

Thinking About Retirement?

You may have recently received a letter or an e-mail notice from human resources regarding the actions taken by the SUNY Board of Trustees to authorize SUNY's participation in the 2010 early retirement incentive programs. The decision to retire is a personal one best made by the individual after thorough consideration. Each member's situation is unique and while it may seem similar to that of co-workers, it may contain elements that only pertain to that individual member.

Those considering this important life event will benefit by attending the pre-retirement workshops offered by the hospital benefits office as well as those the chapter will be offering. The UUP workshops will provide valuable information including eligibility for health insurance, dental and vision benefits, and maintenance of membership in UUP during retirement. To attend one of these chapter workshops scheduled for Sept 1 & 2, RSVP to the chapter office 444-1505.

Most importantly, those considering retiring under one of these incentive programs are best advised to speak with a representative from their retirement system—NYSERS, or NYSTRS, or for those in the optional retirement program (ORP) a representative from the company that manages your retirement account, such as TIAA-CREF, ING, VALIC, or MetLife.

For those who will be retiring soon, your UUP brothers and sisters wish you well as you embark on this new stage of life and we thank you for your years of service to Stony Brook University.

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Upcoming Events



Wednesday August 25, 2010
Chapter food drive raffle

Wednesday September 1, 2010
Pre-retirement workshop - HSC
Anne Marine UUP Retiree Services Coordinator

Thursday September 2, 2010
Pre-retirement workshop - Tech Park Building 31
Anne Marine UUP Retiree Services Coordinator

Monday September 13, 2010
Little Angel Fund Golf Outing*
Spring Lake Golf Club - Middle Island
Call 736-2512 to participate

**Tuesday September 14 &
Wednesday September 15, 2010**
Chapter Membership Meetings
Phil Smith, UUP's statewide President

Saturday October 2, 2010
"One Nation March" on Washington

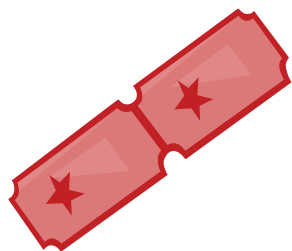
Sunday October 3, 2010
Walk for Beauty/Walk for Life*

Wednesday October 20, 2010
Cody Comedy Festival*

Saturday October 23, 2010
2nd Annual Chapter Halloween Costume Party

All chapter members are welcome to attend these events.
*Please join with other UUPers to support these charitable events.

**RSVP or for more information, please call
444-1505 or visit the chapter website:
www.uupsbhscsite.org**



Chapter Food Drive Raffle



With the generous support of our membership, the SBHSC UUP chapter has been able to donate non-perishable food items and monetary donations to several out-reach organizations in our surrounding communities. To continue this mission, the chapter will be sponsoring a food drive raffle on Wednesday August 25 on Level 5 of the HSC. Please stop by and support this worthwhile effort.



President's Message

“In order for workplace bullying to exist, it must be permitted or promoted.” Joel Neuman

Workplace bullying was the topic of our April academic lecture series presentation (see page 3 for Colleen Kenefick's article). Dr. Neuman, Associate Professor at SUNY New Paltz, defined workplace bullying as repeated actions and practices that cause humiliation, offense, and distress. These actions, which are directed to one or more employees, by one or more other individuals, within an employment relationship, are unwanted by the victim and may interfere with job performance and/or cause an unpleasant working environment.

Unfortunately, some of our chapter members have reported that they have experienced bullying at the hands of their co-workers and/or supervisors.

Workplace bullying behaviors include but are not limited to the following: public professional humiliation; accusations regarding lack of effort; damaging rumors about skill and ability; constant criticisms; assignment of meaningless tasks; name calling; criticism in front of others; devaluing with reference to age and other characteristics or attributes; preventing access to opportunities; withholding of needed information; setting impossible deadlines; repeated reminders of blunders; setting the target up for failure and repeated failure to return phone calls, memos or e-mail.

Perhaps you see yourself or a colleague, supervisor or co-worker as a perpetrator or victim of these behaviors. These behaviors should not be found in staff/faculty working in a world class

institution. Behaviors such as these are not tolerated in great places of employment.

A recent survey of School of Medicine faculty conducted by the Association of American Medical Colleges (AAMC) showed that faculty here are afraid to express their opinions about the medical school for fear of retribution. These survey results were widely distributed and reported in the press. If a similar survey were conducted in your department or school, would the results be the same?

If we profess to live up to our vision and to stand by our values of integrity, compassion, accountability, respect, and excellence these situations cannot be tolerated. Even the Joint Commission has addressed the issue of bullying. As of January 2009, hospitals accredited by the commission must have a code of conduct that defines acceptable behaviors and sets up a process to manage unacceptable behaviors. The commission recommends a zero tolerance policy for disruptive behaviors.

UUP chapter leaders will continue to work with management to review current policies and address this insidious issue. If you would like more information from Dr. Neuman's presentation, please contact the chapter office. Most importantly remember this, according to Dr Neuman, in order for workplace bullying to exist, it must be permitted or promoted. None of us at any level of this organization should tolerate these behaviors. We must put a stop to them.

In Solidarity,
Kathy Southerton

Academic Lecture Series

On April 9, Dr. Joel H. Neuman addressed UUP members at the second Academic Lecture Series for the 2009/2010 academic year. Dr. Neuman is an Associate Professor of Management & Organizational Behavior and Director of the Center for Applied Management at SUNY New Paltz. His topic, *Aggression and Bullying vs. Civility, Respect, and Engagement in Academic and Health Care Settings: Creating & Sustaining a Great Place to Work*, was well attended with numerous questions following his lecture.



Dr. Joel H. Neuman at his presentation on April 9, 2010 as part of our NYSUT LAP (Local Action Project) funded Academic Lecture Series.

Dr. Neuman began by reviewing the history of workplace violence and particularly its role in the academic and health care environment. According to the Department of Justice,

48% of all non-fatal injuries from violent acts against workers occur in the health care sector. The International Labour Organization found that violence in the health care sector may constitute almost a quarter of all violence at work worldwide. Nurses are particularly vulnerable to physical violence in the workplace.

He then examined the dimensions that workplace bullying can take for the individual including threats to professional status and personal standing, isolation, overwork, destabilization, and obstructionism. In August 2007, Zogby International conducted a random sample finding that 37% of employees have experienced or witnessed bullying in the workplace. Neuman and Keashly found in their study of Veteran Administration facilities that 36% of respondents reported they experienced aggressive events either daily or weekly.

Creating and sustaining a great place to work focuses primarily on peer involvement and the organizational response to workplace aggression and bullying. Peer involvement requires making decisions about the degree of involvement and the immediacy to either interrupt a specific incident or prevent any future incidents. The power of the coworker is important because coworkers often provide creative responses to bullying, create and maintain powerful social norms and dynamics, and give social support to reduce stress and anxiety.

This workplace bullying behavior has financial consequences that impact the organizational bottom line. Turnover and absenteeism, lost productivity, legal costs, disability costs, bad publicity, and sabotage or theft all cost an organization significant sums. A workplace policy on this issue should state the organizations' values and position, provide examples of unacceptable behavior, explain how the policy will be enforced, outline potential consequences, and ensure due process.

The Academic Lecture Series is funded by NYSUT's Local Action Project. Look for announcements in the fall for next year's speakers.

Contributed by Colleen Kenefick

COALITION OF LABOR UNION WOMEN (CLUW)

Dear Sisters and Brothers:

The Coalition of Labor Union Women (CLUW) is a nonpartisan organization within the union movement. CLUW was formed in 1974 and is endorsed by national unions. A number of concerned union women, including myself, are organizing a local chapter of the CLUW in this area. We extend an invitation to you and other members of your union to help us launch this new CLUW chapter. We also would appreciate your help in sharing this information with as many active and retired workers as possible.

The basic goals of CLUW are to promote affirmative action in the workplace, strengthen the role of women in their unions, organize the unorganized women and increase involvement of women in the political and legislative process. CLUW local chapters educate members, keep them up-to-date and provide a support network for women in unions. The primary aim of CLUW is to unify all union women in a viable organization to determine our common problems and concerns and to develop action programs within the framework of our unions to deal effectively with our objectives.

While working women have overcome many obstacles with CLUW's involvement, there is still much work to be done. With your help, we can use our collective strength to make a difference right here, right now. Meetings are held every last Thursday of the month. Please come, join, and make a difference.

Thank you for your cooperation in helping to create the Stony Brook chapter of the Coalition of Labor Union Women. For additional information regarding organizing meetings, please contact me at your convenience at llj_126@hotmail.com or Tina Maria Manning at Tina_Manning9@yahoo.com

CLUW's web site is www.cluw.org

In Solidarity: Lydia L. Johnson, Chair, Tina Maria Manning, Co Chair

SB HSC UUP Chapter Welcomes New Residents Along With All Our New Members

Hello New Members: If you attended a recent orientation and did not hand in your Benefit Trust Fund (dental and vision enrollment card) or your union membership application please contact the chapter office (444-1505). If you are a winner of one of our raffle prizes and have not claimed your prize, please contact the L5 chapter office.

Did you know that the Employee Assistance Program (EAP) offers a Welcome Program to assist newcomers with information and resources about living on Long Island and working at Stony Brook? For more information call EAP at 632-6085 or e-mail them at FacultyStaffWelcomeProgram@notes.cc.sunysb.edu

Once again, welcome to Stony Brook. We wish you a productive and educational experience.

News You Can Use

Important Reminder for Individual Development Award Recipients

As per the language in the joint labor management program for these IDAs, 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 process for applicable employees to have their accruals restored involves submitting a revised report of attendance that reflects the date of the project or activity. If you have any questions regarding this, please contact the chapter office at 444-1505.

The Buyer's Edge Consumer Buying Service

Did you know that UUP members can use this NYSUT member benefits endorsed buying service to comparison shop for your best deal on major appliances, furniture, luggage, automobiles, and more? For details, call NYSUT member benefits toll-free at 800-626-8101 or stop by the chapter office on level 5. For additional discount program information, see the NYSUT ad on page 7.

2010 Salary Increase Timetable

Contract Provisions and Eligibility Criteria

The agreement provides for a 4% General Salary Increase for employees in salaried and hourly positions who are Active or on a Paid Leave of Absence.

- Annual salaried employees receive a 4% Increase of their 7/1/10 salary rounded to the nearest dollar.
- Hourly, Biweekly and FEE employees receive a 4% Increase of their 7/1/10 salary rounded to the nearest cent.

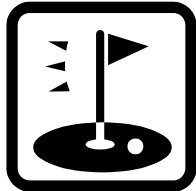
Pay Basis Code	Obligation	Effective Date of Payment	Check Date
ANN or CYF	Calendar/ College	7/8/10	8/04/10
21P or CYP	21 Pay Periods	8/19/10	9/15/10
CAL	Academic	9/2/10	9/29/10
HRY, BIW or FEE	Varies (One of the above)	One of the above (depends on obligation)	One of the above (depends on obligation)



SAVE THE DATE:
 SB HSC UUP CHAPTER
 2nd Annual
 Halloween Costume Party
 Saturday October 23, 2010
 Crowne Plaza Hotel—Holtsville



Details to follow



Golfers and Sponsors Wanted
 Little Angel Fund Golf Outing Fundraiser
 Supporting the SBUMC Neonatal ICU
 Monday September 13, 2010
 Spring Lake Golf Club
 Middle Island
 Call 736-2512 for details

Or visit the website: www.littleangelfund.org

Caught On Camera



Mary Becker and Tina Ryczek from UUP member benefits welcome new residents on June 23



Recent meeting between UUP members (HSC and West campus) and Assemblyman Englebright



Union rally on Stony Brook Campus May 17, 2010



Kim Haefelin of NYSUT member benefits shares benefit information with a new resident at the June 23 orientation



Pre-retirement workshops with Doreen Bango June 3, 2010



Pre-retirement workshops with Doreen Bango June 3, 2010 at the Long Island State Veterans Home

Special savings for NYSUT members

If you like to shop and if you like finding money-saving deals, then NYSUT Member Benefits might just be able to make you happy! Through the NYSUT Member Benefits Corporation-endorsed discount shopping programs, you have many choices available to you.

The recently endorsed **Motivano SmartSavings Online Discount Marketplace**

offers a slew of shopping opportunities. You'll have access to hundreds of brand-name retailers and thousands of discounts, all from one Web site. Motivano negotiates the best deals and regularly updates its offers to help you stretch your hard-earned dollars.

From clothing to vacations, event tickets and computers, you'll find it all on Motivano. And you can even recommend your favorite merchants to be added to the site.

Another online shopping opportunity is through **Working Advantage**. From this site, you can get discount tickets for movie theaters, movie rentals, theme parks, online shopping, Broadway Theatre, museums and attractions, special family events and more. You can save up to 43 percent on movie tickets, up to 45 percent on theme parks and up to 50 percent on museums and attractions.

Yet another shopping opportunity is available with **The Buyer's Edge**. You can use this helpful buying service when shopping for your best deal on major appliances; TV, video and audio

equipment; cars (new and used); furniture; carpeting; exercise equipment; pianos; luggage; moving services and more. This is a helpful buying service for consumer products.

Be sure to check out the other discount programs endorsed by Member Benefits. A new plan, the **EPIC Hearing Service Plan**, provides savings from 20 percent to 50 percent off Manufacturer's Suggested Retail Prices on all

name-brand manufacturer hearing aid technology and referrals to a network of credentialed audiologists and ear physicians.

Another new plan is online **Defensive Driving** courses through the National Safety Council, which offers convenience and savings. NYSUT members and their family members who are licensed in New York state can take this course at the Member Benefits-reduced

price of \$25.25 per person, a savings of almost \$20 per course fee.

Be sure to access these and other money-saving programs through the Member Benefits Web site, www.memberbenefits.nysut.org and click on Discounts - Members on the left-hand navigation bar. Using links provided from the site will ensure you receive any necessary discount ID codes and ensure you receive the Member Benefits discounted prices.

Questions? Call NYSUT Member Benefits during normal business hours at **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits 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.

May/June '10



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



UUP Committee Spotlight

Chapter Committees Looking for Additional Members

Our UUP chapter has numerous committees that deal with a variety of member issues, activities, and concerns. Most committees meet during the noon-1PM hour and meet no more frequently than once per month. If you have ever thought about joining a chapter committee, there is no better time than the present. The following committees would welcome

additional members: Membership/Chapter Development, Part-Time Concerns, Professional Issues, and our newest committee: LGBTQ (Lesbian, Gay, Bi-Sexual, Transgender and Questioning). For additional information or to join any of these committees, please contact the chapter office at 444-1505 or simply stop by the office on level 5.

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/>