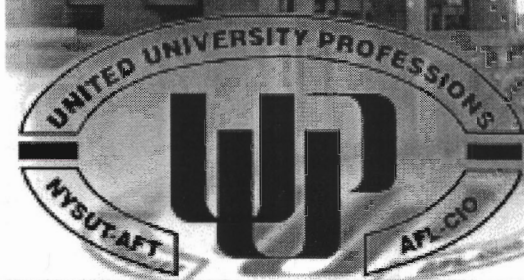


# INSIGHT

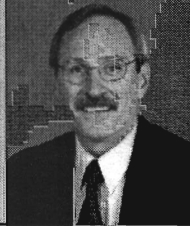


NEWSLETTER OF THE STONY BROOK CHAPTER  
OF UNITED UNIVERSITY PROFESSIONS

ISSUE # 03-4

September '03

*A Message from*  
**John P. Schmidt**  
Chapter President



## AM I RIGHT OR WRONG?

Charlie Hansen was never one to mince words. If he engaged you in conversation (usually involved with employee rights) you would ultimately be asked to react with an answer to the above question. For those of us in the professional ranks there was little or no reason to disagree. Charlie was a passionate advocate for fairness and equality. He seemed to take a particular pride in negotiating with management even before there was a contractual basis.

United University Professions annually presents the Nina Mitchell Award. It is our union's highest honor and goes to recognize UUP members who have served the union with distinction. This edition of INSIGHT highlights one of Stony Brook's own, Charles C. Hansen, the 2000 recipient of the Mitchell award. Personally, I was fortunate enough to have worked alongside Charlie for two years, a time when the seeds of unionism for professionals and faculty were just being planted. Charlie was one of the high profile "farmers".

He was a talker, a compromiser, a needler, a pusher and an educator. He had his fair share of doubters, skeptics and

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adversaries. While some could question his tactics, no one could question his motives. He was and still is a union man. He was with us from the beginning and will be with us until he takes his last breath. His vision of and for the union has led to the sense of importance and belonging that many members feel today. The legacy of Charlie Hansen has long endured at Stony Brook. If there was one individual who faculty or professional staff could turn for a sympathetic ear and the promise of some kind of action, that individual was Charlie. He had staff and management working on safety issues long before it was popular or mandatory to do so.

We do not live solely in the present. We stand on the shoulders of those who, like Charlie built the foundation on which our organization stands. The Nina Mitchell award in recognition of service is a fitting tribute to a man who committed his working life to the betterment of terms and conditions of employment for SUNY employees. On page three readers will find a recent submission by Charlie Hansen that appeared in one of UUP's statewide publications and a brief write-up regarding his Mitchell award.

Our enduring gratitude to you, Charlie!

## **JOIN THE UNION! MEMBERSHIP COUNTS!**

To vote on the next contract, currently being negotiated, you must be a member! Check your pay stub! If it says "UUP Fee Payer" - you are paying dues but you do not have voting rights!

Call the office at ext. 2-6570 to sign up now - it's easy and important!



## **The First VOTE/COPE Raffle Winner Karen Weisberg**

Congratulations to Karen Weisberg, Information Systems, our very first VOTE/COPE raffle winner! Would you like to be our next winner? Contribute to Vote/Cope and you can win!

Vote/Cope is the union's voluntary political action fund. We are asking all members to voluntarily contribute \$1 per paycheck to the Vote/Cope cause.

With your \$1/paycheck contribution you will be eligible for next month's raffle!

Call the UUP office at 2-6570 for an application

# Individual Development Awards

Articles 12.2 and 43 of our contract with the state provides money "for professional development and training programs which will improve job performance and assist employees in developing their full professional potential and in preparing for advancement."

Full-time and part-time recipients receive their awards from two separate pools of money. The West Campus Committee received \$52,041 in funds to be divided among 107 Full-time and 14 Part-time applications. A small number of applications were not approved because they either missed the deadline or did not fit into the state described eligibility criteria.

Below is listed the award recipients showing all our members who benefited from this program.....a direct result of UUP's contract improvement initiatives on your behalf.

## PART-TIME EMPLOYEES

Name	Department	Award	Name	Department	Award	Name	Department	Award
1. Cheryl Kurash	P-Women's Studies	611	29. Donna Rilling	A-History	218	72. Marvin Glockner	P-Profess. Devel.	484
2. Constance Koppelman	A-Learning Center	611	30. E. Anthony Hurley	A-Africana Studies	484	73. Marvin R. Goldfried	A-Psychology	484
3. Dolores Bilges	P-Wise Program	611	31. Eugene A. Feinberg	A-App. Math & Stat	484	74. Mary A. Cooper	A-History	297
4. Ian C. Dowker	A-Math	379	32. Eva Carceles Poveda	A-Economics	484	75. Mary Jo Bona	A-European Languages	370
5. Igor V. Pustovit	A-Humanities,Russian	611	33. Francisco Ordonez	A-Hispanic Languages	484	76. Maureen Kotlas	P-Env. Health & Safety	484
6. Joe E. Jeffreys	A-Theater Arts	611	34. Gabriela Polit	A-Hispanic Languages	471	77. Michael A. Bell	A-Ecology & Evolution	484
7. Joseph R. Monteyne	A-Art	611	35. Gary Mar	A-Philosophy	387	78. Michael A. Bender	A-Computer Science	484
8. Justin Sawon	A-Math	458	36. Gary Marker	A-History	484	79. Michael Kimmel	A-Sociology	484
9. Kelliann S. Flores	A-Wmns Stud & Span	464	37. Helen Rodnite LeMay	A-History	484	80. Nancy J. Tomes	A-History	484
10. Marianne Weil	A-Art	509	38. Hugo Benitez-Silva	A-Economics	460	81. Natasha Cornell	P-Campus Residences	484
11. Matthew J. Christensen	A-English	611	39. Ian Roxborough	A-Sociology	221	82. Ned Landsman	A-History	484
12. Royn Stein DeLuca	A-Wmn Sci & Engrg.	499	40. Ivan D. Chase	A-Sociology	484	83. Nicholas Rzhnevsky	A-European Languages	484
13. Sjarpm Pavulaan	P-Wmn Sci & Engrg.	611	41. Jadranka Skorin-Kapov	A-Mgmt. & Policy	484	84. Patrick Grim	A-Philosophy	377
14. Stephen Taylor	A-Artist in Residence	611	41. Javier Auyero	A-Sociology	411	85. Persephone DaCosta	P-Campus Residences	484

## FULL-TIME EMPLOYEES

1. Adrian Perez Melgosa	A-Hispanic Language	417	42. Joan F. Kuchner	A-Social Science	222	86. Richard Howard	A-Philosophy	484
2. Adrienne Unger	P-Humanities	413	43. JoAnn Rosen	P-Student Affairs	484	87. Ridha Kamoua	A-Elec & Comp Engrg	484
3. Agnes Weiyun He	A-Chinese Language	367	44. Joanna J. Harris	P-Student Affairs	401	88. Robert Chi	A-History	484
4. Aja Holmes	P-Campus Residences	196	45. Joanne Davila	A-Psychology	480	89. Robert Goldenberg	A-History	284
5. Allegra DeLaurentis	A-Philosophy	242	46. Joanne Pierre-Louis	A-Psychology	322	90. Ron DePeter	A-Writing & Rhetoric	69
6. Amy M. Fonder	P-Campus Residences	484	47. Joel T. Rosenthal	A-History	290	91. Samantha J. Clement	P-Campus Residences	245
7. Angela Cotton	A-Women's Studies	484	48. John J. Shea	A-Anthropology	339	92. Sarah Battaglia	P-Hispanic Lang & Lit	399
8. Anita Moskowitz	A-Art	484	49. John Vatalaro	P-Campus Residences	484	93. Shirley Jennifer Lim	A-History	484
9. Anne Beaufort	A-Writing & Rhetoric	267	50. Joseph Auner	A-Arts & Sciences	484	94. Sonya Forrester	P-Campus Residences	245
10. Anne Peterson	P-Student Affairs	484	51. Joseph S.B. Mitchell	A-Applied Math	296	95. Sorin Popescu	A-Mathematics	484
11. Arnold Wishnia	A-Chemistry	484	52. Judy Jaquez	P-Campus Residences	436	96. Stanislaus S. Wong	A-Chemistry	452
12. Barbara Brownworth	A-Linguistics	387	53. Kamal K. Sridhar	A-Linguistics	472	97. Steven Skiena	A-Computer Science	484
13. Benigno Trigo	A-Hispanic Language	411	54. Karen Kramer	A-Anthropology	484	98. Tania Ortiz	P-Student Activities	484
14. Brian Mitra	P-Student Activities	484	55. Kate Baier	P- College Housing	484	99. Tatiana G. Rzhersky	A-Hispanic Languages	484
15. Brooke Larson	A-History	290	56. Kathleen Wilson	A-History	484	100. Theresa Roget	A-Campus Residences	222
16. Carl Pope	A-Art	386	57. Kathryn A. Terwilliger	P-Env. Health & Safety	484	101. Thomas M. Klubock	A-History	4 54
17. Christa Erickson	A-CAS/Art	484	58. Kelly Oliver	A-Philosophy	411	102. Victoria Hesford	A-Women's Studies	275
18. Christopher S. Muller	P-Campus Residences	477	59. Kenny Qian Ye	A-App. Math & Stats.	436	103. Wendy Tang	A-Elect & Comp Engrg	325
19. Christopher Sellers	A-History	484	60. Konstantinos Serfes	A-Economics	465	104. Wilbur R. Miller	A-History	484
20. Clare A. Frost	A-Writing & Rhetoric	63	61. Krin Gabbard	A-Comp. Studies	484	105. William Marderness	A-Writing & Rhetoric	484
21. Clyde Lee Miller	A-Philosophy	283	62. Kristy Ellise Perry	A-Linguistics	305	106. Wolf Schafer	A-History	472
22. Cynthia Maurino-Memetriou	P-Campus Res.	180	63. Lauren Garlick	A-Linguistics	431	107. Yumi Yoshino-Hempel	P-Fac.Design & Const	433
23. Daniela Flesler	A-Hispanic Language	459	64. Lawrence Frohman	A-Social Sciences	211			
24. David Hicks	A-Anthropology	411	65. Linda Klosowski	P-Telnet/DOIT	484			
25. Denise Baldini	A-Linguistics	259	66. Lisa Diedrich	A-Women's Studies	392			
26. Diane Barthel-Bouchier	A-Sociology	484	67. Lori Repetti	A-Linguistics	484			
27. Donn Welton	A-Philosophy	484	68. Louise O. Vasvari	A-Comparative Studies	484			
28. Donna Molloy	P-Student Affairs	401	69. Majorie Kandal	A-Chemistry	145			
			70. Margaret Perno	P-Disability Supp.Serv.	401			
			71. Maria Terrana	P-Student Activities	360			

**Congratulations to  
all 121 Recipients**

*Ask Lisa*

**QUESTION:** I am a part-time employee with a term appointment. If my appointment is going to be non-renewed, what notice must the employer give me?

**ANSWER:** If you are a part-time employee with a Term appointment, the employer is required to give you 45 days notice prior to the end of the appointment. (Article 32 of the 1999-2003 NYS/UUP Agreement).

If you have a Temporary appointment, the employer is not required to give any notice. Temporary appointments may be terminated at any time. Part time employees with temporary appointments must receive term appointments at the end of six consecutive semesters of employment.

*(Lisa Willis, our UUP Labor Relations Specialist, is available through the Chapter Office to discuss contractually related issues of employment. Please send questions for this newsletter to the Chapter office, 104 Old Chemistry or via e-mail to uup@notes.cc.sunysb.edu)*

# *Trials and Triumph*

## *UUPer looks back on struggle to organize*

**A** note that I recently read in *The Active Retiree* regarding a request for UUP history brought back so many memories. For some reason, the attempt to record the history and origins of UUP has been met with great resistance. Some members tried to do this, and their efforts died. And now, some of those who organized that effort have also died. Let me try once more to set the record straight on the formation of UUP.



In 1962, I was hired in the SUNY Stony Brook physics department as a U-grade employee, which meant that I was unclassified, nontenured and not covered by a contract such as the one available to CSEA employees. According to the policies of the SUNY Board of Trustees at the time, U-grade employees worked at the pleasure of their campus administration and could be terminated without explanation. When my department chair explained the status of U-grade employees to me, I responded, "That will be changed."

In 1967, a group of us in the Stony Brook Bowling League raised the issue of department chairs and their decision-making power. We felt that, too often, they were making problematic decisions without any input from employees. Four of us decided to join together and try to form an association that would allow us to have some input with the administration.

We met in the engineering department conference room for weeks and established a set of bylaws for what at the time we called the Stony Brook Professional Association. Our efforts were successful. The Stony Brook Professional Association had a bearing on many decisions that previously would have been reached without our input.

We then decided to contact a number of SUNY campuses and see if it would be possible to establish a statewide association. We contacted 25 campuses and found great enthusiasm for the idea. We scheduled a meeting and each campus sent two delegates. As a result, we formed a statewide association known as the State University Professional Association (SUPA).

Through SUPA, we made many of the needs of the U-grade employee

known to the state. Our ranks grew. When the state of New York decided it was time to designate one bargaining unit for the 08 category, it was SUPA that coordinated meetings with the many unions seeking to represent this group.

We decided that we did not need an outside union to represent us. We had, within our ranks, the talent to know and meet our needs. SUPA formed a coalition with the Faculty Senate and from that came the very first group to be elected as the bargaining agent for SUNY. It was known as the Senate Professional Association (SPA).

In 1971, SPA negotiated the first contract between SUNY and the state of New York. This contract contained the Memorandum of Understanding and eliminated the term "working at the pleasure of" from the policies of the SUNY Board of Trustees.

A joining of SPA and an upstate organization then known as the State University Federation of Teachers (SUFT) followed. Initially known as SUNY United, this collaboration was eventually renamed United University Professions.

This how UUP came into being.

I take great pride in the fact that our endeavors brought forth such a wonderful organization as UUP. We grew from nothing into the largest higher education union in the country.

In unity, Charles C. Hansen

### **Charles C. Hansen 2000 Mitchell Award Winner**

"I'm mad as hell and I'm not going to take it anymore!"

That was the battle cry of Stony Brook's Charles Hansen long before Peter Finch bellowed it from an apartment window as Howard Beale in the 1976 film "Network."

Hansen was mad, all right. Mad because SUNY's professional employees were, by all accounts, hired and fired at the whim of managers. So Hansen, an assistant director of business management at the Graduate Physics Facility, fought for changes right from the start.

By the time Hansen began working to reform SUNY's unsatisfactory and unstable work environment, he was already known as a union leader. He had been a member of Local 1450 of the International Brotherhood of Electrical Worker in the 1950's and, by early 1960's was grievance chair for the Civil Service Employees Association. His colleagues tapped him to lead, and he soon became one of the pioneering members of UUP's predecessor organization — State University Professional Association (SUPA) and the Senate Professional Association (SPA).

Hansen had an unwavering agenda to make faculty and professionals equal partners in the eyes of SUNY and state managers," according to the nominating petition, submitted by the Stony Brook Chapter.

In SUPA, he served as a delegate and on several committees. When SPA evolved as a hybrid organization to encompass both academic and professional faculty, Hansen was called on to serve as his chapter's first president and, later, as vice president for professionals. He is still a UUP delegate.

"No one worked harder for union issues than Charlie Hansen," his nominators said. "His vision of and for the union has led to a sense of importance and belonging that many members feel today. Every professional today has been positively affected by Charlie's vision three decades ago."

*Karen L. Mattison  
UUP Publications Specialist*

*Insight* is published by the Stony Brook Chapter of United University Professions. Items for inclusion should be sent to the UUP Office, 104 Old Chemistry, Zip=3475. The opinions expressed in articles in the newsletter are those of the author or the Stony Brook Chapter of UUP and are not necessarily the opinions of United University Professions.

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<b>Vice Presidents</b>		
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<b>Secretary</b>		
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<http://naples.cc.sunysb.edu/Admin/uup.nsf>

The Chapter Office is open  
 Monday through Friday, from 9 am to 3 pm.  
 The Executive Board meets on Alternate Tuesdays at 12 noon, and members are encouraged to attend. Please contact the Chapter Office for exact dates and times.

## Congratulations!!!

To Our new Membership Chair:

**Pamela Wolfskill**

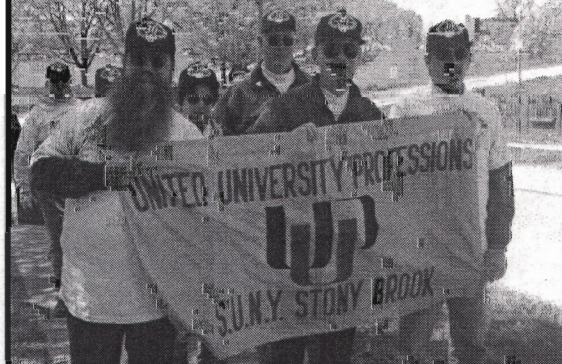
And to our Newsletter Co-Editors:

**Dawn Svoboda &**

**Sara Lutterbie**

We are happy to have you on  
 the team!

## March for Public Education



Stony Brook Core Campus UUP Members march on Albany on May 3rd in support of Public Education—Pre-K through Post-Grad. Over 40,000 people participated in the March!

## GENERAL MEMBERSHIP MEETING

**Subject: Contract Negotiations**

**Wednesday, November 12, 2003**

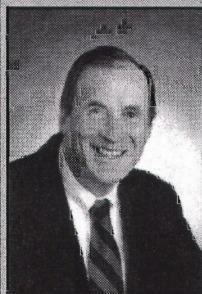
12:00 Noon—Student Activity Center Ballroom A

**Special Guest Speaker:**

**Statewide UUP President: Bill Scheuerman**

**Lunch Will Be Served**

Please RSVP—Call Corinne Burns, Chapter Assistant at  
 (63)2-6570



## Defensive Driving

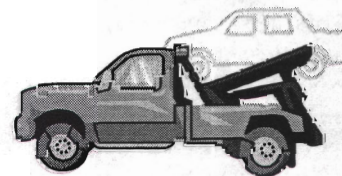
Date: Monday, September 29 and  
 Monday, October 6, 2003

Time: 6:00 PM to 9:00 PM (both nights)

Cost: \$25.00 per person

Place: SAC Room 203

Who: Open to UUP members & their immediate family members



Checks should be made payable to "NYSUT Benefit Trust"

Bring or mail to UUP Office, 104 Old Chemistry, Zip=3475

Participants are usually entitled to a 10% discount on their automotive insurance—check with your provider. The certificate is good for three years of savings!



UUP Chapter Office  
 104 Old Chemistry  
 SUNY at Stony Brook  
 Stony Brook, NY 11794-3475