

# UUP BRIDGES

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

October 2002

## A Brief History of our Chapter

Colleen M. Kenefick  
Delegate for Academics



Adapted from an article by Edward VanDuzer, SUNY Brockport  
(reprinted with permission)

Quite literally, the campus is where the action is. It is the setting in which we carry on our professional lives, and the focal point at which terms and conditions of employment become a reality. Contract administration and membership development, then, must begin on the campus – and the campus UUP chapter is the means through which the union enforces the contract and responds, in an immediate way, to the needs and problems of the membership. As a result, it is the UUP campus chapter which must play the primary role in increasing membership. Basically, the campus UUP chapter must assume the major responsibilities of representation, communication, and assistance for members of the bargaining unit.

### Representation

The campus chapter participates actively at the UUP statewide level in committees, workshops, and the Delegate Assembly. It engages in regular and forceful consultation with campus management on matters of mutual concerns and on local campus problems. The chapter works with our affiliates in the local area – such as NYSUT locals and central labor councils – to resolve common problems and to ensure a voice for higher education interests. Campus chapters represent the membership through active and effective grievance processing and through resolving problems on the campus. In addition, the central UUP office in Albany carries on these functions for every member on every campus.

### Communication

The UUP campus chapter communicates regularly with members and non-members on issues affecting their terms and conditions of employment, both at the campus level and state-wide, through a regular chapter newsletter. It holds regular meetings for members and non-members, and reports promptly to the UUP central office on campus problems, management actions, and chapter activities.

### Assistance

The UUP chapter provides assistance to every member of the bargaining unit experiencing problems and provides accurate and complete information to members of the SUNY professional staff on their rights and on the benefits of union membership. The chapter conducts regular informational programs relative to collective bargaining and grievance procession as well as the organization and responsibilities of UUP and its state and national affiliates.

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# A Message from the President

Dear Brothers and Sisters:

As we return from the summer season, I hope that you all have enjoyed a splendid summer filled with lots of fun and entertainment. It is now September and the kids are back to school and the adults are back to work.

While most members were vacationing, many things were occurring within your local chapter as well as the Statewide office. I will give you a brief synopsis of what has been happening.

As you know, our present contract will expire on June 30, 2003. UUP has been preparing for this new round of negotiations. Statewide, President Bill Scheurman has put together a knowledgeable, professional and intelligent negotiations team. We also have a negotiations committee that consists of one representative from each of the 33 SUNY campuses. Committee members will inform the team of the concerns of our members. Those concerns will be brought to the negotiation table. The negotiation team was at Stony Brook at the Chapter Membership Meeting on September 25, 2002.

Locally, along with the statewide officers and our NYSUT field representative, we have continued to work with management to address issues of staffing, salaries, streamlining and promotions. Problems with accruals have been on the front burner throughout the summer. I am pleased to report that we made headway to resolve the discrepancies brought to us. A clearer definition of on call and recall is also being discussed.

The Albany office of UUP has moved from its long time location at 159 Wolf Road to a larger more modern facility to better serve the members of our union. The new address is:

**Mailing Address**

United University Professions  
P.O. Box 15143  
Albany, New York 12212-5143

**Office Address**

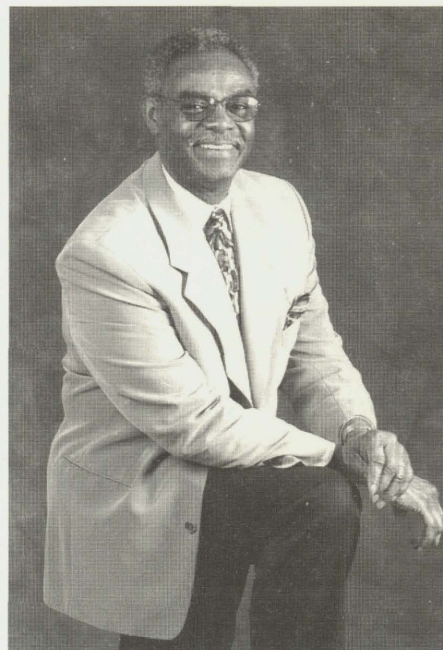
United University Professions  
800 Shaker Road  
Albany, New York 12212

Management is now recommending UUP members for discretionary increases. *NOW* is the time for UUPers to ask supervisors for the criteria to be considered for DSI.

The last round of Professional Development Awards for this contract is available. The award is for anything done from September 1, 2002 to June 30, 2003. Applications will be available in the union office after October 1, 2002.

There has also been a changing of the guard for the *Bridges* newsletter. I would like to thank Colleen Kenefick for the wonderful job she has done as editor over the years. Under her direction, *Bridges* has won numerous awards for quality and excellence. Michele Margiotta will be the new editor along with help from Kim Rhatigan-Drexler and Joel R. Israel. We wish them lots of luck!

Last but not least we wish to welcome you back. Please stop by the office to say hello or to just get some information. We are here to help our members.



Respectfully,  
**Ed Drummond**  
HSC Chapter President



## A Brief History of Our Chapter *continued from page 1*

### **Chapter Organization**

Each UUP chapter must elect a president, a vice president for academics, a vice president for professionals, a secretary, treasurer, and academic and professional delegates to the Delegate Assembly. We will be having our next chapter elections in the spring of 2003. In addition, each chapter must have a grievance chairperson, and should have a newsletter editor and a membership chairperson as well.

Chapters are also strongly urged to develop a system of representation from every campus unit – academic departments or divisions, non-teaching professional units for constituencies – whatever structure best suits campus needs. A representative system is essential for effective communication with members and for providing membership input into chapter activities.

These department representatives, or division representatives, or “shop stewards”, whatever their chapter titles, provide a direct link between the UUP chapter leadership and the day to day life of the campus. In addition, they are the union representatives in identifying grievances and other problems and in recruiting new members. These reps are the most significant link between the general membership and the chapter leadership, and through them to the elected UUP leadership.

A UUP chapter president has a great many demands on his or her time; labor/management meetings, Delegate Assemblies, and coordinating chapter activities. They cannot function without continual assistance from other chapter officers, committees, and department representatives. Regular meetings of the chapter executive board are necessary to maintain communication and to coordinate chapter activities.

Each campus chapter has been assigned a NYSUT field representative, located in one of NYSUT’s sixteen regional offices, to assist with Step 1 grievances and consultation sessions, to provide advice, materials and help in building membership and to handle immediate problems and crises as they arise. Dawn Hopkins is the NYSUT Labor Relations Specialist assigned to our chapter, with an office in Hauppauge. These NYSUT field representatives maintain frequent communication with UUP Central and participate in special workshops and training sessions dealing with problems in higher education and with the nature and needs of UUP.

In all chapter problems, there is no substitute for quick and thorough communication with UUP Central and/or the NYSUT field staff person. Many problems can be averted or resolved informally, before they assume critical proportions, if members communicate promptly and thoroughly with chapter leaders.

### **The Stony Brook HSC Chapter**

UUP is a relatively large organization in one sense, but in another, relatively small. We are statewide but also localized on each campus. UUP confronts a tremendous task: to protect, defend and extend the rights of the 26,000 academic and professional staff of the State University. Stony Brook HSC has had its members deeply involved in the origins and continuing development of UUP. Dawn Hopkins was chapter president and then became a NYSUT Labor Relations Specialist, a position she has held since 1984. Jeanne Galbraith served as statewide secretary of UUP from 1987 to 1993. John Marino was recently re-elected to a second term as statewide vice president for professionals. With many challenges ahead, it looks like we will have an opportunity to live up to our past and continue to achieve for members in the future. The following are the Chapter Presidents:

Steven Jonas 1972-1974  
Dave Thomas 1974-1980  
Jeanne Galbraith 1980  
James Harnett 1980-1983  
Dawn Hopkins 1983-1984  
Mark Swerdloff 1984-1985

Joe Berendowski 1985-1987  
Michael Silverberg 1987-1991  
Ed Alleyne 1991-1997  
John Marino 1997-2000  
Ed Drummond 2000-2002



## New Findings in Hormone Replacement Therapy Studies

by Doris Weisman, NP, Delegate for Professionals, Regional Coordinator VOTE COPE

Recent findings from two clinical trials involving hormone replacement therapy (HRT) were published in the July 17, 2002 issue of **JAMA**, the Journal of the American Medical Association. The newly released information can be confusing and has caused much controversy surrounding hormone replacement therapy.

One study, the HERS II study (1) (Study of the Heart and Estrogen/Progestin Replacement) was a planned continuation of the original HERS study. It looked at the continuing effect of daily Prempro (estrogen .6 mg and medroxyprogesterone 2.5 mg) on women with pre-existing coronary heart disease (CHD). The conclusion of the HERS II study stated that HRT did not reduce events in women with pre-existing CHD. However, only 45% of the original women on HRT stayed and adhered to the study, so that less than one-third of the initial population existed by year six. Another questionable factor was the high use of cholesterol-lowering medications in both groups, especially in the placebo group. Venous thromboembolism with HRT was reduced after the second year, suggesting that a longer term study with a full population may have shown better results.

The HERS II study results created much need for reevaluation of HRT use by the perimenopausal woman. HRT, for example, may not be a treatment for older women with established CHD but may be safe for those with coronary artery disease (CAD). The incidence of genetic polymorphism may determine one's reaction to medication, which is just beginning to be explored. On the positive side, osteoporosis and colon cancer, vasomotor symptoms, and vaginal atrophy are greatly helped by HRT.

The second trial, the Women's Health Initiative (2) looked at the risks and benefits of HRT in healthy women aged 50-79 years of age. This study was stopped at 5.2 years, earlier than planned, due to certain health risks. These included the rate of invasive breast cancer, stroke, and heart disease. **Preliminary data advise against initiating or continuing HRT for primary prevention of coronary heart disease.** The noted 26% increase in invasive breast cancer translates for 38 cases versus 30 per 10,000 women/year. However, there was no significant difference for *in situ* breast cancer.

The CHD overall rate was lower, 29% or 37 versus 30 per 10,000. Stroke was 29 versus 21 and clots were 34 versus 16. On the other side of the scale, there was a decrease in LDL (the bad cholesterol), an increase in HDL (the good cholesterol), reduced osteoporosis and colon cancer.

An important limitation of the Women's Health Initiative is the use of only one HRT regimen. Results may not apply to lower doses, or other oral or transdermal combinations. In addition, it is not known whether a longer trial would find positive results ultimately.

The Data and Safety Monitoring Board (DSMB) is the monitoring body which decided to discontinue the HRT arm of the study due to an increase in invasive breast cancer with HRT versus placebo after 5.2 years. In addition, there was an increase in cardiovascular events. However, the DSMB re-emphasized the need for individual assessment for all patients especially after 4 years of HRT use. (3)



## New Findings in Hormone Replacement Therapy Studies

While dismayed by the new results, many women who were happy on HRT elected to stay on it. The statistics don't mean that HRT poses grave risks to individuals, but rather showed the risks to overall population. (4) People are going to kill themselves a whole lot faster by smoking, drinking, being overweight, and not wearing seat belts. (5)

Dr. Wulf Uttian, Executive Director of the North American Menopause Society, advises women to discuss the findings with their health care provider before deciding to throw away their hormones. (6)

The American College of Obstetrics and Gynecology (ACOG) has formed a special task force on HRT to make clinical practice recommendations in light of these latest results. (7) Until the task force releases its recommendations, ACOG advises you do not panic if you have been on the hormones for a number of years. Each woman needs an individual evaluation. If on short term use, it may be reasonable to continue use. HRT should not be simply cut off, but rather titrated down for a level of comfort and safety. The Women's Health Initiative Trial will continue for hysterectomized women because of the absence of health risks.

We need to look ahead for further evaluation by task forces of national health groups. There are many areas in these studies that are not clear, are by chance and not truly conclusive. Only by patience and calmness can we find the accurate answers.

*"The statistics don't mean that hormone replacement therapy poses grave risks to individuals, but rather showed the risks to the overall population."*

### Footnotes

- (1) Fletcher, Suzanne W., & Colditz, Graham A. (2002, July 17). Failure of estrogen plus progestin therapy for prevention. *JAMA*, 288(3), 366-368.
- (2) North American Menopause Society. (2002, July 9). Use of hormone replacement therapy questioned for some women: a preliminary response from the North American Menopause Society. Press release at <http://www.menopause.org/media/pr.html#pr15>.
- (3) HERS follow-up finds CV benefit is not extended with longer term HRT. (2002, July 9). Cleveland, Ohio: North American Menopause Society. [member communication]
- (4) Kusiak, Victoria. (2002 July). Letter to physicians re: HERS II and WHI. Philadelphia, PA: Wyeth Pharmaceuticals.
- (5) Cowley, Geoffrey & Springer, Karen. (2002, July 22). The end of the age of estrogen. *Newsweek*, 38-45.
- (6) Kolata, Gina. (2002, July 9). Citing risks, U.S. will halt study of drugs for hormones. *New York Times*.
- (7) American College of Obstetricians and Gynecologists. (2002, July 9). Statement on the Estrogen Plus Progestin Trial of the Women's Health Initiative. Press release at [http://www.acog.org/from\\_home/publications/press\\_releases/nr07-09-02.cfm](http://www.acog.org/from_home/publications/press_releases/nr07-09-02.cfm)





## Las Vegas: Site of AFT Convention

*By Benjamin Williams,*

*Brookhaven National Laboratory, Stony Brook Radiation Therapy Facility*

*Delegate for Professionals*

The desert heat and wildfires weren't enough to turn back delegates and activists from the 77<sup>th</sup> biennial American Federation of Teachers convention in Las Vegas, Nevada. Approximately 3,700 delegates were in attendance for this emotionally charged and fun-filled convention. My wife and I, along with several delegates from our chapter, arrived on Sunday, July 14<sup>th</sup>. After registration, I attended the new delegate orientation. I followed this by taking in some of the fabulous Las Vegas nightlife. The next morning saw the official opening of the convention. Here are some of the highlights:

### **Monday, July 15<sup>th</sup>**

AFT President Sandra Feldman's keynote address focused on those that lost their lives on September 11<sup>th</sup>. She praised the union's growth during the last year. Feldman called upon congress to provide funding to extend kindergarten for disadvantaged kids. She also praised the union's involvement with the Elementary and Secondary Act (ESSAY). Feldman pledged that AFT would continue to oppose voucher schemes. Later, I attended an unforgettable Civil and Human Rights Committee meeting at the Las Vegas Convention Center. The meeting started off to be rather civil but soon turned into an emotional debate, which called upon a quick review of Roberts rules of Order.

### **Tuesday, July 16<sup>th</sup>**

AFT delegates voted for more resources to counter anti-union/anti-worker ballot initiatives sweeping the country. The convention approved a solidarity fund to boost political clout. Senator Tom Daschle (D-S.D.) spoke via satellite to the convention today. He stressed that budget cuts set schools up for failure. Daschle urged the current administration, as well as his own colleagues, to back education reform. Randi Weingarten, UFT President, gave an emotional speech that was backed by a powerful video of the events of September 11<sup>th</sup>. She also introduced two paraprofessionals, whose emotional speeches left few dry eyes in the room.

### **Wednesday, July 17<sup>th</sup>**

The Higher Education Breakfast and its keynote speaker, AFT President Sandra Feldman, kicked off this day. Among the guests to the convention were 45 International Trade Unions. There was also a report of the AFT-Africa campaign. The campaign's goal is to help unions in Africa deal with the AIDS epidemic that has either sickened or killed thousands of teachers. It has left millions of children orphaned. Elections for AFT officers were held later in the evening.

### **Thursday, July 18<sup>th</sup>**

This day started with the AFT Women's Rights Awards Breakfast. This was the convention's final day of meetings and forums. I am grateful to both Chapter President Ed Drummond and all chapter members who were in attendance, for the convention.



## A Letter from our UUP President



Sisters and Brothers:

I'm pleased to announce that on July 2, 2002, the New York State Senate passed an anti-sweatshop bill that was on UUP's legislative agenda and a bill that UUP members advocated for the past two years. The bill, identical to one already passed by the Assembly, works to ensure that State apparel purchases be produced using fair labor practices.

The provisions of the bill include:

- Authorizing SUNY, CUNY and the community colleges to determine that a bidder for the purchase of apparel is a responsible bidder, meaning that they use fair labor standards (including but not limited to employee compensation, working conditions, rights to form unions, the use of child labor) in the manufacture of apparel;
- Prohibiting the State Office of General Service from purchasing uniforms and other apparel produced in sweatshops;
- Requiring the Labor Commissioner to present annual reports concerning the Special Task Force on the Apparel Industry; and
- Creating a Sep. 11<sup>th</sup> Bidders Registry for apparel manufacturers affected by the terrorist attacks of Sept. 11.

We expect the Governor to sign the bill. I thank all who worked for the passage of this important bill.

Yours in Solidarity,

***Bill Scheuerman***



We would like to thank Colleen Kenefick for years of hard work as the *Bridges* newsletter editor. She has handed over the reins to a new editorial staff. Although *Bridges* may have a new look, we hope to continue the same award winning quality and tradition of excellence this UUP chapter has come to expect from their newsletter. Our thanks again to Colleen for a job well done!

<b>Michele Margiotta</b>	editor	444-2233, mmargiotta@notes.cc.sunysb.edu
<b>Kim Rhatigan-Drexler</b>	editorial staff	444-4709, krhatigandre@notes.cc.sunysb.edu
<b>Joel R. Israel</b>	editorial staff	444-2245, jisrael@notes.cc.sunysb.edu



## In My Opinion...

By Michael Silverberg, Academic Vice President

### **Question: When you are a big union, representing hundreds of thousands of members, do you follow your heart or your head when you enter the political arena? Morality or Realpolitik?**

This was the question that reached center stage at NYSUT'S endorsement conference in August. It was no surprise that most of the incumbents of senate and assembly seats were endorsed for re-election. Actually, this is less a matter of policy than a consequence of the principles by which the endorsement process is organized, as I shall explain later. The great anguish, however, came from the deliberations over the state-wide offices, in particular the governorship. The end result was a decision to defer any action until after the primaries. Of course, as I write this, the Democratic primary is moot since Cuomo has just dropped out of the race and McCall, who had become the front-runner, will face Pataki. We wait to see what the Executive Council of NYSUT will decide.

To many in UUP and NYSUT as a whole, Carl McCall, as New York State's comptroller, has consistently championed education. The incumbent governor, on the other hand, has appeared in some instances to be hostile to public education at all levels. He has, however, after an inauspicious beginning, been willing to work with NYSUT and has signed many bills that NYSUT has worked to pass through the legislature. He is also far ahead of McCall in the polls and it is hard to imagine him being unseated.

The pragmatic course of action would seem to be to either endorse Pataki or at least, since endorsing Pataki would be a slap at a long-time friend, not endorse his challenger. Since, unfortunately, politicians are not likely to salute principled action with a noble gesture, no one wants to end up on the losing side. This is a game of carrots and sticks on both sides.

*"Unfortunately, politicians are not likely to salute principled action with a noble gesture...this is a game of carrots and sticks on both sides."*

Add to the mix that Pataki had just stepped in and used his influence to help get United Federation of Teachers (UFT), New York City's K-12 teachers, a good contract after a two year battle. As a result many in UFT were inclined to endorse him now. In contrast, the higher education members of NYSUT unanimously felt that the governor was hostile to public colleges and universities and that we should be leaning toward McCall who has always been a strong supporter. The stage was set for real disagreement. Given the circumstances, the decision to defer was probably inevitable.

Nevertheless, when UUP's legislative committee met right after the NYSUT endorsement conference, there was a lot of upset and criticism. Because of the depth of feeling, it is worth explaining what happened.

UUP President Bill Scheurman's aim at the endorsement conference was to ensure that the voice of higher education was heard at each of the meetings of regional representatives. Representatives of CUNY faculty and staff (PSC) and the several community colleges joined UUP in this. UFT members, on the other hand, were quite clear that they felt an obligation to reward Pataki for his providing funding to support their contract.

How does the NYSUT endorsement process work? Primarily, it consists of tallying up the votes of incumbents on bills that NYSUT has supported, mostly relating to education. Naturally, incumbents whose voting



## In My Opinion...*continued from page 8*

records on these bills are substantially aligned with NYSUT's views earn endorsements. There is not much opportunity for a challenger, no matter who (s)he is to win an endorsement. What becomes critical in this process is the selection of legislative matters that make up the record.



There was a real concern that bills that were of interest to the higher education sector were not part of the tally. A candidate with a good record on K-12 issues but a poor one on higher education would get endorsed anyway. Given that NYSUT had declared higher education one of its' prime areas of legislative concern over the past year, one could argue that rewarding a candidate who did not support public higher education, no matter how good his or her record on K-12, compromised the integrity of the endorsement process.

In the case of the governor's race it gets even more complicated. A governor has many ways of influencing the political process. His budget proposals set the climate for the legislature's discussions and negotiations; in the case of SUNY, he appoints members of the Board of Trustees. It is his record in these areas that lead higher education members to feel that Pataki does not merit endorsement, or even neutrality. We were also dismayed by the cynicism of an incumbent governor who plays no role in a contract dispute for two years and then a few months before the election intervenes to help settle it, obviously angling for an endorsement as a reward. This is the same governor who has used state money to fight a legal ruling that those same teachers' schools have been inadequately supported with state funds. Rewarding such cynicism, many feel, also compromises the endorsement process.

Another disparity of view arises in cases of open seats – elections where there is no incumbent running. The strict interpretation of NYSUT's policy has been to endorse no one since none of the candidates generally has a record of votes in the office they are running for. But some of those candidates do have a record in other elected positions, often in county or town government. Where such candidates have been supportive of educational issues, shouldn't they be supported when they run for state office? NYSUT's position is that, absent a voting record, other criteria are subjective and they point out that politicians can and will take positions during a campaign that never see the light of day after they are elected.

What UUP and the other higher education unions achieved at this year's endorsement conference was to serve notice that NYSUT higher education members need to have their voices heard. I believe we have been heard that future endorsements should be based upon a candidate's record on issues relating to public higher education. We will have to work more closely with local NYSUT leaders, however, to make sure this happens. I also hope that we can get a more flexible attitude towards candidates with local elected position experience.

**The big question in my mind is, when is being pragmatic actually not pragmatic at all?** If we endorse a candidate with a generally poor record but who has delivered on some important issues in the time leading up to an election, we may avoid the wrath of a vengeful politician in the short run. But by not taking a more principled, and at times quixotic, position are we not just encouraging this sort of cynical and calculating behavior?

**We are elected to serve the interests of our members; what do we do when short term interests and long-term interests seem to clash?**



## Family Leave Survey Reveals Problems and Recommendations

By Jamie Dangler, chair of the Family Leave committee



Results of the Family Leave Survey that was administered on SUNY campuses last Spring will be presented to the UUP Negotiations Team in early October. The survey was designed to obtain information about the experiences of UUP members who have had to take time off for elder care, birth, adoption, or care of sick family members or domestic partners.

There were 236 surveys returned, representing professionals and academics on 24 different campuses. Members of UUP's statewide Family Leave Committee have compiled a full report on the survey. The Committee, which is composed of representatives from 15 different campuses, will meet at the UUP Delegate Assembly on October 4th to review the survey results and develop recommendations for the UUP Negotiations Team.

The Family Leave Survey was very successful in identifying the broad range of experiences our members have had when trying to get time off for family care needs. The survey brings to light the problems respondents encountered when trying to arrange for time off, their inability to get an adequate amount of time off, the financial hardships of unpaid time off, the difficulties encountered when departments/offices failed to replace workers during extended leave periods, and the repercussions associated with a workplace culture that reinforces negative attitudes about family care needs among workers. In addition to identifying such problems, the survey reveals many positive experiences from which policy suggestions can emerge.

While the Family Leave Survey was aimed at those who had actually had a "family leave incident," all UUP members will have an opportunity to express their views about family leave on the contract survey that will be mailed out this fall. For the first time, the contract survey contains a separate set of questions on family leave.

Another avenue for expressing one's views about family leave is attendance at the Negotiations Team campus visits. The Negotiations Team will visit each campus during the early fall. The schedule for these visits is posted on the UUP web site [www.uupinfo.org/negotiationsvisits.html](http://www.uupinfo.org/negotiationsvisits.html). For further information about the Family Leave Committee's activities contact Jamie Dangler, Family Leave Committee Chair at [danglerj@cortland.edu](mailto:danglerj@cortland.edu).



### Hear ye, Hear Ye....

UUP Stony Brook HSC Chapter proudly recognizes one of its' members, **Dr. Steven Jonas**. Dr. Jonas has been named Editor- in- Chief of the American Medical Athletics Association Journal, a publication devoted to those aspects of sports medicine and health of special interest to practitioners. Secondly, Dr.

Jonas has been named as a contributing eriter for the new magazine, *americanTRI*, which focuses on those aspects of triathlon and duathlon racing of special interest to recreational athletes and age-group competitors who participate in them.

**Congratulations Dr. Jonas!!**



## ***FREE Lifeworks Program Available to All UUP Members***

Dear Fellow UUP Members,

Effective March 1, 2002, a new employee resource program, **Lifeworks**, became available to all UUP members and their families. Lifeworks offers information, advice and support on a wide range of common issues including: parenting, child care, schooling and education, personal budgeting and helping other relatives. Consultants are available 24 hours a day by phone (800-362-9874) or online ([www.lifeworks.com](http://www.lifeworks.com), user name: nys, password: 2670, or through the UUP website using the benefits link) to discuss problems, provide educational materials, or conduct personalized searches and referrals for child and elder care. The program is **FREE** and confidential and can help reduce the stress associated with issues we face in everyday life.

If you have any additional questions, call UUP's Benefits Assistant, Candy Keyofsky, at 800-342-4206 or [ckeyoske@uupmail.org](mailto:ckeyoske@uupmail.org). As always, someone from our Benefits Department will be there to answer other benefit questions that may come arise.

Sincerely,

**800-362-9874**

***John Marino***

Vice President for Professionals



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### ***Fringe Benefits Management Company***

The Fringe Benefits Management Company has relocated to new offices! The address for claims submission is not changing and will remain:

FBMC  
P.O. Box 1800  
Tallahassee, FL 32302-1800

Mail requiring a street address should be sent as follows to:

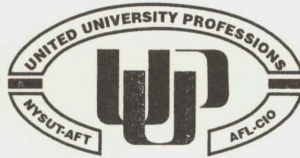
FBMC  
3101 Sessions Road  
Tallahassee, FL 32303

**Phone Numbers:**

FBMC Local Number	850-425-6200
Customer Service	800-342-8017
Customer Service IVR	800-865-3262
FSA Fax (New York)	800-743-3271
New York Website	<a href="http://www.flexspend.state.ny.us">www.flexspend.state.ny.us</a>



P.O. Box 15143  
Albany, New York 12212-5143



(800) 342-4206  
www.uupinfo.org

## United University Professions

July 24, 2002

Dear UUP member:

Once again, through your generous support to the annual State Employees Federated Appeal (SEFA) campaign, United University Professions can help New Yorkers in need.

Last year, UUP members and other SUNY employees were the State workforce's top contributors to SEFA, which surpassed its goal of \$9 million. As Co-chair of the Statewide campaign, I was especially pleased we raised that record amount; I was confident from the outset that UUPers would once again demonstrate their commitment to their colleagues, neighbors and communities. Thank you!

Soon, you will be asked to contribute to a new campaign -- "SEFA: It's All About Family." Please consider giving what you can and asking a fellow UUP member to do the same. By doing so, you will again show the power of organized labor in making a positive and lasting difference in people's lives on and off the job.

In solidarity,

William E. Scheuerman, President  
United University Professions

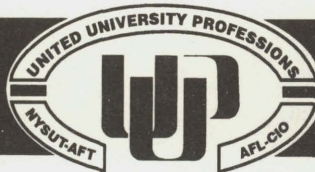
*Affiliations: New York State United Teachers ♦ Local 2190, American Federation of Teachers, AFL-CIO*



# UUP: Your Information Source

United University Professions

## Definitions



Visit UUP  
online at  
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### Academic Freedom

Academic freedom gives members the right to determine the content and methodology used in teaching, inquiry and research. This right is incorporated in the Agreement between United University Professions (UUP) and the State of New York (Article 9), as well as in the Policies of the SUNY Board of Trustees.

### Appointment Types

**Continuing/Permanent Appointment:** Continuing appointment (academics) and permanent appointment (professionals) may be granted by the chancellor after a period of service to the University. Such appointments can only be terminated by retrenchment or for just cause as proven in a due-process hearing.

**Term Appointment:** Term appointment is employment for a specific period of not more than three years (except for Appendix A and B titles) which shall expire(d) at the end of that period unless renewed. Term appointments can only be ended before they expire because of resignation, retirement, termination for cause or retrenchment. Employees are guaranteed notice periods if the appointment is not to be renewed.

**Probationary Appointment:** A probationary appointment is a one-year appointment given to a professional employee who holds a term or permanent appointment in one title if s/he is appointed to another job with a different professional title at the same campus. During the probationary appointment, the employee may be returned to the previous job/title at any time. After the year, the employee must be given the same type appointment in the new job as s/he held in the previous job, i.e. permanent or term.

**Temporary Appointment:** A temporary appointment may be terminated at any time at the will of the employer.

### Arbitration

Arbitration is the final step of the grievance procedure. A hearing will be held before a neutral arbitrator. Except in cases of discipline and discharge, the burden of proof is on the union to demonstrate that the contract has been violated. The grievant will be represented by the labor relations specialist, who will call witnesses, present evidence and question opposing witnesses. The state has the same opportunity. Briefs by both sides will be sent to the arbitrator, who will render a written decision that is final and binding, and which sets precedent for future contract interpretation in subsequent grievances. The decision on whether to proceed to arbitration is made by the president of United University Professions after receiving advice from the UUP Grievance Committee and the labor relations specialist.

### Board of Trustees/SUNY

The SUNY Board of Trustees is the governing body that sets policies and guidelines relevant to the operation and administration of the State University of New York and the institutions therein. Members of the board are appointed by the governor and confirmed by the New York State Senate. There are 16 trustees, one of whom serves as board chair.



### Central Labor Councils

A central labor council is an organization of regional labor leaders from different unions, formed to deal collectively with labor issues affecting the community or affecting their members collectively or individually. Many labor councils are also a source for labor's point of view on issues affecting the area's work force.



## Charter Schools

Charter schools are schools that receive public funds but operate within a set of modified state and local district regulations that govern other public schools. They are held accountable for improving student performance and achieving the goals of their charter contracts. Charter schools are extremely diverse due to state and local factors, since states play a primary role in defining the possibilities of charter schools, and vary greatly in their approaches.

## Collective Bargaining

Collective bargaining, also known as contract negotiations, is the process of joint give-and-take by employers and employees' organizations to determine the wages, hours and other terms and conditions of employment.

As contemplated by the National Labor Relations Act and guaranteed by the Taylor Law in New York state, collective bargaining is a process of collective agreements between an employer and the accredited representative of union employees. It requires that parties deal with each other with open and fair minds, sincerely endeavoring to overcome obstacles existing between them so that employment relations may be stabilized.

## Collective Bargaining Agreement

At SUNY, a collective bargaining agreement is a contract properly executed by the Governor's Office of Employee Relations and an employee organization that represents a group of employees included within a bargaining unit (the union), according to Civil Service Law Section 201.9.



## Committee of 100

The Committee of 100 is the grassroots lobbying arm of New York State United Teachers (NYSUT), which is the statewide affiliate of United University Professions. Every local leader is asked to designate an individual to come to Albany to lobby lawmakers. When it was formed 20-plus years ago, this statewide lobbying group included 100 NYSUT members. Today, more than 500 volunteer lobbyists come to Albany twice each spring to meet with legislators regarding state support for public education and other issues important to the members of UUP and NYSUT.

## Department Representatives

The department representative is the bargaining unit member who serves as the link between the union and its members. It is through the department rep that the union's message is delivered to the rank-and-file and through whom the concerns of the rank-and-file are delivered back to the union. The rep has a crucial role in establishing a union presence at each work site.

## Distance Learning

Distance learning is often a network connected electronically with video, audio and computer capabilities. An educator can use the system to instruct students in several locations at the same time. Colleges also offer distance learning coursework over the Internet.



## Family and Medical Leave Act

The Family and Medical Leave Act (FMLA) is a recently adopted federal law that requires employers with more than 50 employees to provide qualified employees with up to 12 weeks of unpaid leave each year for medical or child care purposes. Employees are eligible to take family and medical leave if they have been employed for at least 12 months and have worked at least 1,250 hours in the last year. When need for family or medical leave is foreseeable and practical, employees must give 30 days' notice of their intention to take the leave.

## Fair Labor Standards Act

The Fair Labor Standards Act (FLSA) is a very broad law that covers many aspects of an employee's work life. This law addresses such things as overtime, breaks, travel time, on-call time, as well as the work week. Educators and many professional employees are exempt from the FLSA's overtime provisions. There are numerous court cases that have set the standards for establishing which salaried employees are not covered under the FLSA's overtime provisions.

## Grievance

Every grievance begins as a complaint — by an employee, a group of employees or the union itself — that the employer and its representatives either did something that they were not supposed to do or did not do something they were supposed to do. While every grievance begins as a complaint, not every complaint is a grievance. The complaints that can be processed as grievances must fit the definition of a grievance in the collective bargaining agreement: "A grievance is a dispute concerning the interpretation, application or claimed violation of a specific term or provision of this Agreement."

The purpose of the grievance procedure is to provide for the speedy, orderly and equitable resolution of disputes at the lowest level of an organization as possible.

The grievance procedure is defined in Article 7 of the Agreement between UUP and the State of New York.

## Lobbying Activists/UUP

Union leaders — including statewide and chapter officers, committee members and delegates — serve as volunteer lobbyists on behalf of UUP's rank-and-file, to influence the legislative decisions of elected officials.



## Labor Relations Specialists

A labor relations specialist (LRS), employed by New York State United Teachers, is responsible for conducting a broad range of activities, including collective bargaining and contract administration. The LRS provides services to local affiliates of NYSUT — such as UUP — as a consultant, communicator, trainer and facilitator in the resolution of local issues. The LRS advocates on behalf of affiliates, members and public education.

## Political Action Committee

A Political Action Committee (PAC) is a committee, club, association or other group formed to receive voluntary contributions for use in election campaigns. The organization, registration, reporting and other activities of such groups is regulated by federal and state laws.

Within NYSUT, there are two types of PACs: One is a group of leaders appointed by the president to help organize political activities in a geographic area; the other is VOTE/COPE, the legally constituted vehicle through which NYSUT raises and disburses voluntary political contributions.

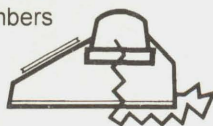
The PAC is responsible for making recommendations to the NYSUT Board of Directors regarding endorsements in the New York State Senate, Assembly and Congressional races, as well as in statewide contests. Each PAC member is responsible for a particular senatorial district and coordinates political activities in the field.

## Public Employment Relations Board

The Public Employment Relations Board (PERB) was established under Section 205 of Civil Service Law. PERB consists of three members appointed by the governor and confirmed by the state Senate, one of whom serves as board chair. In addition, PERB has a staff consisting of administrators, attorneys, administrative law judges, mediators and fact-finders who work with employers and employees to find common ground in their disputes.

## Phone Banking

A group/team of volunteers who make message-specific phone calls to targeted members of the voting public during an election period on behalf of a political cause or politician. Phone banking includes support activities for state and local contests.



## Picketing/Informational

Members of a labor union patrol the entrance or nearby vicinity of a work site to inform the public and other employees of a labor dispute. Picketing connotes a peaceable method of presenting a cause to the public in the vicinity of the employer's premises.

## Privatization

Also known as outsourcing or contracting out, privatization is the practice of hiring private companies to do the work of public employees. Many municipal, county and state governments turn to private companies that claim they can provide the same service at less cost. That cost reduction is accomplished by reducing employee pay, benefits and hours, and by changing most full-time jobs into part-time jobs often filled with less-experienced workers.

## Retrenchment

Retrenchment is the termination of employment of any academic or professional employee during any appointment — other than a temporary appointment that can be terminated at any time — as a result of financial exigency, reallocation of resources, reorganization of degree or curricula offerings, core requirements, reorganization of academic or administrative structures, programs or functions or curtailment of one or more programs or functions University-wide or at such level of organization of SUNY as a college, department, unit, program or such other level of organization of SUNY as the chancellor deems appropriate. (Article 35 of the Agreement between UUP and the State of New York)

## Strike

The Taylor Law prohibits public employees and employees' organizations from engaging in, causing, instigating, encouraging or condoning a strike or strike activities. Any strike activity is a prohibited activity. Specifically, the Taylor Law defines a prohibited activity as "any strike or other concerted stoppage of work or slowdown by public employees." (Civil Service Law Section 201(9))

## Taylor Law

The Taylor Law, formally called the Public Employees' Fair Employment Act, is contained in Article 14 of the Civil Service Law. Enacted in 1967, the Taylor Law governs employment relations between public employers and public employees in New York state.

Under the Taylor Law, public employees are guaranteed the right of self-organization and representation for collective negotiations. Self-organization rights enable public employees to join or refrain from joining employees' organizations (unions) of their choice. Representation rights enable employees to designate an employees' organization as their representative in collective negotiations with their public employer over wages, hours, and other terms and conditions of employment, and in the administration of grievances arising from their negotiated agreements.



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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.

**Office:** HSC Level 5, Room 572, Zip 8553  
**Hours:** Mon. - Thurs., 8:30 a.m. to 3:30 p.m.  
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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: Michele Margiotta at 444-2233 or 444-1505.