

## CONTRACT RATIFIED !!!

### SUNY ACADEMIC AND PROFESSIONAL FACULTY RATIFY CONTRACT

- ◇ ALBANY, Sept. 19, 1997 – The academic and professional faculty of the State University of New York have overwhelmingly approved a new four-year contract with the state.
- ◇ William Scheuerman, president of United University Professions, the union representing more than 21,000 SUNY faculty on 29 state-operated campuses, said 93.4 percent of those voting favored ratification; 6.5 percent opposed it. Of the 9,602 valid votes, 8,969 were for ratification, 626 against, 6 blank, and 1 void. A record 9,954 UUP members took part in the ratification balloting – 61.4 percent of those eligible to vote. (352 ballots were ruled invalid.)
- ◇ This is the largest member response to a ratification vote in UUP history and the largest percentage voting in favor of a tentative agreement, according to Scheuerman. "More people voted in favor of this contract than the total number having voted either way in any previous ratification ballot," he said. "We had a much larger voter turnout than you get during most U.S. presidential elections.
- ◇ "Our members are politically aware," Scheuerman said. "They recognize that, given the current climate, this contract gives them employment protections not found in any other state-employee contract. And they paid a price for it. They've gone without pay raises, and they were forced to go a year without dental and optical coverage. This is a good contract – not a perfect one."
- ◇ The new four-year pact covers the period from July 2, 1995, to July 1, 1999. It provides an across-the-board salary increase of 3.5 percent in each of the last two years. It calls for an additional lump sum payment of \$1,250 for full-time employees, prorated for part-time employees; an approximate \$500-per-person lump sum payment added on to employees' base salary and retroactive to either July or September 1996, prorated for part-timers; and discretionary pay increases of 1 percent for each of the last three years of the agreement.
- ◇ The contract also provides unparalleled protections against contracting out within the University and completely eliminates the threat of "contracting in," whereby SUNY could have outsourced jobs to its own corporations.
- ◇ "We broke pattern bargaining on the issue of outsourcing," Scheuerman said, referring to the fact that UUP's agreement differs radically from that of the state's other public-employee unions. "This is a significant accomplishment for UUP. While the principle of outsourcing does appear in the agreement, we negotiated enough fences around it to strongly discourage management from attempting it," he said.
- ◇ Among those protections: prohibition against contracting in; protections for continuing and permanent appointees; creation of a high-level, tripartite committee to oversee redeployment; and a requirement that a Work Force Impact Plan be in place before a function or program area can be contracted out.
- ◇ Under terms of the agreement, should SUNY administrators attempt contracting out, affected employees with permanent appointment would receive two years salary and benefits while awaiting retraining or redeployment.

◇ "This agreement reinforces for our members just how crucial the union is to their professional lives," Scheurman said.

◇ Other contract highlights include:

- full restoration of the UUP Benefit Trust Fund and retroactive reimbursement of all dental and vision claims incurred during the fund's suspension;
- agreement that payments to the UUP Benefit Trust Fund will not sunset with the contract;
- an increase in funding for the UUP Benefit Trust Fund;
- restoration of the New York State/UUP Joint Labor/Management Committees;
- an increase from 10 to 15 days in the number of sick days employees can charge for family illness; and
- creation of a technology committee to look into the questions and problems presented by the new electronic media and the application of technology to work performed by members.

## UUP Benefit Trust Fund Reimbursements

### Dental Claim Reimbursements

Eligible claims incurred during the suspension will now be paid. You can submit your claims now to Delta Dental.

All eligible claims submitted must be attached to a Delta Dental Claim form, with the employee section completed. All dental bills must be itemized and include procedure codes. Claims should indicate the patient's name.

If your service was rendered by a participating provider payment will be paid to the provider. Your reimbursement will come from your provider if you have already paid the provider for the services. If your service was rendered by a non-participating provider your reimbursement will come from Delta Dental to your home address.

Delta Dental has assured us that claims received by October 1, 1997, will be processed by October 31, 1997.

Claims should be mailed to:  
Delta Dental  
One Delta Drive  
Mechanicsburg, PA 17055-6999  
800-932-0783

### Vision Claim Reimbursements

If you purchased a vision voucher during the suspension, you will automatically receive a check in the mail for the amount of your vision voucher. You will not be reimbursed for any enhancements that are not covered under the plan.

If you received eligible vision care from a participating provider during the suspension, but did not buy the voucher, you must submit an itemized receipt to Davis Vision. Reimbursement will be for the portion of the claim that would normally be covered under the UUP Benefit Trust Fund voucher program.

If you received eligible vision care from a non-participating provider, you will receive the standard non-participating provider reimbursement of \$10 for exams and up to \$35 for materials, including frames, lenses and contacts. To receive this reimbursement you will need to send Davis Vision an itemized bill including your social security number, name and the patient's name (if a dependent).

Claims should be submitted to:  
Davis Vision, UUP Claims Processing  
Division at 650 Franklin Street, Suite  
401, Schenectady, NY 12305  
800-999-5431.

### Prescription Premium Reimbursements

The State took over the prescription program effective May 9, 1996. Your paycheck reflected a higher cost of health insurance to pay for a portion of the drug coverage. UUP successfully negotiated money to reimburse you for the deductions taken during the suspension. For confidentiality reasons, the State is unable to provide us with the information necessary to make this reimbursement; you'll need to send us this information.

We will need a copy of any 1997 paystub (if you were not employed in 1997 send us a copy of any 1996 paystub). Under the "code-health" box it will show us what health plan you have (Empire Plan or HMO) and whether you have individual or family coverage. We will need to see your name, social security number and address information. We do not want to see any of the salary or bank information, so black that information out.

All requests for reimbursement should be sent to the UUP Benefit Trust Fund and **must be received by December 31, 1997**. If you have any questions, contact the UUP Benefit Trust Fund at 800-887-3863. Or write us at 159 Wolf Road, Albany, NY 12205-1177.

# Did You Know?

## Value Jet contracted out.

### A Letter to UPS

Teamsters Local 804  
34-21 Review Avenue  
Long Island City, NY 11101

Dear Union Brothers & Sisters at UPS:

We wish to offer you our heartfelt congratulations on the recent settlement of your contract.

Your unity and resolve is an inspiration and a fine example of unionism in action. You held the line not only for yourselves but also for countless others who will follow in similar negotiations.

You have made a resounding statement for the entire nation and have lead the way towards workers rights and against the myopic corporate american attitude. Again congratulations.

Yours truly,

John Marino, Chapter President  
United University Professions  
at Stony Brook Health Sciences Center  
Affiliations: New York State United Teachers  
Local 2190, American Federation of Teachers, AFL-CIO

### Are you a member of VOTE/COPE yet?

VOTE/COPE is the political action arm of UUP through which funds are raised and used to rally support of legislators in SUNY's favor. We have successfully worked against retrenchment and layoffs. We have successfully consummated a new contract without major projected cutbacks. We need to continue union legislative action to ensure our position. We need to support the election of candidates who support SUNY. November is coming quickly. No union funds may be used for any of these successful and ongoing efforts, only VOTE/COPE funding may be used. Join us in our new membership drive coming soon. Please sign and return your VOTE/COPE payroll deduction card to the UUP office today. Every \$1,2,3,4, or \$5 per week is needed. A truly UNITED UUP effort is imperative. Let's make it a 100% membership.

Your Regional VOTE/COPE Coordinator  
Doris R. Weisman, NP, MS.

### Request for Volunteers

The Chapter Legislation Committee is looking for volunteers interested in serving on the committee. If you feel that you would like to become politically active in the affairs of the university and state policies, call the office at 4-1505 for more information.

Donald Pisani  
Chapter Legislation Chair

# A Constitutional Convention in New York State?

Vote "No" on November 4, 1997

## The Process

This year New York State voters will be asked on the November election ballot to decide if there should be a constitutional convention. Should the voters decide "yes," 198 delegates (15 Statewide and 3 from each of the 61 Senate Districts) will be chosen on election day in 1998. Delegates would then convene on the first Tuesday in April, 1999 for the Constitutional Convention after which the proposed revisions would be on the ballot on election day in 1999.

## History

The original Constitution for the state of New York was adopted in 1777 through a Constitutional Convention. The constitution requires that every twenty years the following question is to be placed on the ballot - "Shall there be a convention to revise the constitution and amend the same?" Eight conventions have been convened to amend or revise the State Constitution. They were convened in 1801, 1821, 1846, 1867, 1894, 1915, 1938, and 1967.

The last constitutional convention occurred while Rockefeller was Governor. It was initiated by Democrats in the Legislature who had control of both houses and believed that they would be able to control the convention. The Legislature has the ability, constitutionally, to bring the question to the voters at any time. Therefore, the question was placed on the ballot in 1965 (twelve years early) and it was approved by a wide margin - 233,000 votes. The Convention delegates, elected in 1966, proposed drastic changes to the constitution. Possibly the most contentious issue among the many proposed was allowing state aid to religious schools which ultimately caused the defeat of the proposal. The changes were presented as one question before the voters instead of a series of individual questions for each proposal. The voters rejected the proposed changes by a three to one margin.

In keeping with the 20 year requirement, the question of convening a constitutional convention was again placed on the ballot in 1977. The voters rejected this call based on the disastrous results from the 1967 convention.

In 1993, then Governor Cuomo appointed The Commission on Constitutional Revision in anticipation of the 1997 Constitutional Convention call. This commission was charged with reviewing the convention process and the issues that might be considered by a constitutional convention. The Commission found that there needed to be substantial reforms in the following issue areas: fiscal integrity, state/local relations, education, and public safety. The Commission decided that "Action Panels" should be created by the Legislature and the Governor to address each of these issues. The Commission stated that if the state took corrective action on these issues, then it would be a strong indication of the ability of current governmental structure to bring about change. If, however, no effective action was taken on these issues, a majority of the Commission would support a constitutional convention. The panels, however, were never formed and the issues were never addressed.

## NYSUT's Position

At the June 1995 meeting, the NYSUT Board of Directors adopted a resolution opposing the 1997 call for a Constitutional Convention. Should a convention be held, it is possible that many protections currently afforded in the Constitution would be drastically weakened at best or, at worst, eliminated. See the lists below for some examples of items that could be discussed during a convention.

### Items Currently Protected by the New York State Constitution

- ◆ Education Funding
- ◆ Environmental Safeguards (parks and open spaces, drinking water, air quality)
- ◆ Right to organize and bargain collectively
- ◆ Public employee pensions
- ◆ Social Welfare
- ◆ Prevailing Wage
- ◆ Lobbying and Campaign Reform

### Possible Changes to the Constitution

- ◆ Lift the ban on state aid to religious schools
- ◆ School vouchers
- ◆ Allow voluntary school prayer
- ◆ Initiative and Referendum
- ◆ Right-to-work
- ◆ Term limits
- ◆ Weaken or eliminate current protections as noted above

# Call for Nominations

## HSC Professional Evaluation Review Committee

The Professional Evaluation Review Committee is established by the guidelines of the UUP contract in the Memorandum of Understanding between State University of New York and United University Professions. This standing committee reviews unsatisfactory evaluations or evaluations where the content of the evaluation is deemed unsatisfactory.

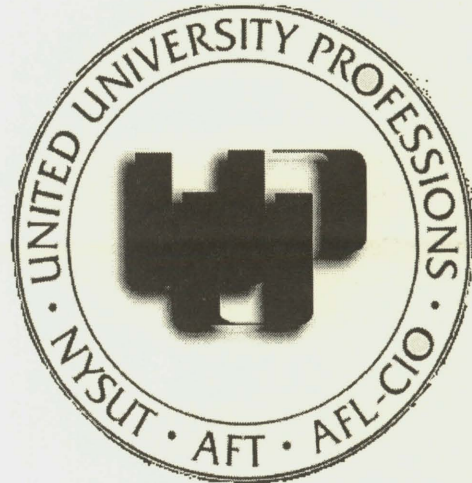
The committee is comprised of five professional employees; three are elected by the union at large and two individuals are appointed by the campus president. The task of the committee is to determine whether an evaluation is warranted or unwarranted. The committee first interviews the employee, next the supervisor, and then an undisclosed number of individuals who can substantiate whether the employee does or doesn't fulfill the obligations of the job based on the current performance program. Everything disclosed to the committee is held in confidence and at no time is it disclosed who has come before the committee. At the end of the committee findings a letter is written to the president of the university with copies to the employee, employee's supervisor, the supervisor's supervisor and the personnel file. The committee is to determine whether the evaluation is to remain as written or withdrawn and make a recommendation to the campus president. The president may go along with the committee's recommendation, overturn the recommendation or support the recommendation. The committee can address only the content of the evaluation and the evaluation itself. It is not within the purview of the committee to address non renewals, discretionary issues or grievable issues.

It is important that nominees be impartial and nonbiased. It is crucial that the confidentiality of the committee be maintained. The committee is activated on an as needed basis.

## Professional Promotion Review Panel

The Professional Promotion Review Panel is established by the guidelines of the UUP contract in the Memorandum of Understanding between State University of New York and United University Professions.

- ⇒ The Panel shall review applications for promotions... and make decisions and recommendations with respect to such applications...
- ⇒ Review applications for salary increases resulting from a permanent and significant increase in duties and responsibilities which are not accompanied by a change in title or rank.



Nominations for the  
**Professional Evaluation Review Committee and/or the Professional Promotion Review Panel**  
may be sent to:

**UUP**  
**HSC, Level 5 - 572**  
**Zip 8553**

**Professional Evaluation Review Committee**

- 1-----
- 2-----
- 3-----

**Professional Promotion Review Panel**

- 1-----
- 2-----
- 3-----

You may recommend someone else or you may nominate yourself. Nominations will be accepted until October 30, 1997.

**Your signature required here: .....**

## Employee Holiday Schedule

Mark the following dates on your calendar. They are the holidays observed by UUP members at the State University of New York at Stony Brook:

Columbus Day '97	Monday, October 13 <sup>th</sup>
Election Day '97	Tuesday, November 4 <sup>th</sup>
Veterans' Day '97	Tuesday, November 11 <sup>th</sup>
Thanksgiving Day '97	Thursday, November 27 <sup>th</sup>
Day after Thanksgiving '97	Friday, November 28 <sup>th</sup> (in lieu of Lincoln's Birthday)
Christmas Day '97	Thursday, December 25 <sup>th</sup>
New Year's Day '98	Thursday, January 1 <sup>st</sup>
Martin Luther King, Jr. Day '98	Monday, January 19 <sup>th</sup>
Washington's Birthday '98	Floating Holiday
Memorial Day '98	Monday, May 25 <sup>th</sup>
Independence Day '98	Saturday, July 4 <sup>th</sup>
Labor Day '98	Monday, September 7 <sup>th</sup>

## United University Professions

### Stony Brook HSC Chapter

Office: HSC Level 5, Room 572, Zip 8553  
Hours: Mon. - Thurs., 9:30 a.m. to 4:00 p.m.  
Telephone: 444-1505; FAX 444-7566

#### OFFICERS

President - John J. Marino.....444-1505  
Vice President (Academic) - Michael Silverberg.....444-2347  
Vice President (Professional) - Dennis J. Caruana.....444-4228  
Secretary - Tina Maria E. Manning.....444-3232  
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Grievance Chair (Academic) - Steven Jonas.....444-2147  
Grievance Chair (Professional) - Leslie Burnett .....444-4185  
NYSUT Field Representative - Dawn Hopkins .....273-8822  
Newsletter Editor - Bethany Paine.....444-3097  
Administrative Assistant - Sharon Hines .....444-1505

The opinions expressed in the Newsletter are those of the authors, the editors, 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: Bethany Paine at 444-3097 or 444-1505.