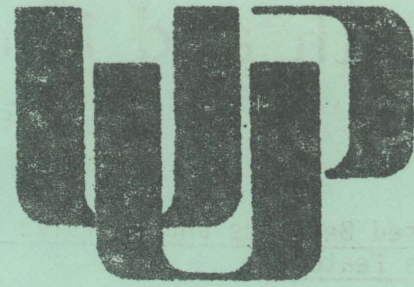


# H. S. C. at STONY BROOK

November 1982

Volume 3 No. 1



## PRESIDENT'S COLUMN

# INVOLVEMENT YIELDS RESULTS

At this time most of you should know that the contract has been overwhelmingly ratified by the members of UUP. It is significant for the union that the ratification vote for this contract generated the largest voter response in the history of UUP.

I hope it indicates that UUP is being recognized by its members for the positive effect it has on our professional careers. All too often, it is convenient to blame the union for our own frustrations in coping with the "SUNY System" and infrustration withdraw from participation in anything associated with SUNY. This is a mistake we, as members of the union, should not make. We should become actively involved. We all can give a few hours each month to strengthen our chapter.

A good beginning for the HSC Chapter would be to vote in the upcoming election for delegates to the NYSUT and AFT conventions. It is important to UUP to have a full delegation to present the interests and concerns of higher education to our affiliates.

It is very important to the Health Science Centers to have their representatives within the delegation. Too often in the past UUP delegations have not had a proportional representation of HSC delegates due to our poor voting record.

While it would not be proper for me to suggest for whom you should vote, it is my obligation to urge you to respond to the mail ballot and vote. Remember, there is much uncertainty concerning the political cli-

mate and funding for SUNY. Many interest groups will be lobbying aggressively for their causes. It is in our own best interests to have Health Science Center representatives.

A similar matter of representation affects our own chapter. Over the last few years our chapter has grown considerably in membership and is entitled to several additional delegates to UUP's Delegate Assemblies.

Each chapter delegation is comprised of academic and professional delegates in proportion to the number of members in each category. At present our chapter has a full complement of professional delegates. We need several academic delegates to have a complete delegation.

Again, I am asking for your involvement in union affairs. At present we cannot fairly represent faculty concerns due to lack of representation. It is important to the faculty of this Health Science Center to have their views expressed at subsequent Delegate Assemblies. Remember other groups will be voicing theirs. Will yours be heard?

I would like to wish all our members a happy and safe holiday season.

James A. Hartnett,  
President, HSC Chapter

# Health and Benefits Package Highlights

Effective January 1, 1983

## Increased Benefits and Positive Cost-Savings Features:

1. A new and greatly improved dental plan.
2. An employee benefit fund to be administered by UUP and funded at \$50 per employee per quarter as of January 1, 1983 (\$200/yr.); \$76.50 per employee per quarter as of January 1, 1984 (\$306/yr.); \$79 per employee per quarter as of July 1, 1984 (\$316/yr.). The fund will pick up the dental and prescription plans as funding is phased in as described above. By July 1, 1984 there will be enough to buy at least one other benefit, such as vision care. The increased cost to the State for this new fund, including the cost for the new dental plan and the new benefit which will come from the fund, will be well in excess of \$150 per employee, and probably closer to \$175.
3. The GHI fee schedule will be improved, setting the fee at 70% of the 90th percentile of the Usual, Reasonable and Customary (URC) cost.
4. The annual major medical maximum will increase from \$25,000 to \$100,000; lifetime from \$250,000 to \$1,000,000.
5. Alcohol and substance abuse increased to 7 weeks in-patient; 30 visits out-patient per year.
6. Well baby care increased from \$50 to \$75.
7. New programs to be implemented as studies indicate to improve the overall health of the workforce, including early detection through voluntary screening programs; preventative programs in stress reduction, weight control, etc.; self-care educational programs.
8. The statewide plan will feature a number of new concepts and mandates designed to cut costs and to emphasize preventative medicine, reduce incidents of unnecessary surgery and diminish,

where possible and feasible, hospital confinement. Some highlights would:

- a. Require mandatory second opinion for certain elective surgery.
  - b. Provide incentives to receive certain forms of medical care in other than a hospital setting.
  - c. Encourage same day and ambulatory surgery for certain types of surgery.
  - d. Encourage use of pre-admission testing.
  - e. Provide alternatives for treatment of mental illness to encourage out-patient care, where possible, including care by psychologists and psychiatric social workers.
9. A pilot program will be established, in a geographic area to be determined, and will include the following features:
    - a. Variable deductible.
    - b. 75% co-payment with a variable out-of-pocket maximum.
    - c. Benefits provided for illness, injury and preventative care.
    - d. Payment to provider at percentile of URC, which will be annually adjusted with some kind of CPI formula, by region.
    - e. Deductible and co-payments collected under payroll deduction, amounting to a credit or loan system.

Participation in the pilot program will be on a voluntary or optional basis, similar to GHI and HMO.

## Negative Cost-Savings Features

1. The State's share if the individual premium will be reduced from 100% to 90%. This will cost the individual approximately \$2.50 per pay period during the first year of its implementation, or \$60. (cont. on p.3)

HEALTH & BENEFITS, cont. from p.2

2 Major medical deductible will increase to \$100 for individual and \$300 for family coverage. These are up from \$75 and \$225 respectively. A CPI rider will increase the deductible each January 1 thereafter to a maximum of \$10 each time for individual and \$30 each time for family. Therefore, by January 1, 1985, the total maximum deductible can go as high as \$120 individual, and \$360 family. The CPI rider will be computed from the medical cost component of the Consumer Price Index.

3. New employees will have a 28-day waiting period before they will be allowed to enroll in the plan.
4. Eligibility changed to include people working at least half-time in a bi-weekly pay period. In agreements reached between the State and other units, eligibility is restricted to people working half-time for a six month period. Our agreement is different in that it protects people who work on a semester basis, which is less than six months. Furthermore, upon our insistence, half-time is defined as one-half of a professional obligation; thus, we are not bound by the strict 20-hour per week rule used in other units. Because we did not bargain a "me too" clause on health insurance this time around, we were able to fashion a particular benefit to conform to the unique nature of our unit and thereby preserve eligibility for a large number of our members.

ADMINISTRATIVE CHANGES  
IN THE NEW YORK STATE  
HEALTH INSURANCE PROGRAM

1. The State will change the rate of contribution it previously paid for Statewide Individual coverage from 100% to 90%. This will result in a contribution of 10% of the cost for Statewide Individual coverage for all active State employees enrolled in the Program and enrolled State employees who retire on or after January 1, 1983. Since the Individual rate is included in the Family premium costs, those enrollees with Family coverage will also be subject to an increased cost.

The cost for enrollees with GHI or HMO coverage will also reflect the reduction in the State's rate of contribution, the State's share of the cost of these options is the same as the amount the State contributes for the Statewide Plan; however, such payment shall not exceed the actual cost of the optional coverages.

NOTE: This change applies to State employees on Audit and Control payrolls and Department of Labor Manpower Service payrolls and all employees of the State and Participating Employers who retire on or after January 1, 1983.

2. New employees entering State service will be subject to a 28-day waiting period before coverage will be effective. State Participating Employers such as Authorities, Day Care Centers, and Research Foundations may choose to implement this policy. New employees of Participating Employers will be notified by their employer as to the effective date of their health insurance coverage.
3. Eligibility for coverage based on an annual salary rate of \$2,000 or more has been eliminated. To be eligible for enrollment, a person must be hired for an anticipated period of employment of at least six biweekly payroll periods (six months or more in the case of employees hired on a seasonal basis), and in addition the employee:
  - A. Works at least half-time on a regularly scheduled basis, or
  - B.
    - 1) is a paid elected official or
    - 2) is a paid member of a public legislative body.
4. When two spouses are eligible to enroll for health insurance coverage in the Program, they will no longer be eligible for dual Family coverage. Both spouses may enroll for Individual coverage or one may enroll for Individual coverage and one for Family coverage. Both, however, may not enroll for Family coverage. Enrollment records should be reviewed and appropriate action taken to eliminate dual Family enrollments.

## UUP'S NEW SECRETARY

Just a reminder that the UUP Office is located on L-4 Room 131 of the Health Sciences Center. Our new secretary, Susan Christian will be there on Monday from 11 a.m. to 2 p.m. and Tuesday-Friday from 10 a.m. to 1 p.m. The office phone number is 246-2332 and Ms. Christian will be happy to answer questions and provide materials and literature regarding the Union where needed.

Ms. Christian is quite familiar with the campus as she is a 1980 graduate of the S.U.N.Y. at Stony Brook Music Department where she majored in clarinet performance. Presently, she lives in Stony Brook where she maintains a private practice teaching clarinet, saxophone and flute to students of all levels. Ms. Christian is also the music instructor at the First Steps-Rising Images Private Middle School in Setauket and is a member of the Poulenc Chamber Ensemble of Long Island. Ms. Christian's other interests include racket ball, gourmet cooking and antiques.

## DID YOU GET YOUR MEMBERSHIP CARDS?

Membership cards for 1982-83 have all been sent out to each member's home address. Please let us know if you haven't gotten yours.

## CALENDAR

Labor Management Meeting	11/16 4:00 p.m. Pres. Marburger's Office
Executive Board Meeting	11/16 5:15 p.m. Pathology Dept. Library T9 Rm. 120
General Membership Mtg.	11/30 12:30-2 p.m. L-3 Rm. 155
Final Date to Submit Nominations for Delegate Assembly	11/30--Nominees must be UUP members in good standing. Delegates must be elected by to participate in the Winter Delegate Assembly
General Membership Mtg.	1/26/83 L4 Rm. 84 12:30-2 p.m.

## UNITED WAY/FEDERATED APPEAL

The importance of the Stony Brook Campus to the communities in which we live is probably taken for granted by many of us, so we would like to call your attention to a special significance it can have for Long Islanders.

As the University is the second largest employer in Suffolk County, we collectively have a great opportunity to help our friends and neighbors. How? By supporting our local voluntary, human care agencies.

These agencies help people with severe physical and mental handicaps. Through the Scouts, Y's, Salvation Army, Catholic Charities and similar groups they provide help and companionship for teenagers, lonely senior citizens and young children. Six hundred thousand people, one of every four residents of Long Island, are helped each year and yet the waiting list for services is almost as great.

The United Way of Long Island, the National Health Agencies, and the International Service Agencies stand ready to support you, your friends, family and neighbors, in times of need. By pledging a contribution to the Appeal here at Stony Brook, you will help support your community.

Honorary Co-Chairpersons of this year's United Way campaign are John Valter, Edmund McTernan, Barbara Elling and William Strockbine. They will be assisted by two coordinators: Betty Bodkin for the HSC-University Hospital complex, and Valerie Lustig for the Main Campus.

The United Way Campaign will run through December 21st. Please support the United Way by making your donation.

If you'd like to learn more about the agencies in the Appeal, representatives will be on campus December 6th and 7th with films and informational materials.

# Excessive Shade in Sherwood Forest aka Can't See the Forest For the Trees

Once upon a time, long ago and persisting into present times, SUNY Administration controlled the forests, campuses and all the productive inhabitants therein. For too many years SUNY Central has basked in the radiance of excellence emanating from the 32 shires which comprise the realm. Despite the educational successes, growth and enhancement of the reputation of the realm within the national kingdom, the 17,000 member inhabitants have continued to be regarded in a most medieval manner.

The triennial attempts of the professional populace to procure proper attention to their protracted particular needs have, once again, not been addressed. The State appears to be unwilling and/or unable to descend off the throne and cross the moat; leaving the sanctity of the Albanian castle, to see for itself what and why we are asking. The collective bargaining process should mean that professionals who were either unwilling or unable to stand up to irrational authority by themselves, should now be willing and able to do it collectively.

Gone are the days of yore characterized by traditional forms of governance known as shared authority. No longer do the professionals feel or are treated as partners with their administrators, but are treated as subjects of the realm whose continued employment must be periodically justified.

Put quite simply, faculties, professionals, and the institutions in which they practice their livelihoods are no longer being lead or administered. They are being managed. Enlightened administrators from time to time actively seek Union involvement; but these isolated instances cannot make or bring about the necessary changes throughout the system.

There is no Robin Hood to lead us safely through the forests of distrust, self-esteem, and fair play. Don't count on King Mario either. The affairs of State, as it was with the interminable Crusades, are a relentless taskmaster.

So ye merry men of UUP, do we sit back and shrug as the leaves fall around us, or do we formulate a revitalization plan to reforest our preserve?

The gains we have made to date will only be as formidable as the continued concerted efforts of our membership. To this end we must evolve a comprehensive plan and structural support for: Professional Development (Career Ladder); and Salary Inequities, separated from discretionary monies.

Involvement now will insure that present problems will not become future problems. The ability to interdict the cycle is here. Let's use it!

The opinions expressed in articles in this newsletter are those of the author or the HSC Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.

## CHAPTER OFFICERS

President: Jim Hartnett  
Immunology Lab  
Hosp L2-664  
124-2604

Vice President:  
(Professionals) Sarah Fornadel  
Dept. of Pharmacology  
BHS T8-140  
124-3050

Vice President:  
(Academics) Mark Swerdloff  
Oral & Maxillofacial  
Surgery  
Dental School  
Bldg. L Rm. 169  
S. Campus  
6-2912

Treasurer: Ray Woznick  
Dental  
Bldg. L Rm. 200  
S. Campus  
6-2601

Secretary: Jeanne Galbraith  
Health Sciences Library  
L-3, HSC  
6-2515 (2512)

Grievance:  
(Professional) Sheldon Scher  
DLAR  
L-1 HSC  
6-2195

Grievance:  
(Academic) Leonard Andors  
Dental Medicine  
Bldg. L Rm. 105  
S. Campus  
6-2387

## Regional Educational Conferences Planned

New York State United Teachers (NYSU) runs a series of Regional Educational Conferences for inservice training of its members. Since we are affiliated with NYSUT, UUP members are welcome to attend these meetings although the conferences are designed primarily for classroom teachers in the K-12 levels.

A tentative schedule of the conferences follows. Further information can be obtained from UUP's Albany office at 159 Wolf Road, Albany, N.Y. 12205 (telephone: 800-342-4206).

11/6/82 Mid-Hudson--SUNY New Paltz  
Keynote Speaker: Dr. Murray Banks  
"What to do Until the Psychiatrist Comes"

3/4/83 Lower Hudson (probably Tappan Zee  
Townhouse)

3/19/83 Central New York--Syracuse  
(tentative date)

3/26/83 Southern Tier--Corning Hilton  
Keynote Speaker: Al Shanker

4/7/83 Watertown--Carriage House Restaurant  
Keynote Speaker: Dr. Sol Gordon  
(Sex Stereotyping)

4/22/83 Rochester  
Keynote Speaker: Dr. Zach Clements  
(former Professor at University of  
Vermont)

4/23/83 Niagara Frontier--Buffalo  
Keynote Speaker: Dr. Zach Clements

### RETIRED?

Do you know any retired members of UUP? The Fall Delegate Assembly passed a constitutional amendment providing for representation of retired members. The Retired Membership Committee would like to contact retired members to inform them about the provisions for re-joining UUP.

There is no list of retired members available from Central Administration in Albany. UUP must compile a list of names and addresses in order to contact these former members.

If you know of any retired members, please send their names and current addresses to our campus office in Room 131 on Level 4 of the Health Sciences Center. We will forward the information to the Retired Membership Committee. Thank you.