

December 2009

DIRE CONSEQUENCES LOOMING DUE TO GOVERNOR'S \$ 90M CUT TO SUNY

Governor Paterson's recent proposed deficit reduction plan (\$90million cut to SUNY) in addition to previous cuts amounts to a 17% reduction in SUNY's operating budget over the past 18 months. This latest proposed \$90M reduction is disproportionate to the spending reductions for any other state agency.

Previous cuts have already resulted in the following at SUNY campuses across the state: reductions in full time faculty at a time of record enrollments; course cancellations and class size increases; delayed graduations; denial of admissions to qualified high school and community college graduates; closure of the nursing program at New Paltz; and retrenchments at Morrisville.

The public nature of these institutions is being threatened. The mission of the SUNY system is being destroyed by these funding losses. The SUNY hospitals: (Syracuse, Brooklyn and Stony Brook) face equally dire futures. Over the past decade these hospitals have had to absorb, without state funding, more than half a billion dollars annually in state mandated expenditures and unavoidable price increases in categories such as energy. Medicaid cuts and reductions in state subsidies, which are now less than 10 years ago, have also placed additional strain on the hospitals. The quality of health care provided by these institutions is at great risk.

Can we reverse these cuts and stop future cuts? The answer to this lies with each of us. What are we willing to do to oppose these cuts? If you believe in the need for these public institutions and in their missions, NOW is the time to do the following:

- ◆ Contact the Governor and your state legislators to urge them to stop these cuts.
- ◆ Send letters via our website www.uupinfo.org homepage call to action;
- ◆ Call and/or visit the legislators in their local offices.
- ◆ Ask family members, friends, and community business owners to make calls to support the cause.
- ◆ Stay informed by frequently visiting our statewide website, our chapter website and nysut.org.
- ◆ Increase your contribution to VOTE/COPE

If we fail to act now to protect the hospitals and schools in the SUNY system, then access to quality healthcare and to high quality educational services for all segments of the population will be a thing of the past.

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Upcoming Events



Tuesday, January 26, 2010
UUP Legislative Info Day—Albany

Thursday, February 11, 2010
Academic Lecture Series
Health Sciences Center
Speaker: Dr. Samuel L. Stanley Jr.

Tuesday, February 16, 2010
Deadline for
Individual Development Awards
Grant Applications

**All members are welcome to attend any of these events. For more information or to RSVP for any of the events listed above, please call the chapter office:*

*4-1505 or visit the chapter website:
www.uupsbhscsite.org*

**The UUP Stony Brook
Health Sciences Center Chapter
wishes all of our members
a happy and safe holiday season.**

President's Message



FLU VACCINES: THE CHOICE IS NOW YOURS--MAKE IT AN INFORMED ONE

As you no doubt know by now, the mandate for NYS healthcare workers to receive the seasonal and H1N1 flu vaccines has been suspended. You may not know the following information on the mandate, so here's a brief summary:

- ◆ August 13: NYS commissioner of health, Richard Daines, put into effect an emergency regulation requiring personnel of certain health care settings to receive annual vaccinations against influenza by November 30th of each year unless they have a medical contraindication or the health commissioner determines that there is an insufficient supply of vaccine. New York was the only state to take this action.
- ◆ Sept- Oct: SB HSC UUP chapter office received numerous inquiries from members. The vast majority of these members (including several physicians) was opposed to the mandate and concerned about the repercussions ("appropriate administrative action including discipline") should they refuse. Some also expressed concerns regarding the consent forms they were asked to sign before getting the seasonal flu vaccine. These forms were ultimately revised. Several members spoke to attorneys from NYSUT (UUP's statewide affiliate) regarding a potential lawsuit.
- ◆ Sept 21: NYCOSH (New York Committee for Occupational Safety and Health) sent a letter to Commissioner Daines recommending that he withdraw the regulations and create a task force of stakeholders to develop a comprehensive approach to preventing the spread of influenza. **Phil Smith**, UUP's statewide president, was a signatory on this letter.
- ◆ Oct 15: Three SBHSC UUP members agreed to become plaintiffs in a lawsuit. The lawsuit questioned the commissioner's authority to impose the mandate. According to NYSUT President, **Dick Iannuzzi**, "this suit does not weigh in on the safety of the vaccination or the potential seriousness of an outbreak. It does however seek to protect the rights of workers to make informed choices as individuals in deciding whether or not to be vaccinated."
- ◆ Oct. 16: Albany County Supreme Court Justice Thomas McNamara issued a temporary restraining order placing the mandate on hold and set a return court date for Oct. 30.
- ◆ Oct 22: The state suspended the mandate order citing a shortage of the H1N1 flu vaccine. "We had always maintained that the decision to be vaccinated was a matter of individual choice. The state had no right to force our members to be vaccinated at the risk of losing their jobs" stated UUP President **Smith**.

Unfortunately, the controversy over this issue may have led to additional concerns by members of the healthcare community and the public alike. Instead of imposing a mandatory regulation, Commissioner Daines may have better served the public interest simply by focusing on educational efforts regarding the importance and safety of the vaccines and dispelling myths- such as this very common one that you can actually get the flu from receiving the shot. This of course, is not possible.

To review vaccine information as well as information on other measures that you can take to stay healthy, please visit www.aft.org. The choice to be vaccinated is now yours. Make it an educated one.

In Solidarity,
Kathy Southerton

Family Medical Leave Act (FMLA)- Part 2

(Part 1- August 2009 edition of *Bridges*)

Definition of Serious Health Condition

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Substitution of Paid Leave for Unpaid Leave

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

Employee Responsibilities

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

Employer Responsibilities

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

Unlawful Acts by Employers

FMLA makes it unlawful for any employer to:

Interfere with, restrain, or deny the exercise of any right provided under FMLA

Enforcement

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

Important Reminder

If asked to provide documentation for sick time usage, you need not supply this to your direct supervisor nor attach it to your timesheet. UUPers can send these directly to Human Resources (Faith Merrick). Your supervisor can contact HR to learn that appropriate documentation has been received. To protect your privacy, specific details of the documentation note are not to be shared with your supervisor.

College Committee On Professional Evaluation Elections

The results of our recent chapter election for the three professional employee members of the College Committee on Professional Evaluation are included below. Our thanks go to the committee members who counted the ballots on Sept 25, 2009- **Marge Bryan, Carol Gizzi, Allen Gordon, Dennis Kelleher and Nand Relan** and to the additional members of the elections committee (**Bill Giangarra, Carolyn Kube, and Bruce Kube**) for their diligent work. Congratulations to the newly elected committee members and thanks to all 15 candidates. The newly elected professional members have joined with the two members of the committee who were selected by the college president (**Rose Cardin and Bernie Cooke**) to resume their important work.

Number of ballots received:	226
Number of invalid ballots:	6
Received after deadline:	2
Duplicate ballot (1 pre-printed& 1 hand written):	2
Too many votes on ballot	1
Blank Ballot	1
Total number of valid ballots	220

Election Results 9/25/2009

<i>Name</i>	<i>Votes</i>	<i>Rank Order</i>	
Tina Manning	102	1	Elected
Bruce Kube	85	2	Elected
Carolyn Kube	81	3	Elected
Joan Brady	39	4	
Irene Stern	38	5	
Michael Bonvento	37	6	
Dennis Caruana	34	7	
Kenneth MacDowell	27	8	
Rhonda Cooper	26*	9	
Benjamin Williams	26*	10	
Patrick Fritz	21	11	
Beverly Campbell	14	12	
Bill Giangarra	13	13	
Baljit S. Moonga	11*	14	
Elisa M. Nelson	11*	15	

* By Lottery

News You Can Use



New York State /
United University Professions
Joint Labor-Management Committees



Individual Development Awards Program

Award period: July 2, 2009- July 1, 2010

Application deadline: February 16, 2010

Program Guidelines

Objective

The Individual Development Awards Program is designed to support a variety of professional development projects or activities by assisting eligible employees to develop their full professional potential and to prepare for advancement. Full-time employees who accrue annual leave are not required to charge those credits for any project or activity funded by an Individual Development Award.

The maximum amount that can be awarded for each employee under this program is \$1,000. Employees may only be funded for one project or activity per award period.

The types of support available include:

Registration fees for conferences or workshops.

Consumable and non-consumable supplies.

Travel and related expenses (includes lodging and meals).

Research-related supplies.

Tuition at the maximum allowable SUNY rate at the time of application.

Eligibility Information and information on the Application Process:

<http://www.nysuup.lmc.state.ny.us/development/individual.html>

Or stop into the chapter office Applications will be accepted in the UUP/HSC office. Applicants should submit three completed packages to include both the application, budget summary and any other information supporting the application. Do not submit original receipts with the application, only copies. Original receipts will be needed if the grant is approved.

Important Reminder!

As per article 23.2 of our collective bargaining agreement, on January 2, all full-time employees eligible to accrue vacation leave shall have one vacation day added to their accrual balance. If eligible, remember to update your accrual records.



SAVE THE DATE
Feb. 11, 2010 8:30– 9:30 AM



Academic Lecture Series
Funded by NYSUT Local Action Project Grant
Dr. Samuel L. Stanley Jr., President
Topic: His vision for the HSC and SBUMC

Chapter Newsletters Now Available on SUNY DSpace

The chapter is now in its second year of NYSUT's Local Action Project (LAP), a three year program that provides resources and grant funding to bolster the strength of NYSUT locals/chapters. Our chapter is the first UUP chapter to receive such funding from NYSUT. One of the primary objectives of LAP is to improve communications among members.

For the second year of the project, a goal was set to place all known chapter newsletters on SUNY DSpace, the digital repository of The State University of New York. All 93 available chapter newsletters have been recently digitized and deposited on SUNY DSpace for archival preservation. Issues from August 1978 through the latest issue of August 2009 are now available for reading. Check out these newsletters, they all make for fascinating reading.

Go to <http://dspace.sunyconnect.suny.edu/> and select Stony Brook University from the list of participating SUNY campuses. At the Stony Brook University community, follow the link for Campus Newspapers and Journals, and then select Bridges (UUP HSC Chapter) Newsletter. Searching for the newsletters is best done by issue date.

The newsletter had a variety of titles until October 1990 when it became the familiar current title, Bridges: Newsletter of the Stony Brook Health Sciences Chapter of United University Professions.

We know that some of the older issues of the chapter newsletter are missing, and would really appreciate locating any of these missing issues. If you have any newsletters that do not appear on SUNY DSpace, please bring them to the union office. They will be returned after digitization and depositing on the institutional repository.

A future goal is to deposit new newsletter issues when they are published, so that there will be a permanent electronic history of the chapter and all its activities

Contributed by Colleen Kenefick

+ Need a break?

Car rental savings, hotel discounts
and theme park packages.



A Union of Professionals

AFT +
Member Benefits

buy where it counts!
www.aftplus.org



AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aftplus.org/disclosure.

Stay informed with NYSUT Member Benefits free online services

Are you aware of the various ways you could save money through NYSUT Member Benefits? With more than 30 endorsed insurance, financial, legal and discount plans, it's hard to keep track of what is available to you.

If you have access to e-mail, consider joining MAP, Member Benefits' Member Assistance Program. Once every three weeks, you'll receive a brief e-mail message. It may be an advance notice of a change in an existing plan, an announcement of a new endorsement or a reminder about an endorsed program. These e-mail messages are immediately recognizable by the subject line: MAP Alert.

You have the option of reading each brief text message in an e-mail format or in a Web page format that includes eye-pleasing colors and graphics.

Occasionally, MAPers are asked for their opinions. Sometimes "MAP Alerts" include the opportunity to win valuable prizes offered by Member Benefits or providers of its endorsed programs.

Since MAP Alerts are sent from Member Benefits, your e-mail address is not shared with any outside parties.

If you haven't yet joined, simply complete a brief sign-up form on the Member Benefits Web site, www.memberbenefits.nysut.org, and within three weeks, you'll start to receive MAP Alerts.

If you participate in any Member Benefits-endorsed voluntary insurance and legal programs, you have a new online capability available.

For information about these programs or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits at 800-626-8101, visit www.memberbenefits.nysut.org or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

This service, called **My Program Participation**, allows you to look up information about the endorsed programs you participate in at any time, day or night. Information includes the payment methods you are eligible for as well as the method used (payroll/pension deduction or direct bill); deduction amounts; premium amounts and coverage information if provided by the vendor to Member Benefits; and phone numbers for the vendors.



In addition, if you are covered by a Member Benefits-endorsed Group Legal Service Plan provided to you by your local association, benefit fund or employer, this information will also be displayed.

My Program Participation offers convenience and is especially beneficial if you participate in multiple programs through payroll or pension deduction. Your check stub shows one total deduction amount. With MPP, you can immediately see the individual amounts that comprise the total deduction.

Go to www.memberbenefits.nysut.org for the My Program Participation navigation bar on the left-hand side of the home page. Because MPP is housed in a password-protected area of the site, you will need to do an initial login to establish your account. Due to privacy issues, you will be asked to create your own enhanced security code to access the look-up service. Instructions are on the Web site.

**MEMBER
BENEFITS**
nysut
Working to Benefit You

Caught On Camera



“Humor Keeps You Happy” Workshop, August 11, 2009



UUP President **Kathy Southerton** and Assistant **Sharon Hines** presenting plaque to **Carlos Vidal** for 4 years of service as Chapter VP for Academics



Membership meeting with **Phil Smith** September 10, 2009

UUP President **Kathy Southerton** and New Stony Brook University President **Samuel L. Stanley** meet on September 10, 2009



Artie Shertzer, Marge Bryan, Kathy Southerton, and Alan Lubin (NYSUT) at Rally at Hunter College opposing budget cuts to SUNY and CUNY October 27, 2009



Walk For Beauty Walk for Life October 4, 2009

Of all of our inventions for mass communication, pictures still speak the most universally understood language.
- *Walt Disney*



**First Annual Halloween Costume Party
October 24, 2009
Snapper Inn, Oakdale**



**Academic Workload Presentation October 19, 2009
William Capowski (left) and Fred Floss (right) speaking**



Carol Gizzi and Marge Bryan collecting donations during the food pantry drive



**Meeting of members of chapter LAP team with
Kathleen M. Donahue, NYSUT Vice President, October 26, 2009**



**Several Chapter Delegates at the Rochester Delegate Assembly
October 4, 2009**

Delegates Walter Green and Ed Hines at Delegate Assembly in Rochester

History is a gallery of pictures in which there are few originals and many copies. ~ Alexis de Toqueville



THANK YOU

The Chapter would like to extend our thanks to the following businesses for their recent discounts and/or donations

1 800 Flowers

Amazon Café

Atlantis Marine World

Caligiuri's Restaurant

Gino's Restaurant

J & R's Steakhouse

King Kullen

Mauricios Orlandos II

Massage Envy

Oscar' Restaurant and Bar

Phil's Restaurant

Powerhouse Gym

Ronjo's Magic & Costumes

Villa Sorrento

The Wading River Deli

What?

Another year of college!

How are we going to afford that?



State budget cuts mean she won't graduate on time.

SUNY has been slashed by \$410 million in the last 18 months.

How will this affect you and your family?

You and your children will be forced to pay more—and get less.

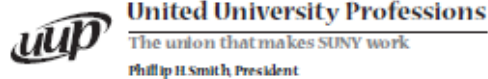
If your child attends a SUNY school, ask them these questions:

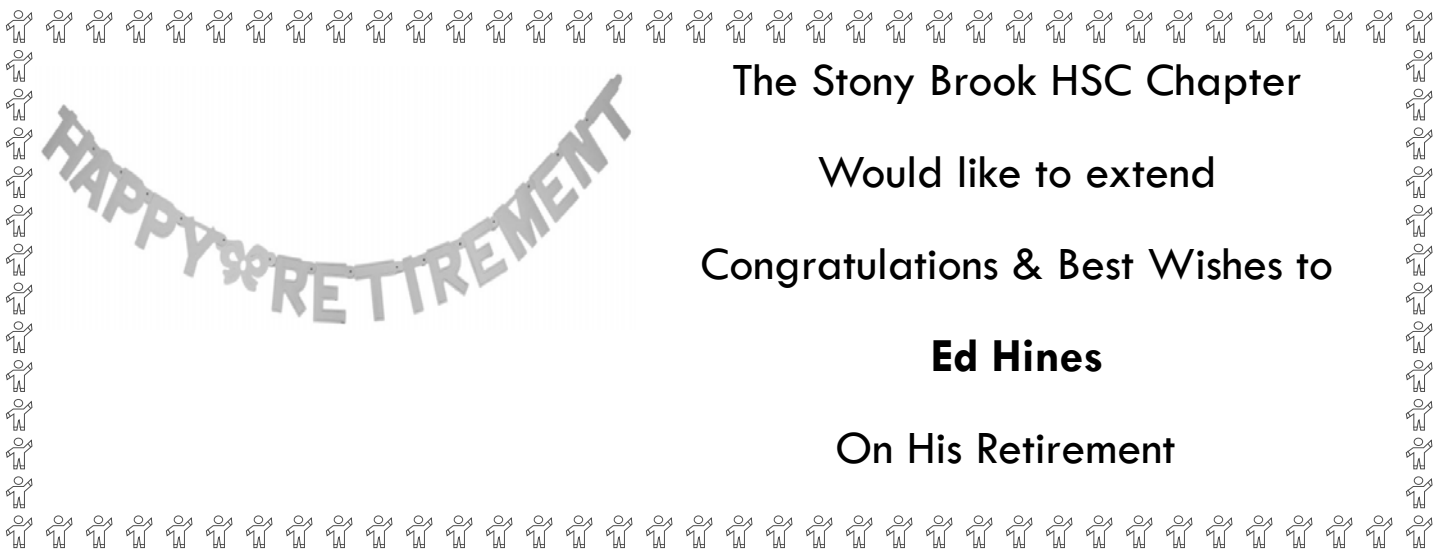
- Will you graduate in four years, or will we have to pay for an extra year of college?
- Are your classes bigger?
- Can you meet with your professors and advisors, are they swamped by SUNY's growing enrollment?
- Could you get into the courses you need next semester?

Go to uupinfo.org.

Tell your lawmakers:

**Speak up for public higher education.
Speak out for my child's future!**





The Stony Brook HSC Chapter
 Would like to extend
Congratulations & Best Wishes to
Ed Hines
On His Retirement



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



Are You a Member?

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross	
				Current	3456.78	1234.55	
				YTD	45,678.90	34,567.89	
Advice #	123456789	Pay Start Date	07/13/2009	Net Pay 1,234.56			
Advice Date	07/12/2009	Pay End Date	07/27/009				
Department ID		1234		Pay Rate			
				78,910.11			
EARNINGS				TAX DATA			
	Current	YTD		Federal	State	NYC	Yorkers
Regular Pay-Salary Employee							
Location Pay	3456.78	45,678.90	5678.90	4	4		
				2	0		
				TAXES			
				Current		YTD	
				3456.78		1,234.56	
				45,678.90		34,567.89	
				3456.78		1,234.56	
				45,678.90		34,567.89	
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS			
Current		YTD		Current		YTD	
456.78		1,234.56		34.56		456.78	
678.90		5,678.90					
5678		1234.56					
				UUP Member 26P			

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

The opinions expressed in Bridges are those of the authors, the editor, or the Stony Brook HSC Chapter of UUP and are not necessarily the opinions of the United University Professions. The UUP Newsletter welcomes, for consideration, articles submitted by members of the Stony Brook community. Persons who have material they wish to contribute should email their submissions to stonybrookhsc@uupmail.org for consideration. Submissions are subject to the approval of the newsletter editor and the chapter president. They may also be edited for brevity and/or clarity.

UUP Stony Brook HSC Chapter Contacts

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

All chapter contacts can be reached by calling the chapter office at 4-1505

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