



A Few Words from Your Chapter President

John P. Schmidt

What Have You Done For Me Lately!

As the designated bargaining agent for professionals, librarians and faculty, UUP is always on the front line. While salary matters are a primary consideration, members should remain mindful that our contract over the years has produced a formidable array of benefits (e.g. Health Insurance, Tuition Assistance, and Professional Development Grants just to name a few). So too, each negotiated contract has seen improvement in type or scope of coverage. The contract currently under negotiation will undoubtedly see further advances.

The bi-weekly check is usually the barometer by which union members measure the relative worth of their bargaining agent. However, we often take for granted what has been achieved in non-salary negotiations. Our benefits package is an excellent one, often surpassing that which exists in the private sector. Quantitatively, for every \$10K in salary you receive benefits equating to approx. \$3K. **And the benefits do not have to cease when you retire!** UUP membership in retirement entitles you to continuation of a number of important coverage's.

The media frequently reports sad cases of minimal or no benefits coverage, often impacting entire families. We shake our heads in sympathy and simultaneously feel relief that such distress has not come to our doorstep.

This edition of your Chapter newsletter highlights the benefits achieved via collective bargaining. It is an impressive list. I'll bet that a number of members never realized the existence of some. UUP remains committed to securing the best possible contract enhancements for its members. We have come a long way in 35 years and have a great deal to be thankful for to UUP.



Over 160 members listen avidly to Bill Scheuerman at the general meeting

General Membership Meeting Notes

Recorded by Willa Smith, UUP West Campus Chapter Secretary

Over 160 members attended the November 12th Stony Brook West Campus General Membership meeting held in the Student Activities Center. The current status of our contract negotiations was the topic of discussion, featuring presentations from UUP Statewide President Bill Scheuerman and UUP Chief Negotiator and Statewide Vice President for Academics Phil Smith.

President Scheuerman noted that we have entered collective bargaining during the worst fiscal crunch in NYS history. The initial goal has been to maintain stability at SUNY while building a solid platform to present when we "see the light at the end of the tunnel". A decision was made to focus UUP's primary efforts on stabilizing the work force, i.e. avoiding retrenchment and layoffs. Initially in January '03, he noted, the Governor proposed a 183.5M cut out of the SUNY operating fund, which would have equated to a loss of approximately four thousand jobs. To offset this from happening, the Governor proposed a tuition increase. Although the majority of the State Legislature was opposed to the increase, it was determined that without it there would be a loss of jobs. UUP decided not to take a position on the tuition increase in order to preserve the work force.

Scheuerman pointed out that the labor force actually showed an increase of 746 from Oct. '02 to Oct. '03, 50 of which were newly created Full Time positions. UUP was therefore successful in avoiding massive layoffs. He noted that UUP is "back at the table" now and hopes to have a contract to ratify by the end of the academic year or early summer.

Chief Negotiator Phil Smith noted that there is a "gag rule" during contract negotiations that prevents him from speaking with specificity. However, he assured all that they have listened carefully to the membership, both formally through surveys as well as during informal meetings. He likened the substance of the negotiations to the old "Ragu" sauce slogan, "It's all in there".

Smith reminded everyone that at the beginning of the year the state was facing an 11.5 billion dollar deficit. The state was looking for sources of revenue, and reducing the work force is seen a source of revenue. UUP did not want to face givebacks at the onset of negotiations. Facing this, UUP decided to hold off on negotiations in anticipation of an improving state fiscal position. This has occurred, as the state's deficit has now dropped to 5.7 billion, the economy has begun to improve, and the overall increase in health care costs has dropped from 30% to 10-12%.

Smith optimistically stated that UUP has seen a fair amount of progress through informal meetings of seven subcommittees who have addressed important non-fiscal issues. He pointed out that the strategy has been to start the process by looking for areas that are mutually agreeable to both sides - to enter into a series of "yes" positions. It's best to address contentious items carefully and with proper timing. Most importantly, negotiators try to avoid the "line drawn in the sand" which can stalemate the entire process.

For a full account of this meeting, please visit the Stony Brook West Campus Chapter Website at <http://naples.cc.sunysb.edu/Admin/uup.nsf>.

In This Issue....

President's Message	1
Save the Dates	1
General Membership Meeting	1
Union Benefits at a Glance	2
Why VOTE/COPE is Important	2
VOTE/COPE Raffle Winners	3
Labor in Iraq	3
Chapter Delegates	3
Ask Lisa	3
Who's who at UUP	4
Thinking About Retirement	4
Defensive Driving	4

SAVE THE DATES!!!

Holiday Party

Friday, December 12, 2003
3:00 p.m - 5:00 p.m.

at the Wang Center. Lower Level
Please RSVP Corinne Burns, Chapter Assistant - Phone: 2-6570 or Email Corinne.Burns@stonybrook.edu

UUP Annual Dinner Dance

Friday, February 13, 2004 at the Meadow Club
(Event time to follow)

Union Benefits At A Glance

UUP Benefits • Phone: 800-887-3863

- Dental Plan*
- Vision Care Plan*
- Benefit Fund Scholarship Program*
- Group Life Insurance
- 403(b) Tax-Deferred Investments with ING Opportunity Plus
- Six Flags Theme Park Discounts

* Employee must be eligible for enrollment in the New York State Health Insurance Program (Bargaining Agreement Articles 39 and 40)

NYSUT Benefits • Phone: 800-626-8101

May require purchase by member; available to all bargaining unit members. Payroll and pension deduction may be available for some benefits.

- Term Life Insurance
- Senior Term Life
- WrapPlan® Term Life Coordination Program
- Disability Insurance
- Catastrophe Major Medical Insurance
- Long-Term Care Insurance
- Automobile Insurance
- Boat Insurance
- Homeowner/Renter Insurance
- Personal Excess Liability Insurance
- Financial Counseling Program
- Legal Service Plan & Retiree Legal Service Plan
- Free \$1,500 Accidental Death & Dismemberment Insurance
- Accidental Death & Dismemberment Insurance
- Car Rental Discounts
- Defensive Driving Program
- Discount Buying Service
- Financial Building Blocks®
- Lifestyle Security Protection®
- Consumer's Guides
- Heat USA
- Consumer Credit Counseling Service

AFT-PLUS Benefits • Phone: 800-238-1133 ext. 8643

(May require purchase by member; available to all bargaining unit members)

- AFT PLUS Credit Card
- AFT PLUS Loan Program
- Educational Loans
- Mortgage/Real Estate Program
- Union Member Flower Service
- Magazine Discounts
- Hotel Discounts
- E.F. Educational Tours & Go Ahead Vacations
- Theme Park Package
- Pet Insurance
- iDine Prime Dining Discounts
- AFT PLUS Member computer Purchase Program

Union Negotiated Benefits

- Contractual Benefits Related to Leaves:
 - Vacation Leave
 - Sick Leave
 - Holiday Leave
 - Sabbatical Leave

Disability Leave

- Retirement Systems (TIAA-CREF, ING, Metropolitan, VALIC, TRS, ERS)
- State Health Insurance Plan (Empire Plan)
- Flex Spending Account (DependentCare/HealthCare)
- Pre-Tax Contribution Program (Health Insurance)
- Group Long-Term Disability Insurance Program
- Public Officers Law (Professional Liability Insurance)
- 403(b) Tax-sheltered Investments with TIAA-CREF
- Survivor's Benefit Program
- Staff Relocation Expenses
- Statewide Employee Assistance Program (EAP)
- State Employees Federated Appeal (SEFA)
- Direct Deposit
- Credit Union
- Tuition Waiver/Reimbursement Program
- Free Tuition on "Space-Available" Basis
- Use of Campus Facilities

UUP/NYS Labor/Management Awards

- Retraining Fellowship Program
- Nuala McGann Drescher Affirmative Action Leave Program
- Individual Development Awards Program
- Grants for Employees with Disabilities
- Herbert N. Wright Memorial Safety and Health Training Award Program

For more information please call:

UUP Benefits800-887-3863
NYSUT Benefits800-626-8101
AFT Benefits800-452-9425

Why VOTE/COPE Is Important To You

UUP is the organization that fights for the betterment of SUNY. UUP uses its Political Action arm and the financial backing of Vote/Cope to display SUNY's strength and value. UUP works with NYSUT to speak with Legislators and the Governor about SUNY and our issues, and reinforces how valuable SUNY support is within the state.

Every organization has to advocate for itself to pursue and attain goals. Vote/Cope is UUP's advocate arm, the group that works with Legislators to tell them what the Higher Education Institution (SUNY) and its employees need, and why we are important enough to gain their attention.

You should contribute to Vote/Cope to help yourself. How can Vote/Cope help you? Vote/Cope has already won our membership several significant gains. In the recent past, Vote/Cope has won COLA (Cost of Living Adjustments) for retirees. This will not only help those of our retired brothers and sisters that are near and dear to our hearts, but will also carry over to help us as well. Vote/Cope has also been fighting to work on Tier equality. For those of us in the Tier system, member contributions cease after the tenth year of membership. In essence, you start your 11th year with a nifty 3% raise – all because of Vote/Cope influence. Vote/Cope's next goal is equality – so that those of us in the ORP would only have to contribute through our tenth year. However, given the difficult financial times that the state is in, this will not be an easy fight. We need contributions from every member because your dollars and voices carry all the way from Stony Brook up to Albany. Imagine if we could tell the governor and the legislators (who rely on our local votes to remain in office) that our campus cares enough about this

and other issues to put our money (and our votes) where our mouths are – we can go much further towards success. Please contribute \$1 per pay with the attached card. Every \$1 counts.

The University system is looking for more recognition and financial support from the state. The more money and support the state gives SUNY, the better SUNY can be for all of us. One of UUP's goals is for the governor to show support for SUNY by avoiding layoffs. This goal is near and dear to all of our hearts, not only for our own job security, but because if we can avoid layoffs and maintain labor peace, we can continue to attract the best faculty, staff and students to Stony Brook, maintaining it's high level of esteem throughout the academic world.

If all of that isn't enough to get you to join, the VOTE/COPE committee is sponsoring a "give-away" program for all current (and new) members. All VOTE/COPE contributors will be eligible to win two hand-painted wine glasses. To qualify all you have to do is contribute to Vote/Cope. We will announce the monthly gift recipients in the UUP newsletter. Call your Chapter office to obtain your VOTE/COPE contribution card at 2-6570.

Help improve SUNY.

Help improve your own working conditions.

Help us to help you.



This Months VOTE/COPE Raffle Winner!

Sara Lutterbie

Bonus!

Every month, all Vote/Cope contributors are eligible to win a **free Give-Away** of two hand-painted wine glasses.

October Winner!

Sara Lutterbie, Physics & Astronomy

November Winner!

Jennifer Romer, Undergraduate Biology

Labor in Iraq

Written by Michael Zweig

We still have unions to win benefits for us in the United States, but U.S. occupation forces in Iraq have continued on the books, a 1987 Saddam Hussein law that prohibits Iraq's public sector workers – most Iraqis – from organizing unions. While the occupation authority moves to privatize Iraqi industry into the hands of U.S. and British businesses, selling off State assets at prices Iraqis cannot afford, our government is keeping Iraqi workers from organizing to protect their interests. Iraqi workers are organizing unions anyway (many operated underground in recent years and have emerged afresh). The U.S. should not continue to suppress them. Iraqi workers deserve our support as they try to take their rightful place in the process of building a democratic society. Solidarity activity is underway, led by U.S.

Visit the "campaigns" page of Labor Against the War.
www.uslaboragainstwar.org for more information.

The War in Iraq and UUP

Tuesday, December 9, 2003 • 12:00 Noon - 1:30 p.m.

Women's Studies Colloquium Center, Old Chemistry

Lunch will be served! Please RSVP Corinne Burns, Chapter Assistant

Phone: 2-6570 or Email Corinne.Burns@stonybrook.edu

Ask Lisa!

I have not had a performance evaluation in two years. My supervisor shows no inclination towards initiating a conference. I want to avoid any action that may appear antagonistic, but feel that a formal evaluation is in everyone's best interest. Do you have any suggestions as to how I might approach the subject?

Answer: Every professional employee should receive a new Performance Program every year that accurately reflects their current professional duties and responsibilities. It is your immediate supervisor's responsibility to conduct the evaluation, to solicit recommendations from secondary sources listed on your Performance Program, summarize for you such recommendations, and discuss the evaluation with you.

Be professional and request in writing, a meeting with your supervisor to discuss your current performance program, and a timetable for annual performance program evaluations. ie; every anniversary on or near the date you were hired. Your performance program and evaluation is very important as it is an official record of your work and is placed within your personnel file.

Your Stony Brook Chapter Delegates

Stony Brook Chapter Delegates to the Statewide Delegate Assembly, are elected for 2 year terms. The Assembly meets three times a year, at various locations but usually in Albany, to discuss and decide UUP policy. Any of these people will be more than happy to answer any questions you may have about UUP, or at the very least, point you in the right direction.

Academic Delegates

Judith Wishnia, Interdisciplinary Social Science	.....2-7688
Michael Zweig, Economics	.....2-7536
Aaron Godfrey, Liberty Partnership Program	.....2-6546
Arnold Wishnia, Chemistry	.....2-7922
Lou Charnon Deutsch, Hispanic Languages & Literature	..2-6031
Gary Marker, History	.....2-7510
Dale Deutsch, Biochemistry	.....2-8595
Jacquelyn Smith, Sociology	.....2-7714
Michael Barnhart, History	.....2-7508
Frank Anshen, Linguistics	.....2-7776
Mario Mignone, European Languages & Literature	.....2-6223
Georges Fouron, Interdisciplinary Social Science	.....2-7693

Professional Delegates

Ed Quinn, Theatre Arts	.....2-7275
Ed O'Connell, Environmental Health & Safety	.....2-9674
Jose Feliciano, Physics & Astronomy	.....2-8069
Melissa Bishop, Computing Center	.....2-9893
Pam Burris, Physics & Astronomy	.....2-8066
Charles Wrigley, Facilities Engineering	.....2-6468
Ellen Hopkins, Academic Advising	.....2-7079
Sanjay Kapur, Computing Center	.....2-8029
Pamela Wolfskill, Applied Math & Statistics	.....2-8357
Diane Godden, Chemistry	.....2-7886
David Ecker, Client Support	.....2-9800
Darylynn Bachman, Campus Residences	.....2-6750

Who's Who at UUP

Officers	Phone	Email
President		
John P. Schmidt	2-6570	jschmidt@notes.cc.sunysb.edu
Vice Presidents		
<i>Academic</i>		
Michael Zweig	2-7536	mzweig@notes.cc.sunysb.edu
<i>Professional</i>		
Arthur Shertzer	2-8948	ashertzer@notes.cc.sunysb.edu
Grievance Chairs		
<i>Professional</i>		
Ed O'Connell	2-9674	eoconnell@notes.cc.sunysb.edu
<i>Academic</i>		
Bill Godfrey	2-6546	agodfrey@notes.cc.sunysb.edu
Treasurer		
Marlene Brennan	2-7068	mbrennan@notes.cc.sunysb.edu
Secretary		
Willa Smith	2-6300	wismith@notes.cc.sunysb.edu
Committee Chairs		
<i>Membership</i>		
Pam Wolfskill	2-8357	pwolfskill@notes.cc.sunysb.edu
VOTE/COPE		
Jose Feliciano	2-8069	jfeliciano@notes.cc.sunysb.edu
P/T Concerns		
Warren Randall	2-6358	wrandall@notes.cc.sunysb.edu
Social		
Colleen Wallahora	2-7886	cwallahora@notes.cc.sunysb.edu
Sarah Battaglia	2-6935	sbattaglia@notes.cc.sunysb.edu
Newsletter Co-Editors		
Sara Lutterbie	2-8757	slutterbie@notes.cc.sunysb.edu
Dawn Svoboda	2-6856	dsvoboda@notes.cc.sunysb.edu
Labor Relations Specialist		
Lisa Willis	2-6570	Hauppauge Office.....273-8822
UUP Chapter Office		
Corinne Burns	2-6570	cmburns@notes.cc.sunysb.edu

104 Old Chemistry
 Fax: 632-6571
 Email: uup@notes.cc.sunysb.edu
 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. 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.



UUP CHAPTER OFFICE
 104 Old Chemistry
 SUNY at Stony Brook
 Stony Brook, NY 11794-3475



Thinking About Retirement ?

Did you know that if you are currently a member of UUP, you are eligible to continue membership into retirement ? Retired members have the right to vote and to hold UUP elected and appointed offices, such as the chair of the Committee on Active Retired Membership (COARM), who also serves as the elected delegate to UUP Delegate Assemblies and as a nonvoting member of the UUP Executive Board. In addition, they may be elected as COARM regional representatives.

Additional benefits of paid membership include:

- \$1,000 of UUP Life Insurance coverage
- Value Advantage Discount Vision Program
- Opportunity to purchase UUP Retiree Dental Plans (deadlines apply)
- Accidental Death & Dismemberment Insurance, which carries up to \$1,500 in benefits, provided free through NYSUT
- Discounted programs and services
- Ability to participate in NYSUT and AFT benefits (purchase may be required)

Visit the UUP Webpage

www.uupinfo.org/benefits/retirelinks.html

for full details and helpful links, including the Retired Membership Application Form.

Defensive Driving

Date:Saturday, December 6, 2003

Time:10:00 a.m. to 4:00 p.m.

Cost:\$25.00 per Person

Place:SAC Room 305

Who: Open to all UUP members and their immediate family members. Checks should be made payable to "NYSUT Benefit Trust".

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