

# THE BRIDGES

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

July 2002

## NYSUT's 2002 RA earns raves

**Benjamin Williams**  
Delegate for Professionals

Thursday, April 25<sup>th</sup> kicked off NYSUT's 30<sup>th</sup> Annual Representative Assembly. It was held at the New York Hilton in New York City. Just after the noon registration, I began three days of high camp, politics, and fun. Here are some of the highlights.

### *Thursday, April 25*

A benefits display area was held until the late evening. It featured former Yankee great Paul O'Neill.

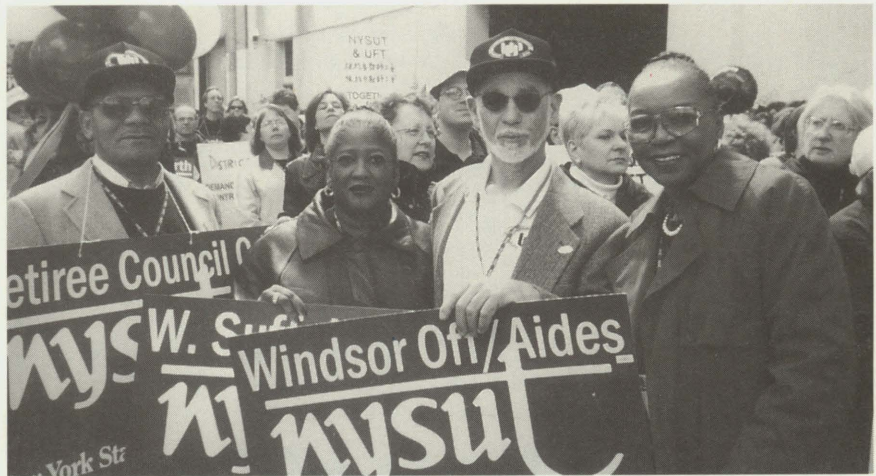
### *Friday, April 26*

Speeches were given by New York State Comptroller H. Carl McCall, New York State Assembly Speaker Sheldon Silver, New York State Majority Leader Joseph Bruno, New York Attorney General Elliot Spitzer, U.S. Senator Charles Schumer, Gov. George Pataki, Andrew Cuomo, AFT President Sandra Feldman, and UFT President Randi Weingarten.

A rally that day jammed the entire block of West 53<sup>rd</sup> Street between 10<sup>th</sup> and 11<sup>th</sup> Avenues, near PS111 to support UFT's fight for its members who have been working without a contract since November, 2000. A similar rally was held at the Fashion Institute of Technology in support of the United College Employees of FIT. The United College Employees have been without a contract for two years.

### *Saturday, April 27*

A video and award presentation for Margaret Espinosa and Julia Martinez was a highlight. These are two school related professionals whose heroic efforts saved two wheelchair bound children during the September 11<sup>th</sup> terrorist attack on



**Chapter members Ed Alleyne, Tina Manning, James Holmes (Buffalo Center), and Ora James Bouey show their support**

the World Trade Center. I don't think there were many dry eyes in the house following their incredible story.

Elections for five officers and 64 members of the Board of Directors was interesting. The NYSUT 2002 (New York Teacher) journalism competition awards were given. *Bridges* was entered in the category of locals with over 1,000 members. Congratulations to Steven Jonas, Carolyn Kube, John Marino, and Kathleen Southerton who wrote award-winning articles in four categories.

NYSUT's President Tom Hobart gave a strong State of the Union speech, which backed the RA's theme of Rebuilding through Unity.

This was a terrific event that evoked feelings of solidarity and union building with our affiliate, the New York State United Teachers.

# A season to savor : message from the president

Dear brothers and sisters,

When you read this message, we will have embarked upon another season of summer. That long awaited, heavily anticipated vacation time is now here.

The kids are out of school and trips are being planned. Gardens will start to grow and look beautiful. Some of us will open swimming pools and don't forget those lawns. Barbecues will be used and picnics will be almost a weekly event.

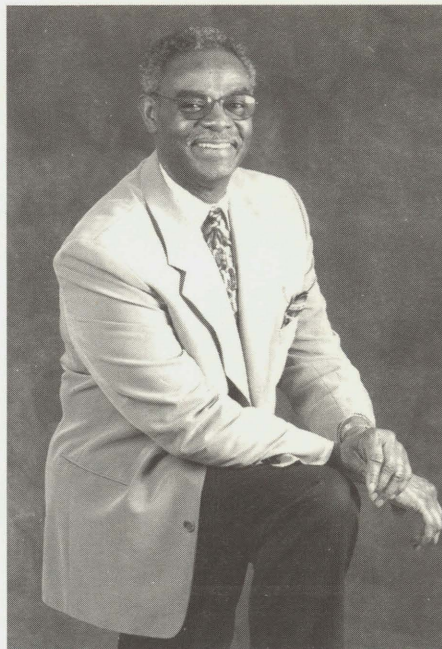
Traveling is a must. We go to the factory outlets, with the nice drive out to the East End of the island, to the wonderful restaurants, Orient Point, Montauk, and Fire Island. Don't forget to visit Splish Splash, Bullwinkles, Long Island Game Farm, and the Aquarium.

We also put our boats in the water. Have fun on the sound, the bay, the ocean, just riding on that jet ski, fishing with friends or crabbing. And by all means don't forget the activities in our own back yard. Summer evenings in the Village of Port Jefferson are a must, with the great shops, entertainment, and restaurants. The sights and sounds are a truly wonderful experience.

While many of our members will be enjoying some or all of the previously mentioned pleasures, rest assured that the elected and appointed officials of your chapter will be hard at work carrying out their duties. We will be watching out for the interests of each and every member to the best of our ability. We will continue our interaction with management, with such things as streamlining, staffing, salaries, promotions, FMLA, recruitment and appointments. We will be joined in these efforts by our NYSUT field representative and UUP statewide elected officials.

To be a member of UUP you must submit a signed membership card. If you have any questions about your membership status, please call the office at 444-1505.

Voter registration forms are available in the office on Level 5.



Our office will be open all summer long except for an occasional Friday closing for official meetings.

We still want to hear from our members who are experiencing problems that call for our intervention. We will, as stated before, do our best to resolve the situation. I feel our rapport with management is excellent and conducive to working out problems.

Our office hours are 8:30 a.m. to 5:00 p.m. There is no question too trivial or too complicated. We are here to help our members. Please use us as your resource. We always welcome, as well as encourage, social visits. Stop by and say hello, pick up Estee Lauder passes, or just to make us feel good.

Have a healthy, happy, and safe summer.

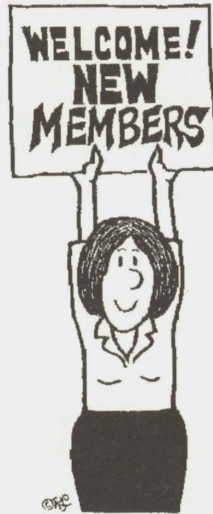
Respectfully yours,  
Your President,  
Ed Drummond

**P.S.** For those of you with kids in college, don't forget to apply for the \$500.00 per semester scholarship for each child in college at a SUNY school. (Post spring semester! Summer is not considered a semester.)

## Welcome our new chapter members

The Stony Brook Health Sciences Center Chapter is the largest chapter in UUP. At last count, we have 2,464 active members and 88 retired members. Of these, 1,021 are academic members and 1,531 are professional members. There are 177 academic agency fee payers and 58 professional agency fee payers. This means they have not officially joined the union as voting members. If you have any question about your status as a member of UUP, please call the union office at 444-1505. Join us in making our newest members feel part of the chapter.

Marilyn Alter  
Susan Altman  
Kelsey Brown  
Jacqueline Calhoun  
Larisa Bobeico-Carlea  
Gabriela Constantinescu  
Carolyn Devita  
Brian Ennis  
John Green  
Loretta Halliday  
Abul Hasanat  
Barbara Larson  
Burton Pollack  
Harbinder Singh  
Danielle Stampfl  
Benny Thomas



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## Hospital physicians named on best list

Seventeen physicians from Stony Brook University Hospital have been named to New York Magazine's 2002 list of "The Best Doctors in New York". The Stony Brook doctors were selected from among more than 60,000 practicing physicians in the New York metropolitan area, making them among the top .028 per cent of the doctors, according to the magazine.

Criteria for the list include training, clinical skills, interpersonal skills, education, residency, board certification, fellowships, professional reputation, hospital appointment, medical school faculty appointment, and experience. The 2002 list is based on the upcoming seventh edition of Castle Connolly's Top Doctors: New York Metro Area.

The physicians chosen were Thomas Biancaniello, who is the Medical Director of the hospital, in the area of Pediatric Cardiology; David Baker (Obstetrics and Gynecology); Eva Chalas (Gynecologic Oncology); Lev Chernobilsky (Pediatrics); Patricia K. Coyle (Neurology); Raymond Dattwyler (Allergy and Immunology); Richard Fine (Pediatric Nephrology); John J. Fiore (Medical Oncology); Marie Gelato (Endocrinology, Diabetes and Metabolism); Brian O'Hea (Surgery); Robert Parker, (Pediatric Hematology-Oncology); John Pomeroy (Child and Adolescent Psychiatry); Lesley Rechter (Family Practice); John Ricotta (Vascular Surgery-General); Gideon Schneck (Ophthalmology); Alan Spitzer (Neonatal-Perinatal Medicine); and Thomas Wilson (Pediatrics).

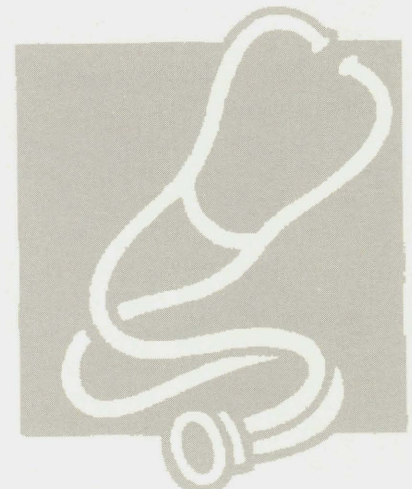
## Living wage law in Suffolk County

In Suffolk County, the predominantly Republican legislature voted 16-2 to override the county executive's veto and passed a strong living wage law effective July 2002. The victory is credited to NYSUT and other labor, religious, and community members who participated in a spirited campaign. The NYS Labor-Religion Coalition is co-chaired by NYSUT President Tom Hobart and Albany Catholic Diocese Bishop Howard Hubbard.

This law, like about 70 other city and county ordinances enacted throughout the nation since 1994, requires companies receiving county contracts or economic development assistance to pay workers a "living wage." The Suffolk County law requires workers be paid at least \$9 an hour with health benefits or \$10.25 without.

New York, Rochester, and Buffalo city councils also have adopted living wage laws and campaigns are underway in Syracuse and more than 75 other cities, counties, and universities nationwide.

For background information and a list of cities/counties enacting living wage legislation, go to these Web sites: [www.livingwagecampaign.org](http://www.livingwagecampaign.org) or [www.epionline.org/livingwage/proposals\\_state.html#ny](http://www.epionline.org/livingwage/proposals_state.html#ny).





Vice President for Academics Phil Smith, Vice President for Professionals John Marino, President Bill Scheuerman, and Assemblyman Edward Sullivan enjoy a lighter moment

## Spring Delegate Assembly highlights

### Benjamin Williams Delegate for Professionals

The 2002 Spring Delegate Assembly was held in Albany on May 3<sup>rd</sup> and 4<sup>th</sup> with 237 delegates attending from across the SUNY system.

On Friday night Assemblyman Edward C. Sullivan was presented with a Lifetime Achievement Award for support of public higher education for his passionate and unwavering commitment to academic and professional faculty of SUNY. He has been chair of the Assembly Higher Education Committee since 1987, and has been a driving force in securing more than \$2 billion dollars in higher education funding. At the same dinner, *Bridges* was awarded an Award of Merit for General Excellence and Best in Class for Best Editorial or Column in the UUP Journalism Competition.

Elections were held on Saturday morning during the plenary session. Phil Smith from Upstate Medical University was re-elected as Vice President for Academics. Our very own John Marino was re-elected to his second term as Vice President for Professionals. Rowena Blackman-Stroud from Brooklyn HSC was re-elected as

Treasurer. Lorna Arrington, SUNY Buffalo; Ken Kallio, SUNY Geneseo; Caroline Bailey, Environmental Science & Forestry; Kiko Franco, SUNY College at Old Westbury; and Ed Quinn, SUNY Stony Brook were all elected to the Executive Board.

I thoroughly enjoyed this weekend of meetings and hope that more chapter members participate in the future. Special thanks go again to our chapter president Ed Drummond and all the academic and professional delegates who gave up their weekend to attend.



Delegates Walter Green, Nereida Gonzalez, Kathleen Southerton, and Ed Alleyne listen to the candidates forum

# How did we get a union? A brief history

Edward VanDuzer, SUNY Brockport

(reprinted with permission)

The Taylor Law, passed in 1967, gave public employees in New York State the right to bargain collectively to establish their terms and conditions of employment. In 1968, the State University Federation of Teachers (SUFT) filed a petition with Public Employment Relations Board seeking collective bargaining rights at five SUNY campuses. PERB ordered hearings to determine the composition of the unit; after more than a year of hearings and court appeals, a SUNY-wide, single unit election was ordered in the fall of 1970.

On the ballot were SUFT, AAUP, CSEA, "no agent" and a new organization, the Senate Professional Association (SPA) formed during the spring of 1970. After an intensive campaign, including a run-off election between SPA and SUFT, SPA was certified by PERB in early 1971 as the exclusive representative of the State University professional staff.

Negotiations began soon thereafter, and SPA moved to affiliate with the National Education Association (NEA) and its state organization NYSTA. In August 1971, a three year contract was signed by SPA and the Office of Employee Relations, representing the State of New York.

In 1972, merger between the state affiliates of NEA (NYSTA) and AFT (UTNY) created the New York State United Teachers (NYSUT), affiliated with both national organizations. And in May 1973, SPA and SUFT merged to create United University Professions (UUP), affiliated with NYSUT, NEA, AFT, and the AFL-CIO. UUP is Local 2190 of the American Federation of Teachers. In 1976, UUP voted to disaffiliate from NEA.

In the fall of 1973, CSEA filed a petition with PERB requesting that the non-teaching professionals be detached from the SUNY bargaining unit and that an election be held to determine which organization would represent them. Hearings lasted for several months, and on the final day of hearings, the American Association of University Professors (AAUP) filed as an intervenor supporting CSEA's position on the separation of academics and non-teaching professionals. They asked to be included on the ballot as a potential representative of the academic staff in the event of an election.

In January 1974, PERB issued its decision, reaffirming the composition of the bargaining unit as originally established. And, the following month, UUP began master contract negotiations with OER, which concluded with the signing in

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June, 1974 of a two year contract. In 1977, the state legislature passed the agency fee bill, whereby non-members were required to pay an agency fee equal to union dues.

## UUP Structure

The basic unit is the campus chapter with thirty-three UUP chapters active on thirty SUNY campuses within our bargaining unit. Each chapter is responsible for implementing the contract through consultation with campus management, filing and processing grievances at the Step 1 level, keeping members informed of their contractual rights and of new developments with SUNY, and representing their members at the state-wide level.

Since effective recruitment can only take place on a one-to-one basis, membership development is a primary function of the campus UUP chapter. Each chapter must also continually function as a "watchdog" to insure that members' rights on that campus and throughout the SUNY system are not eroded by managerial decisions or by arbitrary and capricious acts by campus administration.

Each UUP chapter sends representatives to the Delegate Assembly, which is the legislative and policy-making body of UUP. Academics and professionals are elected by chapter members proportional to the membership, with one delegate for each seventy-five members, or fraction thereof in each category. The Delegate Assembly meets at least three times each year to establish policies and to elect UUP Officers and Executive Board members. It is also the body responsible for amending the UUP Constitution and bylaws.

UUP has six state-wide officers: President, Vice President for Academics, Vice President for Professionals, Secretary, Treasurer, and Membership Development Officer. Other members of the Executive Board are elected by and from the Delegate Assembly. All serve for two year terms, with half elected each year. The President, Secretary, and Membership Development Officer are elected in odd-numbered years, the other officers on even-numbered years.

**Next issue: A history of Stony Brook HSC chapter**

# Unions — just what the doctor ordered Why physicians should turn to their union as Rx for SUNY, hospital issues

Kathleen Southerton  
VOTE/COPE Committee Chair

**S**tony Brook Health Sciences Center has some of the best doctors that can be found anywhere. As they have committed so much of their lives to advancing their medical knowledge, one can understand why many have not had the time to learn about the power and scope of UUP.

This was confirmed at a recent meeting attended by several physicians. One of the physicians complained that the state needed to better fund the unit in which he worked. Some of the other doctors agreed that the state needed to do more to meet its obligation to this area. Some questioned whether it was appropriate for them to express their views to legislators and inform them about the problem.

One of the attendees at this meeting happened to be a professional who is very active within the union. She explained that UUP regularly lobbies legislators both in their home district and in Albany. A recurring theme at these lobbying sessions is that the state needs to properly fund SUNY and its hospitals.

She urged the physicians to take advantage of their union and to use it as a tool to make their feelings known. She explained that they are members of UUP and that their union could help. She gave a current example of UUP's influence. Recently, there was a much-publicized arrangement between the governor and another union that represents health care workers. Because of its political muscle, UUP was successful in assuring that the SUNY hospitals got their fair share from this arrangement.

It might seem unusual that a group of brilliant minds could be so unaware of the strength of their own organization. UUP has over 27,000 members and already has a campaign supporting SUNY focused on the theme, "Underfunding SUNY Undermines New York".

UUP is the second largest local of the nearly one half million strong New York State United Teachers and is an affiliate of the nationwide American Federation of Teachers. These doctors already pay dues to one of the most powerful political forces within New York State. They were unfamiliar with New York State's Taylor Law and how it protects them against retribution for their union activities.

It is common for those who are unfamiliar with unions to be a bit apprehensive. People think they know about unions. What they think they know is that sometimes unions go on strike. The truth is that unions, just like other institutions, have matured and developed other powerful techniques. These alternatives are usually less adversarial and often more effective.

Those unfamiliar with unions also often believe that unions and management are always at odds with one another. The truth is that more often than not, hospital management works together with UUP for the common good of the university, the hospital, and the employees. Certainly, disagreements exist at times, but both sides have learned that they have much more to gain by having a respectful, cooperative relationship.

Another misconception is that supporting your union takes a great deal of time. The truth is that many activities that the union asks its members to perform take only a few minutes - such as signing a petition, writing a letter, or making a call to a legislator.

Our own physicians are uninformed of the union's potential to which they already belong. This is indeed ironic since the news contains stories that, as a result of attacks on and changes within the profession, certain medical professional organizations have begun to explore forming or developing a relationship with unions.

One motto that the AFL-CIO uses in its organization campaign is "Unions...your voice at work." UUP can be an even greater voice for SUNY and the hospitals with support from our medical members and can be part of the remedy to issues that are so important to the medical profession. Stop by the UUP office if you have any questions or if you wish to discuss your union and how it can help make your voice heard.

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that a group of brilliant  
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## **Individual Development Awards Program**

Our chapter committee was comprised of both UUP members and management; Jo Ann Arkin, Ora James Bouey, Lydia Johnson, Tina Manning, and Faith Merrick all contributed many hours to this endeavor. While we continue to advocate for our membership and to negotiate for additional funds, with a total membership of 2,552 members, it is not always possible to fund all applicants. The maximum individual award under this program is \$1,000.

There is one more round of awards in our current contract. The new award period covers September 1, 2002 through June 30, 2003 and the application deadline will be set by the local committee. Campus review ensures that the project or activity enables the applicant to meet one or more of the criteria concerning employee evaluation and promotion. For further information on the program, please visit the website: [www.uup.lmc.state.ny.us](http://www.uup.lmc.state.ny.us).

The following chapter members have been awarded grants from the State of New York/United University Professions Professional Development Committee (formerly known as PDQWL). This award period covered expenses for the period from September 1, 2001 through August 31, 2002 with an award total of \$86,867. Congratulations to all the recipients and may these awards assist in fostering new creativity and initiatives for the campus community.

Balkon, Nancy  
Bonvento, Michael J  
Bevis, Rosemarie  
Blazowski, Maureen  
Boremski, Pamela  
Rigorouso-Boruch, Regina  
Broderick, Joan  
Bruckenthal, Patricia  
Buchenhain, Rhonda L.  
Buhse, Marijean  
Bullock, Faith  
Caccavano, Michele  
Caddell, Matthew  
Cadolino, Patricia  
Capps, Carole  
Catanese, Linda  
Cetin, Lynn  
Clark-Brown, Vera-Jean  
Coburn, Karen  
Coletti, Virginia  
Collins, Elizabeth  
Connor, Jean  
Costa, Donna M.  
Cunningham, Vivian  
DeChello, Karen  
DeRosa, Donna  
Drummond, Edward  
Ernest, Darlene  
Fleit, Howard  
Francis, Linda E.  
Frawley, Carol A.  
Furst, Denise  
Garcia, Haydee  
Garlick, Jonathan  
Gaspard, Jeannie  
Geraci, Jamie

Gliganic, Michael  
Gorrone, Celeste  
Gottesman, Christine  
Greenberg, Michael  
Gutman, Nicole  
Hailoo, Wajdy  
Harris, David  
Hines, Edward  
Holland, Randy  
Hollander, Keri  
Huang, Michael  
Johnson, Peter  
Jorgensen, Cynthia  
Jurgens, Corrine  
Jurow, Denise  
Kane, Christine  
Kelly Lyon, Kathleen  
Kenny-Lourine, Judith  
Klassert, Anne  
Kuhles, Daniel  
Kuan, Hsin M  
Lam, Kaai Kwan  
Lang, Debra  
Lozano, Daniel  
Ludin, Evan  
Lum, Judy  
MacDowell, Kenneth  
McGullam, Margaret  
McManus, Theresa  
McQuade, Barbara  
Maione, Orlando  
Margiotta, Michele  
Martin, Jeanne  
Mazzarese, Charles  
Mignone, Kerry  
Miller, Kathleen

Misener, Mark  
Mahotiere, Terry  
Mushacke, Patricia  
Norena, Olga  
Pitts-Howell, Justine  
Relan, Nand  
Rhatigan-Drexler, Kim  
Rodriguez, Eva  
Rouhana, Nicole Anne  
Russo, Maryann  
Sacino, Linda  
Sakal, Angela  
Sarno, Vicki  
Schelling, Karen  
Scheriff, Kathryn  
Schery, Patricia  
Schurig, Richwood  
Schwartz, Judith L  
Shkolnikov, Tanya  
Shoykhet, Irin  
Silverstone, Matt  
Smaldone, Arlene  
Soares, Daniel  
Szema, Anthony  
Talanki, Raveesh  
Thornton, Kurt  
Tortora, George  
Usher, Victor  
Varela, Marie  
Villanueva, Karen  
Villanueva, Lea  
Weisman, Doris  
Wilson, Sandra

# Health stitches: calcium—the foundation of bones

Doris R. Weisman, NP, MS  
Delegate for Professionals

Calcium (Ca) is a mineral found in oyster shells, bones, and certain foods. It is a vital element in maintaining skeletal integrity, blood clotting, and muscle contraction. To maintain a homeostatic level of Ca, there must be a daily intake, internal absorption, and distribution. These processes may be influenced by illness, low estrogen, amenorrhea, certain diets, and eating disorders. The amount of Ca we need varies by age group:

Children	1,000 mg/day
Adolescents	1,600 mg/day
Adults	1,200 mg/day
Postmenopausal women with no estrogen therapy	1,500 mg/day

A natural, major source of Ca is dairy foods. For those who can't tolerate these foods, or have a low intake, Ca supplements should be added to the diet. Supplements come in a variety of forms: pills, lozenges, soft caramels, and soluble powder drinks. The most common supplement is calcium carbonate (40% elemental absorption per 1,000 mg pill); another is calcium citrate (20-30%). The carbonates should be taken with meals and adequate fluids while citrates are also added to orange juice, breads, and other products marked "calcium enriched."

Once absorbed through the gut into circulation, Ca is stored in our skeletal bones. It is released through various endocrine pathways when needed for blood clotting, muscle

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It is important to *carefully read labels* on supplements for serving size, elemental value, and additives.

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contraction and, most of all, bone remodeling. Calcium absorption is influenced by Vitamin D, synthesized in the skin exposed to sunlight. Vitamin D is also found in multivitamins or added to a Ca supplement. The recommended dose is 400 i.u./day (800 i.u./day if prescribed).

It is important to *carefully read labels* on supplements for serving size, elemental value, and additives. In addition, in calculating one's recommended intake, *both* food and supplement values should be added together for the daily total. Supplements come in various strengths: 200, 300, 500, 600 mg, and can complement the diet as needed.

Finally, estrogen also enhances Vitamin D processing and bone remodeling. Some perimenopausal women when evaluated may need estrogen therapy as well. Balancing Ca intake, Vitamin D, and exercise will best maintain your bone integrity.

#### SOME HIGH CALCIUM FOODS

8 oz. milk	300 mg
8 oz. yogurt	400 mg
1 oz. cheese	200 mg
1 c. leafy vegetables	100 mg

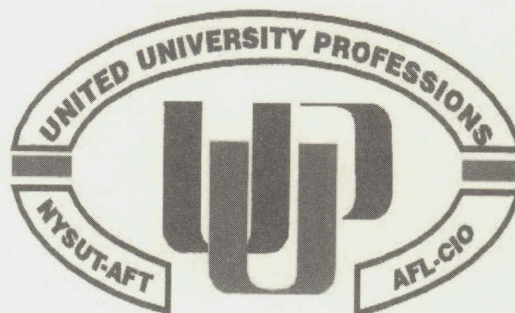
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## Union membership up nationally

Union membership nationwide averaged 16.3 million in 2001, up slightly from 2000 and an increase of 180,000 over the past five years.

"Despite a year of record layoffs and historic national upheaval, unions have held their own in terms of membership in 2001," AFL-CIO President John Sweeney said.

The U.S. Labor Department's Bureau of Labor Statistics reported the number of women in unions reached an all-time high of 6.8 million. Last year, union membership increased by 93,000 among all women, including 42,000 more Hispanic women.





# In the good old summertime

Susan Katz, RN, MS, PNP  
Infant Apnea Program Coordinator

Summer memories should be filled with sheer joy but unfortunately, that is not always the case. Healthcare professionals refer to the summer as “trauma season.” This summer children ages 14 and under will be rushed to emergency rooms nearly 3 million times for serious injuries resulting from motor vehicle accidents, drownings, bike crashes, pedestrian incidents, falls, and other hazards. More than 2,500 of these children will die. July is the deadliest time for childhood unintentional injury, accounting for 12 percent of annual unintentional injuries. You need to make sure that your family is not counted in these statistics.

Contributing factors include less than adequate supervision, an increase in free time and outdoor activities. Your close supervision along with the use of proper protective gear and a few other simple prevention steps will help your children avoid danger. By all means, take a summer vacation. Just don't take a vacation from safety!

By nature children ages 10 to 14 tend to engage in more risky behavior and are presumably given more freedom from their parents. Young school-age children ages 5 to 9 are also at high risk because they lack the skills to make clear judgments necessary to bike, walk, swim, and play safely without adult supervision. Compound those issues with the brainstorming abilities of multiples and you have an injury waiting to happen. Just follow these tips to ensure all your memories of summer are fond ones.

## On The Road Again

Many families take summer road trips. This is no time to change the rules to accommodate a child's request to unbuckle. Motor vehicle accidents remain the leading cause of unintentional injury-related death. In 1998, 1,765 child occupants ages 14 and under died in motor vehicle crashes, and in 1999 an estimated 272,000 were injured. Even if you're a careful driver, you can't control other drivers' behavior or eliminate the possibility of a crash. You can, though, greatly reduce the risk that children will be seriously injured or killed.

» Make sure your kids are secured in the appropriate child safety seat or safety belt for their age and size. In general that includes the use of a booster seat till age 8.

» Kids should always be secured in the back seat. Don't reward any child with the “privilege” of riding up front. Tell your children you love them equally. That's why they ALL ride in the back EVERY TIME!

» Study both your vehicle owner and child safety seat manuals carefully.

## Let's Get Wet!

Drowning is the second leading cause of unintentional injury-related death among children ages 14 and under, and the leading cause among children ages 1 to 4. The majority of drownings and near-drownings occur in residential swimming pools. However, children can drown in as little as one inch of water and are therefore at risk of drowning in wading pools, bathtubs, buckets, diaper pails, toilets, spas, and hot tubs.

Drowning usually occurs quickly and silently in a matter of seconds. These occur most often when a child is left unattended for a “brief” lapse in supervision. You know how easy it is for a child to wander off, don't allow the pool to be a place a child can access.

» Surround the pool with a four-sided fence with self latching gates. The fence should be one a child could not scale. This is especially important as multiples can conspire to gain access to the inviting pool when mom or dad is looking the other way.

» Always supervise young children near any water source and do not use a sibling as a pool watcher.

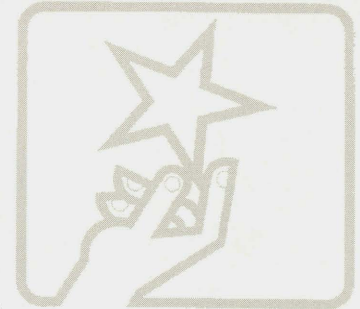
» Don't be tempted to address the needs of one child in the home while other children are in the pool.

» Learn CPR.

» Insist your children wear personal flotation devices when out in boats, near open bodies of water or participating in water sports.

“Parents need to know that regardless of their children's age, it is ultimately their responsibility to provide their children with the proper safety devices and adequate supervision,” says Dr. C. Everett Koop, former U.S. Surgeon General and chairman of the National SAFE KIDS Campaign. The information provided here has been adapted from publications from the National SAFE KIDS Campaign.

I would like to thank you for allowing me to share injury prevention information to live by. Unintentional childhood injury is the number one killer of children ages 14 and under. To make a difference I need your help. Let me know how I can best address your needs. What topics would you like to see in the future?



# UUP: Your Information Source

United University Professions

## Staying power



Visit UUP  
online at  
[www.uupinfo.org](http://www.uupinfo.org)

### Continuing Appointment/Tenure (Academics)

Members of the UUP bargaining unit who are academics are eligible for continuing appointment status. Achieving this status and what it means are terms governed by the Policies of the Board of Trustees of SUNY. Specifically, a continuing appointment is a position that can be kept until resignation, retirement or termination.

#### **Eligibility:**

If you come to SUNY as a Professor, Associate Professor, Librarian or Associate Librarian, you can receive your continuing status after three years of consecutive service. If you come in at other ranks, you must complete seven years of service. Prior experience can be counted toward attaining tenure. If you have taught or have experience as a librarian, make sure you discuss with your supervisor, at the time of your appointment, the inclusion of that service toward tenure.

#### **Process:**

Formally, the process requires a decision by the Chancellor of SUNY, based on the recommendation of the chief executive officer of the college. In reality, the process varies from campus to campus. It involves evaluation by your immediate supervisor, some formal means of colleague input and — ultimately — a decision by the president of your college or university. Acquaint yourself with the process as quickly as possible, as work toward continuing appointment should be a priority! If questions arise, contact your chapter president or labor relations specialist for helpful information.



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William E. Scheuerman, President

# UUP: Your Information Source

United University Professions

## Staying power



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## Permanent Appointment (Professionals)

### *Getting Started*

When you join SUNY as a full-time Professional employee, you will receive an appointment letter that establishes the type of appointment (Temporary, Term or Permanent) for your position. In most cases, you will be appointed for a specific period of time. This period will cover a given number of years, not to exceed three. In some very specific cases, you will receive a one-year temporary appointment. When you complete the first year of a temporary appointment or your first appointment as indicated in the Letter of Appointment, you should receive a re-appointment letter for the next specified period of time. The maximum number of years that you can work as a temporary employee is three. After that, you must be appointed as a term employee. The maximum number of years you must work as a term employee is seven. At that point, you are eligible for permanent appointment.

### *Permanent Appointment*

If you have completed seven consecutive years of full-time service at your college, with the last two years being at one specific title, you may receive permanent appointment. Your immediate supervisor initiates the permanent appointment process at the end of your sixth year of service. A recommendation is made to the president of your campus by your area vice president or dean. There are also other circumstances that could accelerate your attaining permanence. First, prior university service in a professional title may be counted toward permanent status. Second, if you work as a full-time professional within the first four salary ranks for three or four years, you can request permanent appointment. Both the former service-credit provision and the early-consideration provision are subject to presidential decision.

### *Appendix A Employees*

If your title falls within the list in the Policies of the Board of Trustees, Article 11, Appendix A, then your situation is different than those noted above. Upon being hired, except in very specific circumstances, you will receive a five-year term appointment. For the duration of your employment in that title, you will receive additional five-year appointments at the discretion of management. You are not eligible for permanent appointment.

**\* For more detailed information, refer to Article 30 of the Agreement between UUP and the State of New York and Article XI, Title C, of the Policies of the Board of Trustees.**



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## Employee holiday schedule

*Mark these dates on your calendar, as they are the holidays observed by UUP members at Stony Brook University.*

Labor Day	Monday, September 2nd
Columbus Day	Monday, October 14th
Election Day	Tuesday, November 5th
Veterans Day	Monday, November 11th
Thanksgiving Day	Thursday, November 28th
Day after Thanksgiving	Friday, November 29th (in lieu of Lincoln's Birthday)
Christmas Day	Wednesday, December 25th
New Year's Day 2003	Wednesday, January 1st
Martin L. King Day	Monday, January 20th
Washington's B'Day	Monday, February 17th
Memorial Day	Monday, May 26th
Independence Day	Friday, July 4th
Labor Day	Monday, September 1st
Columbus Day	Monday, October 13th
Election Day	Tuesday, November 4th
Veterans Day (observed)	Monday, November 10th
Thanksgiving Day	Thursday, November 27th

**Office:** HSC Level 5, Room 572, Zip 8553

**Hours:** Mon. - Thurs., 8:30 a.m. to 3:30 p.m.

**Telephone:** 444-1505; FAX 444-7566

### OFFICERS

<b>President</b> - Ed Drummond .....	444-1505
<b>Vice President (Academic)</b> - Michael Silverberg .....	444-2347
<b>Vice President (Professional)</b> - Donald Pisani .....	444-1505
<b>Secretary</b> - Tina Maria E. Manning .....	444-3232
<b>Treasurer</b> - Edward W. Hines .....	444-1505
<b>Affirmative Action Cmte</b> - Ed Drummond.....	444-1505
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<b>Professional Evaluation Review</b> - Mary Hoch.....	444-1252
<b>Professional Promotion Review</b> - Bruce Kube.....	444-2377
<b>Administrative Assistant</b> - Sharon Hines .....	444-1505

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 articles and letters submitted by members of the Stony Brook community. Remember, this is *your* newsletter. Share your thoughts with us, we want to hear from you. Persons who have material they wish to submit should contact: Colleen Kenefick at 444-3995 or 444-1505.