.

These are the hallmarks of good union members. The more members who engage in these activities, the stronger we will be and the easier it will be to face our challenges. Let's show those who came before us that we appreciate their efforts and will work to maintain and improve upon the working conditions and benefits that they worked to achieve.

In Solidarity,  
Kathy Southerton



## March is Membership Month

The Stony Brook Health Sciences Center Chapter of UUP is currently planning a month long event called "March is Membership Month." Event activities will occur in March, 2011 at the Stony Brook Health Sciences Center usually during the lunch hour. Activities will include a series of informative and fun presentations and workshops given by both UUP members and other well known speakers. All activities (except the LIRR Trip, Sat 3/19) are FREE to UUP members and require no reservations.

Our opening event will be in the hospital cafeteria on March 1. Stop by then and pick up an event calendar.

Our calendar of events is listed here:

| Sunday  | Monday  | Tuesday   | Wednesday   | Thursday   | Friday   | Saturday   |
|---|---|---|---|--|--|--|
| 27  | 28  | 1<br>12:00 PM<br><b>MMM Opening Event</b>                               | 2<br>12:00 PM<br><b>Chapter Membership Meeting</b><br>5:00 PM<br><b>Exercise -Take A Walk Around Campus</b>   | 3<br>12:30 AM<br><b>30 Minutes of Magic</b>  | 4<br>12:45 PM<br><b>UUP New Employee Orientation</b><br>4:00 PM<br><b>NYSUT Health &amp; Safety Conference</b> | 5<br>4:00 PM<br><b>NYSUT Health &amp; Safety Conference</b>                    |
| 6   | 7<br>12:00 PM<br><b>Leave Provisions of the Collective Bargaining Agreement</b>   | 8<br>12:00 PM<br><b>What is Campus Governance All About ?</b>           | 9<br>12:00 PM<br><b>The Triangle Shirtwaist Fire: Does It Still Matter?</b><br>1:00 PM<br><b>Public Speaking 101</b><br>5:00 PM<br><b>Exercise -Take A Walk Around Campus</b>   | 10<br>12:30 PM<br><b>Social Justice - Stop the Violence</b>  | 11   | 12<br>10:00 AM<br><b>SB HOME Clinic Health Fair</b>                            |
| 13<br>1:00 AM<br><b>Daylight Savings Time</b> | 14<br>12:00 PM<br><b>Academic Workshop: CBA (Contract) Provisions</b>   | 15<br>12:00 PM<br><b>Obesity: What does it take to lose weight?</b>     | 16<br>12:00 PM<br><b>What You Should Know About Worker's Compensation Insurance</b><br>12:00 PM<br><b>The Triangle Shirtwaist Fire: Tales of Advocacy &amp; Mourning</b><br>5:00 PM<br><b>Exercise -Take A Walk Around Campus</b> | 17<br>1:00 PM<br><b>Update&amp;Overview of Legislation Focused on Work Place Health &amp; Safety</b>                   | 18<br>12:45 PM<br><b>UUP New Employee Orientation</b>  | 19<br>9:00 AM<br><b>LIRR Group Trip into NYC</b>                               |
| 20  | 21<br>12:00 PM<br><b>Professional Workshop: Performance Managment/Getting to Permanent Appt.</b><br>4:00 PM<br><b>Academic Lecture Series: Utilizing Technology to Improve Health Sciences Teaching</b> | 22<br>12:30 PM<br><b>What is Facebook, Twitter, Linked In? Find Out</b> | 23<br>12:00 PM<br><b>Health Care Workers' Safety and Health</b><br>3:00 PM<br><b>Campus Commemoration of the Triangle Shirtwaist Factory Fire</b><br>5:00 PM<br><b>Exercise -Take A Walk Around Campus</b>                        | 24<br>12:00 PM<br><b>All About EAP</b>   | 25   | 26<br>10:00 AM<br><b>Exercise-Guided Walk Through Avalon Park and Preserve</b> |
| 27  | 28<br>12:00 PM<br><b>Workload Issues: Are you being asked to do more?</b>   | 29<br>1:00 PM<br><b>Teaching Learning and Technology at SBU</b>         | 30<br>5:00 PM<br><b>Exercise -Take A Walk Around Campus</b>   | 31<br>12:00 PM<br><b>MMM Closing Event</b><br>12:00 PM<br><b>RADIO Labor Lines</b><br>12:00 PM<br><b>Benefits Fair</b> | 1  | 2  |

For an interactive calendar with more details about the sessions, locations, and speakers, look for the March is Membership (MMM) link on the UUP Chapter website <http://www.uupsbhscsite.org/>

# A Retrospective: 40 Years with the Union

Steven Jonas, MD, MPH, MS  
Professor of Preventive Medicine, School of Medicine

As I approach my 40th anniversary as a member of the faculty of the School of Medicine, our esteemed chapter president, Kathleen Southerton, has asked me to contribute a few thoughts on my time with our union here at Stony Brook.

I arrived on campus in April, 1971. The medical school would be opened the following August and there was much work to be done. At the same time, a recently passed New York State law had mandated that all SUNY employees be represented by an agency shop. That meant that while union membership itself was not mandatory, everyone had to pay union dues whether they chose to join the union or not and that everyone would be covered by any contract negotiated by the union. Within SUNY it was decided somewhere that at the two university centers that had medical schools/health sciences centers, ourselves and Buffalo, there would be separate local chapters for the Arts and Sciences and the Health Sciences.

The only existing organization representing university staff at that time was the Senate Professional Association (SPA). A local SPA member (and I must confess that I cannot remember who it was) called the first meeting for what would become the SUNY/SB/HSC chapter. One of the first orders of business was to elect a chapter chair. Growing up in a left-wing household, but an upper middle-class one, I had had no direct exposure to trade unionism. But I was fully sympathetic with it, knew something of the history of labor relations in our nation, and knew of the advances for the U.S. working class that had been achieved particularly by the industrial unionism that developed in the 1930s. So here was my very own "industrial union" of a sort. As I recall, when the convener of that first meeting asked if anyone wanted to chair the Chapter, no one else raised their hand. I jumped at the chance. Here I was, all of a sudden, a union leader.

Those were heady and busy days. We had to organize the Chapter, draft by-laws, set up committees, recruit people to take on various tasks. We also had regular, and as I recall frequent, meetings with administration, at both the HSC and campus-wide levels. There were also state-wide delegate council meetings to attend and help organize, and the first negotiations with the State to become involved with. At the same time, there was a statewide multi-level political contest going on within our new union. One was over how to bring faculty into an organization that had primarily represented professional staff. The other was between the two major national teachers' organizations, the National Education Association and the American Federation of Teachers, to gain the affiliation of the broader SUNY faculty and staff union with themselves.

UUP came out of those contests, united and strong. I was privileged to be the Chapter Chair for its first two years, at which time the press of academic work took over. A few years later, however, I did come back as the Academic Grievance Chair, a position that I held for about 20 years. Also, for about five years in the late 90s-early 2000s, I was privileged to be able to contribute a "to your health" column for our newsletter. My union experience here at Stony Brook certainly has enriched my life. Whatever I was able to give in return, I am certainly happy to have been able to do.

*“I jumped at the chance. Here I was, all of a sudden, a union leader.”*

# News You Can Use

## **Important Deadline for Individual Development Awards Applications**

Applications for the next round of awards for activities between July 2, 2010-July 1, 2011 are still available in the UUP office. 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. The deadline for turning in these applications is **February 16, 2011**.

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## **UUP Offers Scholarships for SUNY Undergraduate & Post-Baccalaureate Students**

These \$2,000 scholarships are awarded annually to SUNY students who demonstrate a commitment to academic excellence, social justice issues, and labor ideals. If you are aware of students who may qualify, please encourage them to apply. The application deadline is March 1, 2011. A complete list of eligibility requirements and applications are available in the chapter office or from the UUP web site at [www.uupinfo.org](http://www.uupinfo.org)

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## **AFT Funds Available for UUP Members and Their Dependents to Help Pay for Education**

The AFT Robert G. Porter Scholars Program was created to foster the education of members and their dependents. This program offers 4-year, \$8,000 post-secondary scholarships to graduating high school senior students who are dependents of AFT members and one-time \$1,000 grants to AFT members (NOTE: All UUPers are AFT members) to assist with their continuing education. To apply for a scholarship or grant, visit the UUP web site [www.uupinfo.org](http://www.uupinfo.org) and click on the Scholarships tab. Completed applications *must* be postmarked by **March 31, 2011**, for consideration.

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## **Important Vacation Day Reminder for Eligible Employees**

As per article 23 of our 2007-2011 collective bargaining agreement, on January 2, 2011 one vacation day shall be added to the accrual balance of all full-time employees eligible to accrue vacation leave. If applicable - make note of this in your own accrual records.

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**Attention Part-Timers:** A newsletter devoted to part-timers and part-time issues is coming soon. Watch for this new publication from the Part-Time Concerns Committee.

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## **Coalition of Labor Union Women: Stony Brook Local**

We are dedicated to working toward improved wages, working conditions and living standards, and to expose the exploitation of women workers. We recognize that union women need tools to be an active part of the growing coalition fighting poor working conditions, low wages, substandard benefits, and the use of imported goods from countries that utilize child labor. We also focus on empowering and educating union women to be aware of methods to prevent deadly diseases such as cervical cancer.

Our local CLUW is presently organizing a fund drive for children in Haiti who became orphans as a result of the 2010 earthquake. Our plan to adopt an orphanage in Haiti is in progress and close to fruition. We will be collecting supplies such as toiletries, baby products, and gently worn clothing in size ranges from infants to teens. Receptacles will be placed in strategic areas throughout the hospital. We hope to make a difference by meeting some of these children's daily needs. Receptacle locations will be announced on bulletin boards around the hospital and university.

Please join our efforts to strengthen our cause by becoming a CLUW member. Monthly meetings are held the last Friday of each month in the Health Sciences Center.

For additional information, you may reach us at: [llj\\_126@hotmail.com](mailto:llj_126@hotmail.com) or [Mariamanning@stonybrook.edu](mailto:Mariamanning@stonybrook.edu) or visit CLUW'S website: [www.cluw.org](http://www.cluw.org) Join the fight, Join CLUW!

Article submitted by **Lydia Johnson**, Chair; **Tina Manning**, co-chair and **Maritza Torres**, Secretary

## 6 Caught on Camera



Phil Smith at Dental School membership meeting on September 14, 2010



Marge Bryan and Senator Kirsten Gillibrand at LISVH on October 29, 2010



Negotiation team members meeting at LISVH on November 4, 2010



UUP leaders meet with Dr. Kaushansky on September 20, 2010



UUPers at Halloween Party on October 23, 2010 in Holtsville



Members enjoying holiday lunch at Flowerfield on December 6, 2010

## Many Thanks to our Generous Community Supporters

The Stony Brook Health Sciences Center UUP Chapter would like to extend our gratitude to the following businesses for supporting our Halloween Party with their generous donations:

ACE HARDWARE—WADING RIVER  
ALPINE LIQUORS—WADING RIVER  
ANGEL TIPS—SMITHTOWN  
ATLANTIS MARINE WORLD—RIVERHEAD  
ATLANTIS SPA—SHOREHAM  
BAITING HOLLOW WINERY—BAITING HOLLOW  
DUCK WALK WINERY—SOUTHOLD  
EAST WIND CATERERS—WADING RIVER  
ELEMENTS—SMITHTOWN  
HOSHI SUSHI—STONY BROOK  
J & R's STEAK HOUSE—STONY BROOK  
KING KULLEN—BETHPAGE

LEWIN FARMS—CALVERTON  
MARTHA CLARA WINERY—RIVERHEAD  
MASSAGE ENVY—ROCKY POINT  
OSPREY'S DOMINION—PECONIC  
PHIL'S RESTAURANT & SPORTS BAR—WADING RIVER  
PINDAR WINERY—PECONIC  
SALON DEE LA ROSA—SAINT JAMES  
SMITHTOWN BOWLING ALLEY—SMITHTOWN  
ST JAMES BEVERAGE—SAINT JAMES  
TANGER OUTLET—RIVERHEAD  
THE DELI AT WADING RIVER—WADING RIVER  
TOUCH OF CLASS CAR WASH—SAINT JAMES

## Are you up to the challenge?

If you're like most people, you make New Year's resolutions only to break them soon after. NYSUT Member Benefits challenges all NYSUT members to make and keep this one resolution: I resolve to draw up (or update) my will.

The importance of having a will to protect your loved ones and your wishes cannot be stressed enough. This is especially true if you have children under the age of 18. A will allows you to name a legal guardian(s) for your children. It also ensures that your estate will be distributed according to your desires. Without a valid will, these very important, personal decisions are made by the state.

The Legal Service Plan endorsed by NYSUT Member Benefits Trust is a convenient vehicle to help you meet this challenge. It provides one simple will or update, free. A simple will provides for the proceeds of one's estate to be distributed to specifically named beneficiary(ies), with an alternate distribution plan in the event the primary beneficiary predeceases the writer of the will. With a simple will, proceeds are to be distributed outright with no conditions attached. Placing a condition on a bequest requires a trust, which can be obtained from the Legal Plan for a fee.

In addition to the simple will, you'll receive a durable power of attorney, living will and health care proxy, all important documents to have in place *before* the need for them arises.

The plan also gives you access to unlimited, toll-free legal advice from plan attorneys. These attorneys will make phone calls and write

third-party correspondence, at no charge, to resolve personal legal situations on your behalf before they become major problems. In addition, when you enroll in this plan, you receive two coupons for free, hour-long consultations with a plan attorney.

Is there a real estate transaction coming up in your near future? Do you have any traffic violations? You can receive legal assistance on a variety of personal legal matters when you enroll in the Legal Service Plan. If the matter can't be resolved over the phone or with a letter, you will be referred to a plan attorney in your area, who will charge you \$200 an hour or 40 percent off the usual hourly rate, whichever is lower. Optional riders for Elder Law services and for business protection can be added to your legal plan coverage.

Don't put it off any longer! Draw up your will. Enroll in the Legal Service Plan and use its service to help you, or do it

another way, but just do it! The peace of mind you'll have once you know you have taken care of your loved ones far outweighs any unpleasantness associated with making up your will.

If you happen to belong to a local association that provides a group legal service plan to you through the local or its benefit fund, remember to take advantage of the plan's benefits.

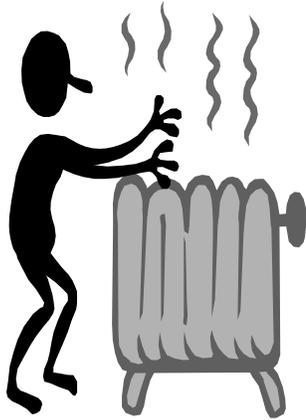
If not, you can enroll in the voluntary plan online at [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org), or view and print a descriptive brochure and enrollment form online. You can also call NYSUT Member Benefits at 800-626-8101.



*The Legal Service Plan provided through Feldman, Kramer & Monaco, P.C. is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 33.33% of annual participation fees received for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.*



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



## Benefits Spotlight

Are you looking to lower your heating oil bills?

If so, you'll want to look into this NYSUT Member Benefits Trust endorsed program through Heat USA. This program provides real, money-saving help for members who heat their homes with oil and features outstanding customer service. The Heat USA program uses group buying power to provide members with substantial discounts on heating oil. Participants also receive a free lifetime 24-hour service contract with carefully screened full-service local suppliers. First-year membership fee is \$25; second year membership for NYSUT members is free. Free annual cleaning and tune-up along with automatic delivery are some of the benefits included.

For more information call 1-888-432-8872. For additional benefits information visit: [www.nysut.org](http://www.nysut.org)

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](mailto:stonybrookhsc@uupmail.org) for consideration. Submissions are subject to the approval of the newsletter editor and the chapter president. They may also be edited for brevity and/or clarity.

### UUP Stony Brook HSC Chapter Contacts

|                                   |                         |
|-----------------------------------|-------------------------|
| President                         | <b>Kathy Southerton</b> |
| Vice President (Academics)        | <b>Bruce Zitkus</b>     |
| Vice President (Professionals)    | <b>Carol Gizzi</b>      |
| Secretary                         | <b>Tina Manning</b>     |
| Treasurer                         | <b>Charles Hines</b>    |
| Part Time Concerns Representative | <b>Carolyn Kube</b>     |
| Grievance Chair (Academics)       | <b>Steve Smith</b>      |
| Grievance Chair (Professionals)   | <b>Carol Gizzi</b>      |
| Newsletter Editor                 | <b>Pamela White</b>     |
| Webmaster                         | <b>Bruce Kube</b>       |
| Administrative Assistant          | <b>Sharon Hines</b>     |

*All chapter contacts can be reached by calling the chapter office at 444-1505*

For the latest information be sure to check the UUP/HSC website: <http://www.uupsbhscsite.org/>