President’s Message

The Stony Brook HSC Chapter of UUP is the largest UUP chapter in the state. Our chapter is even larger than most NYSUT locals. The most recent Delegate Apportionment List shows the Stony Brook HSC UUP Chapter as having 4319 UUP members followed by Upstate Medical with 3103 members; Buffalo Center with 2876 members; Downstate Medical with 2764 members; and Stony Brook West with 2382 members.

Our chapter assistant has long been a PART TIME employee working 30 hours per week. The chapter assistants at the other four mentioned chapters are also working 30 hours per week. Even though our chapter serves 1000 to 2000 more members than these chapters, our chapter assistant is still expected to fulfill her duties within the same 30 hour work week. Our chapter assistant handles more member traffic and more administrative tasks than her peers. SUNY administration may be proud to say that their staff is doing more with less, but we can not be proud to say we are doing the same. As the chapter grows, our support staff needs to grow too.

We feel strongly that SB HSC Chapter should have a FULL TIME chapter assistant. Our chapter assistant is more than willing to increase her work hours and become full time. If you’re wondering what this will cost, UUP statewide pays 100% of the cost for a chapter assistant salary up to 17 hours per week. Chapter assistant hours above 17 are paid half by UUP statewide and half from their chapter annual allotment. We have the funds to support an increase to our chapter assistant’s hours. The chapter would also be responsible for the cost of additional benefits afforded to full time employees. Full time employees are eligible for a significant health insurance premium savings. That savings would be a cost incurred by the chapter. Again the chapter has the funds to support this added expense.

Our chapter assistant is a member of the CWA union. The procedure for approval of additional hours is outlined in the collective bargaining agreement between UUP and CWA. The chapter plans to seek approval to increase our chapter assistant’s work hour to full time according to the contracted procedure.

As our chapter grows, we must have adequate support staff to service members’ needs.

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Upcoming Events Calendar

| Workload Creep Workshop |
| Thursday, February 12, 2015 |
| Hospital |
| Thursday, March 5, 2015 |
| Tech Park |

Upcoming Events

| 01/02 | add one vacation day |
| 01/19 | MLK Day |
| 01/25-26 | Winter 2015 DA |
| 01/27 | UUP Advocacy Day |

| 02/14 Valentine’s Day |
| 02/16 President’s Day |
| 02/18 IDA Applications due |

To RSVP, or for more information, please call 444-1505 or visit the chapter website: www.uupsbhscsite.org
News you can use

Membership Committee Update

The Stony Brook Health Sciences Center Membership Committee has been busy this year.

- Our July fishing trip out of Port Jefferson was great fun. We had a beautiful sunny day and caught many fish.
- In August, Mr. Softee visited our off-site locations at Stony Brook, East Setauket and Saint James. Once again, the weather held out each day.
- Also in August, we had our first Stony Brook Health Sciences Center BBQ on the HSC patio. More than 800 UUP chapter members attended along with statewide officers, UUP President Fred Kowal, Vice President of Professionals J. Philippe Abraham and Statewide Membership Development Officer Edison Bond Jr. At the August events, the Membership Committee signed up new members, added contributors to VOTE-COPE, and collected members’ personal email addresses.
- Preparation for our 2014 holiday meetings are underway. These meetings provide chapter leaders an opportunity to meet with members at more than 11 locations.
- Our members are look forward to our annual LIRR holiday trip into NYC. This year we anticipate about 150 members, family, and friends boarding the train to enjoy a day of holiday fun in NYC.

We’d like to acknowledge the contribution of the Hospital Catering Staff to the success of many of our events. Their hard work and attention to details makes us look good. GREAT JOB to all.

We’re looking forward to providing our members with more workshops and activities in 2015. Watch for Flyers!!

Sincerely,
Mrs. Ellen M. Boyd
Membership Development Committee Chair, SB HSC Chapter of UUP

Edison Bond Steps Down as Membership Development Officer

As announced during the Fall 2014 UUP DA in Albany, our Statewide UUP Membership Development Officer, Edison Bond, Jr., will be stepping down as MDO at the end of 2014. We thank Edison for all the good work he has done for UUP as a Chapter Vice President, as a statewide Executive Board member, as a member of the Negotiations Team and as our Statewide Membership development Officer. We will miss him and wish him the very best.

Our Statewide UUP Constitution requires that an election is held at the Winter 2015 DA (January 25-26, 2015) to fill the office of Membership Development Officer for the remainder of the term, which is through May 31, 2015. An election for MDO for 2015-2017 term will be held at the 2015 Spring DA (April 17-18, 2015). Candidates for this position who wish their candidate’s statement to be published in The Voice and to appear on the UUP website must follow the appropriate election policy. Mr. Ray Gleason of SUNY Alfred has been appointed interim MDO until the Winter 2015 DA election.
IS YOUR WORKLOAD INCREASING?
YOU MAY BE THE VICTIM OF WORKLOAD CREEP

LEARN STRATEGIES TO AVOID WORKLOAD CREEP

THURSDAY, FEBRUARY 12, 2015
NOON -1:00PM HOSPITAL

OR

THURSDAY, MARCH 5, 2015
noon-1:00PM TECH PARK BLDG 31

WORKSHOP SPEAKER: Lynda Larson, NYSUT LRS
THIS WORKSHOP WILL FOCUS ON ISSUES FACING PROFESSIONALS

RSVP TO THE UUP SB HSC CHAPTER OFFICE AT 4-1505
FOOD AND BEVERAGES WILL BE PROVIDED
**Individual Development Awards Program**

**Award Period:** July 2, 2014 - July 1, 2015 — **Application Deadline:** February 18, 2015

Information about the Individual Development Awards Program (IDA) and instructions for completing the application can be found at [http://nysuup.lmc.ny.gov/development/individual.html](http://nysuup.lmc.ny.gov/development/individual.html)

The On-line Application Form can be accessed at [http://nysuup.lmc.ny.gov/uup/uup_form.cfm](http://nysuup.lmc.ny.gov/uup/uup_form.cfm)

**COMPLETE the form on-line, PRINT it, SIGN it, and SUBMIT it to your UUP Chapter Office.**

**Your application should contain ALL of the following:**

- Activity dates
- Activity Program/Brochure
- Copy of Resume/CV
- Copies of your Receipts, if available.
  - Do not send original receipts with your application.
  - Original receipts are required for submission after you are notified of your award amount, so, be sure to keep the original receipts for submission at that time.
- Your signature. Be sure to sign the printed application
- Submit 2 copies of the above Documents to: SB HSC UUP Office: HSC Level-5 Room 572 (Zip+4 8553)

**IMPORTANT: Be sure to follow application instructions. Incomplete applications may not be considered for the award.**

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**UUP Tuition Waivers and SUNY Reimbursement Waivers**

For UUP members attending a SUNY school there are two Tuition assistance programs available

1. the UUP Tuition
2. SUNY Tuition Reimbursement
3. For UUP members NOT attending a SUNY school $25 per credit reimbursement.

Applications can be obtained at the UUP Chapter Office or the Human Resources Office.

HOSPITAL UUP members: Submit your applications to Hospital HR at BLDG 3, TECH PARK.

HSC UUP members (5 schools): Submit your applications to WEST Campus HR in ADMIN BLDG.

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**2014 Nina Mitchell Award for Distinguished Service**

The 2014 Nina Mitchell Award for Distinguished Service has been awarded to Ed Drummond and Jeanne Galbraith, both retired from SB HSC UUP Chapter, and Candy Merbler retired from Albany UUP Chapter. An article in the September/October 2014 issue of the Voice highlights their achievement and service to UUP.

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**The Voice Online**

UUP’s Communications Department is working on an new online format for *The Voice*. In the coming months UUP will publish additional "online only" editions in a new format to supplement the hard copy issues that are mailed to members’ homes. We are moving toward a mix of hard copy and online issues in order to cut costs and accommodate member suggestions for more easily readable and accessible online editions.
2015 Chapter, Retiree, and Affiliate Convention Election Calendar
Nomination forms will be mailed to your home in January. Consider getting involved. Return your nomination form. Become a chapter leader. YOU are the U in union.

<table>
<thead>
<tr>
<th>Activity</th>
<th>2015 Elections</th>
</tr>
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<tbody>
<tr>
<td>Chapter Requests to E&amp;C Committee Due</td>
<td>12/01/14</td>
</tr>
<tr>
<td>Election Certification Date</td>
<td>12/31/14</td>
</tr>
<tr>
<td>Mail Chapter, Retiree &amp; Affiliate Convention Nomination Forms</td>
<td>01/09/15</td>
</tr>
<tr>
<td>Chapter, Retiree &amp; Affiliate Convention Nominations Close</td>
<td>02/04/15</td>
</tr>
<tr>
<td>Nomination Lists Posted to Web</td>
<td>02/06/15</td>
</tr>
<tr>
<td>Mail Retiree Election Ballots</td>
<td>02/13/15</td>
</tr>
<tr>
<td>Retiree Election Ballots Due</td>
<td>03/11/15</td>
</tr>
<tr>
<td>E&amp;C Committee: Count Retiree Ballots</td>
<td>03/11/15 — 03/13/15</td>
</tr>
<tr>
<td>Mail Chapter Elections Ballots</td>
<td>02/18/15 — 02/20/15</td>
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<tr>
<td>Chapter Elections Ballots Due</td>
<td>03/18/15</td>
</tr>
<tr>
<td>E&amp;C Committee: Count Chapter Elections Ballots</td>
<td>03/18/15 — 03/21/15</td>
</tr>
<tr>
<td>Mail Run-off Elections Ballots no later than</td>
<td>06/19/15</td>
</tr>
<tr>
<td>Run-off Elections Ballots Due</td>
<td>07/15/15</td>
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<tr>
<td>E&amp;C Committee: Count Run-off Elections Ballots</td>
<td>07/15/15 — 07/17/15</td>
</tr>
<tr>
<td>E&amp;C Committee: Count Run-off Affiliate Convention (if necessary)</td>
<td>07/15/15 — 07/17/15</td>
</tr>
</tbody>
</table>

*Dates may be modified.*

February 23-27, 2015 is National Adjunct Week
February 25, 2015 is a National Day for Adjunct Awareness & Actions

The National Mobilization for Equity (NME) endorses the National Adjunct Walkout Day scheduled for February 25, 2015, BUT NME does not support, encourage or condone anyone violating state laws.

PLEASE NOTE, under New York State law, no public employee or employee organization can instigate, encourage, or condone a strike or a similar action. UUP IS NOT encouraging any activity that might be considered a violation of NYS law.

NME does strongly support collective action, which may take many forms. Adjuncts and their allies should develop varied strategies to end the abuse and exploitation of contingent academic labor throughout higher education. For more information about this movement go to http://nationalmobilizationforequity.org/action/movement go to http://nationalmobilizationforequity.org/action/
The application is available online via UUP’s website at http://www.uupinfo.org/scholarships/scholarship.php. The application deadline is March 2, 2015.
The application is available online via UUP’s website at http://www.uupinfo.org/scholarships/scholarship.php. The application deadline is March 2, 2015.
New NYSUT Membership Cards
As a member of UUP you are also a member of NYSUT. New NYSUT membership cards will be available soon.

You will receive your new NYSUT membership card by mail at your home address. These valuable cards come with a new feature this year: a miniature version for your key ring that lets members conveniently access benefits and discounts, as well as streamline access to local and statewide union events. You will also receive material outlining the details of the growing array of NYSUT Member Benefits along with a brief guide to “what membership means to you”.

Be on the look out for your new card.

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 UUP.HSC@stonybrook.edu 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: Carol Gizzi
Vice President (Academics): Stephen G. Smith
Vice President (Professionals): Carolyn Kube
Secretary: Tina Manning
Treasurer: Charles Hines
Contingent Concerns Representative: Marge Bryan
Grievance Chair (Academics): Steve G. Smith
Grievance Chair (Professionals): Bruce Kube
Communications: Chris Romano
Newsletter Editor: Pamela White
Webmasters: Saskya (Sauer) Barresi
Administrative Assistant: Maryann Russo
Valerie Goldman

All 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/