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Members Take Note...

UPDATE ON NEW PRESCRIPTION PLAN

In January, UUP took over the prescription drug plan from the state, and by now you should have received your prescription cards. If you have not, that probably means you never completed a PEBF Enrollment form, which would mean that you are not signed up for the dental plan either.

PEBF Enrollment forms are available in the UUP office, 104 Old Chemistry. So are PEBF Change of Marital Status/ Dependents forms, should you need to add or delete spouses or children at any time.

When filling a prescription, present your card at an NPA Participating Pharmacy. You pay only the deductible (\$2.00 per prescription) each time you have a prescription filled or refilled. The Program pays the balance directly to the pharmacy. Participating pharmacies display a green NPA decal in the window or near the pharmacy department. A list of all NPA participating pharmacies in the tri-state area, arranged alphabetically by town, is available in the UUP office.

If you do not have your prescription card with you, or do not go to an NPA participating pharmacy, pay the pharmacist's full price and then complete and submit a green NPA Direct Pay Claim Form (one for each prescription) for reimbursement. These forms are also available in the UUP office. Direct Pay Claim Forms must be submitted within 45 days of the prescription purchase.

Insight is published monthly during the academic year by the Stony Brook Chapter of United University Professions.

Editor.....Janet Steins

OFFICERS

President.....
William Wiesner
VP for Academics.....
Michael Zweig
VP for Professionals.....
Charles Hansen
Secretary.....
Lou Deutsch
Treasurer.....
Sandra Burner
Grievance Officers.....
Lee Rosen (Professional)
William Fox (Academic)

FIELD REP....Richard J. Baron
273-8822

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Affirmative Action.....
Karen Weisberg

Inquiries, letters, and articles for inclusion in *Insight* should be addressed to Janet Steins, Reference Department, Melville Library (246-5976) or Nancy Westcott, UUP Office, 104 Old Chemistry (246-3368).

UUP is affiliated with NYSUT, AFT, and AFL-CIO.

PRESIDENT'S MESSAGE

Dear Colleagues,

In this first newsletter of the new year, I would like to set an agenda for the spring semester: working towards a Stony Brook where job security is possible, while continuing to strive for excellence in the context of a reasonable work load. While some of us think that those goals have already been met, I can assure you that they have not.

In some instances it is true that the increasing work load on staff is appreciated, and that the evaluations some staff members receive take into account the impossibility of doing a thorough job. In many cases, however, failure to complete every assignment with excellence has been given as a reason for non-renewal, even when the number of assignments would have been impossible to complete.

Faculty who serve on important committees of the campus at professional cost to themselves are seldom rewarded for their efforts. Those who spend a few extra hours a day preparing for their classes cannot count on discretionary increases. Librarians, who must do significant research in order to get tenure, are spread so thin that finding the time to do any such work has become close to impossible.

Why is it that I am harping on the heavy workload of our people? Am I just another union fanatic who wants to see easy work and high pay with no accountability for quality? Quite the contrary. I'm for excellence and quality, but I'm also for a fair deal. Although the primary source of the problem is a lack of funds for the campus, we can do something about the use to which those funds are put. For example, this campus does not have an orientation program for new administrators. New managers come in with ideas about how a campus should run based on their experiences at other institutions, experiences which frequently run counter to the Stony Brook situation, particularly with our current contract and with the degree of accountability we have to Albany.

With no training of new managers, there is a lack of uniformity from division to division, especially in dealing with employees. Some departments, for instance, strive to award discretionary money to everyone eligible, the result being frequent but small awards. Other departments give large awards to the few same people year after year. President Marburger has tried to achieve some uniformity through an annual memorandum regarding discretionary increases, but the memo must be read and understood, which takes valuable time that our managers are reluctant to give. After all, they are not evaluated on their employee reactions but on their ability to get the job done. We believe that

Report of the Vice President for Professionals

THE ROLE WE PLAY

By Charles C. Hansen

Our union, our strength as a union, and our actions as a union are based on the actions taken by our local leadership and our membership. Those we interact with view us by the actions we take as a union.

In some areas of the State our union is regarded as the organization with strength, and in these areas our accomplishments are great in numbers. This, however, is not true in all areas. The reason is that the people who are the union do not partake in its activities and ongoing tasks. We are the union, and we are the ones that must project the image of our organization.

In the times when we were just a babe in the woods, I spent much time asking people to join our union. The response was not overwhelming, to say the least. In some cases I was told that the need for a union was outrageous, that as Professionals all issues would and could be handled on an individual basis. I wished those people much luck, but added that if and when they find themselves in a bad situation, our union would be there to help.

Time passed and, unfortunately, too many of those who thought they, as Professionals, could take care of any situation by themselves, found they, too, needed the union. The union was there in all cases and, without saying, "I told you so," pulled out all stoppers and put all its resources into action to do right by those individuals. I am proud to say that in many of those situations the outcome was favorable. In many of those cases the individual was very grateful and made many favorable comments regarding the union and the need for the union to continue. But, strangely enough, those same individuals again took a back seat and have not come out to help others in our union who find themselves in similar situations. Can they really feel that, now that they are over the hump, they as Professionals can now handle any given situation alone? Such short memories!

Our strength is in each other. Our union is the actions of each and every one of us. Our actions paint the image seen by those who determine the terms and conditions of our employment. The strength of the union is in US.



President's message, continued

dealing with employees is an essential part of getting the job done, especially since we are an educational institution. We must recognize that the way we treat our employees is the way we treat people, and in this way students in turn are taught the right way to treat people.

The problems on campus are not the result of uncaring people. They are the result of years of neglect by the Governor's office and the legislature. Every year there is a new crisis. On this campus, those crises have not resulted in retrenchments based on legitimate fiscal problems, so we are lulled into thinking that we haven't been hurt. But we have been hurt, year after year with the erosion of support for new staff, maintenance, and up-to-date equipment. Now is the time to stop this diminution in our capabilities and to improve the work environment. We must work together with management, the Senate, CSEA, students, and all other individuals to whom this campus and this system are important, to impress upon the state government that support for SUNY and Stony Brook is not just important but essential.

Bill Wiesner
President

Know Your Contract (1982-1985)

by Richard J. Baron

Article 7- Grievance Procedure- Step 4

When all else fails, the final and binding step of the grievance process is Step 4 (Binding Arbitration).

Arbitrators are selected from a panel jointly agreed upon by the State and UUP. The arbitrator's decision is final and binding in contract matters brought before him/her.

Determination to go to arbitration is made solely by the President of UUP. Once a determination is made a demand for arbitration is filed. An arbitrator is then selected from a rotating panel and a date is established.

The arbitrator "shall neither add to, subtract from, nor modify the terms and provisions of this Agreement or the procedural steps of the Policies specified in Section 7.2, Definition, of this Article."

The decision and award of the arbitrator shall be final and binding upon the State, UUP and the grievant to the extent permitted by provisions of the Agreement and applicable law.

Therefore the Agreement between the State and UUP provides employees in the UUP bargaining unit a prompt and efficient procedure for adjusting and resolving problems which can arise as result of terms and conditions of employment.

If you believe that your rights under the Agreement have been violated please contact your grievance chairperson.

Lee Rosen is NTP Grievance chair (246-7173); Academic Grievance chair is William Fox (246-6520). Or call Richard J. Baron, NYSUT/UUP Field Representative at 273-8822 for immediate assistance.

AGAINST OUR WILL:

Women, Men and the Power Paradox

*...a one day conference
designed to explore the genesis
of violence against women.*

Saturday, February 25, 1984



STATE UNIVERSITY OF NEW YORK AT
Stony Brook

Registration at door - \$10.00 (students \$3.00)

The conference is open to all men and women - students, staff, faculty and members of the community.

Call Lorraine Hammerslag (246-7109, 7101) or Jeanette Hotmer (444-2513) for more information.

**Message from the Vice President
for Academics:**

UPDATE ON HEALTH BENEFITS

By Michael Zweig

In response to questions from members, I have found out that a very important part of our health insurance coverage will expire at the end of this year. Right now, outpatient psychiatric therapy is covered under Blue Cross Blue Shield Major Medical just as any other doctor bill: after the standard \$108 deductible this year, insurance will pay 80% of the first \$2000 of bills for therapy provided by a psychiatrist, psychologist or psychiatric social worker, and 100% of the cost above \$2000 a year. **THIS COVERAGE WILL BE SHARPLY CURTAILED ON JANUARY 1, 1985.**

The current expanded coverage, negotiated at the last contract and a major advance in those negotiations, has a little publicized "sunset clause." The coverage lasts only through 1984, at which time coverage reverts to the old formula: after the deductible, insurance pays 80% of the cost of each visit to a psychotherapist, with a limit of \$40 per visit, \$1500 per year, and \$3000 in a lifetime, for each person insured.

When the contract was announced a couple of years ago, the expansion of psychiatric coverage was a strong selling point to the members. You should know, however, that you can take advantage of this coverage for yourself or covered family members' only until the end of this year.

In a related matter, I understand that Metropolitan Life, which pays for the Major Medical psychotherapy, is re-thinking the questionnaires they have sent to therapists which seek information on patients for cost containment studies. At this point, no response to any questionnaire is required, and no one receiving treatment should sign any waiver to release information to Metropolitan's "medical review panel". Further safeguards to confidentiality are needed, and are being worked out.

In an unrelated, but significant, matter the Delegate Assembly of UUP recently voted to circulate candidate's statements of all those seeking election to UUP office to all members of the bargaining unit, whether or not they are members of the union. In the past, statements have been circulated only to members of the Delegate Assembly, who are the voters. But the issues involved concern all members of the unit. Please read these statements carefully when they arrive later in the spring, and contact a Delegate from Stony Brook to indicate your opinions. If you are not a member of UUP, JOIN THE UNION so you can vote to elect delegates (and chapter officers) and have a greater voice in guiding your representatives. Distributing information about candidates and issues to everyone in the bargaining unit is an excellent and welcome policy.

CHAPTER EXPENDITURE REPORT - FOURTH QUARTER

CAMPUS EXPENDITURE REPORT	
For the period ending <u>12/31/83</u>	
CHAPTER NAME (Campus): <u>Stony Brook Camp Campus</u>	
Balance as of 9/1/83 (Beginning of Fiscal Year) \$ <u>388.21</u> (A)	
RECEIPTS:	
September Transmittal	\$ <u>2157.06</u>
January Transmittal	_____
April Transmittal	_____
Other (Explain below)	<u>1029.77</u>
Total Available \$ <u>3234.04</u>	
EXPENDITURES:	
Membership/Affiliate	_____
Meetings	\$ <u>2481.50</u>
Executive Board	<u>7.37</u>
Legislative	_____
Grievance	_____
Office Expense	<u>782.25</u>
Printing/Duplicating	<u>281.52</u>
Temporary Help	_____
Chapter Workshops	_____
Rent	_____
Furniture/Equipment	_____
Other (Explain below)	<u>287.15</u>
Total Expenditures \$ <u>3910.32</u> (B)	
New Balance on Hand \$ <u>323.72</u> (C)	
Remarks:	
(A) Balance is to include all cash available (petty cash, savings account, checking account, etc.) Ending balance comprised of:	
Petty Cash	\$ _____
Savings Account	_____
Checking Account	<u>481.22</u>
Other (describe)	_____
Total	\$ <u>481.22</u>
Signature of Campus President (UUP) Date	Signature of Campus Treasurer (UUP) Date
<i>[Signature]</i>	<i>[Signature]</i>
Reports should be complete from beginning to end of fiscal year and be submitted with duplicate copy of Summary of Cash Receipts & Disbursements Form.	
(Form revised 3-83)	

Executive Board Meets

Matters discussed at recent Executive Board meetings are summarized below. Complete minutes are available in the UUP office.

November 28

- Bill Wiesner requested and received Board approval to continue using chapter funds to take people to lunch on union business, guests to include individuals both in and outside the union, not excluding Board members.

- The possibility was discussed of forming a political action committee which would include members from all unions on campus, and the Board agreed that Bill should pursue this plan further. Other related activities might include inviting legislators to campus, and campaigning against those who do not support the needs of SUNY.

- A contribution of \$100.00 was approved for the Campus Child Care Fund.

- Karen Weisberg requested \$2-300.00 to publish her committee's Affirmative Action Brochure. Funding will be sought from UUP Central and from the Stony Brook administration.

- Charlie Hansen raised the issue of the State paying proportionally less into the retirement plans of SUNY employees in the FIAA-CREF system (12-15%) than into those of state employees in the NYSTRS and TRS systems (25.1% and 29% respectively).

- Bill expressed his desire as Chapter president to make a personal statement to the campus community regarding the "Dube Affair." The Board instructed him to make it clear that the views put forth were his own alone.

- Topics for the agenda of the next Labor/Management meeting were discussed, including the negative impact of certain job descriptions on older candidates (brought to the attention of the Board by Florence Landon), the need for minimal working conditions and a mechanism for excusing employees who cannot work because of the lack of an adequate working environment, and the continuing personnel problems in the Department of Residence Life.

December 13

- The Provost's Office recently issued a memo on sabbatical leaves which speaks of the faculty member's "explicit obligation

to return" to the university and requires him or her to sign a statement agreeing to do so or pay the university any money earned while on leave. The memo says nothing about leaves for Professionals. Our contract has a section on sabbatical leaves

- William Fox reported that the Arts and Sciences Senate recently voted that all requests soliciting letters for promotion and tenure files must ask the respondent to indicate whether the candidate can or cannot see the response. The Provost's Office recently issued a similar ruling.

- Bill Wiesner reiterated the need to rejuvenate the department representative system, in order to get important information to the membership.

- The subject of racial tensions on campus and the potential role of the union in helping alleviate them was discussed in great detail. In regard to the "Dube Affair," the actions of the Black Faculty and Staff Association, the Senate, and the administration were all mentioned. The Board voted to appoint an ad hoc committee charged with the task of developing a program to educate the campus on "racism" in its widest sense.

- Richie Baron summarized grievances in progress.

- Bill mentioned his concern that there may be an increasing tendency on part of supervisors to force an employee to file a formal grievance immediately, instead of trying to resolve the problem informally first. This matter will be raised in future labor/management meetings.

January 24

- Sandy Burner gave a treasurer's report. Since we have not yet gotten our February allocation, we will have to ask the central office to cover the Gestatner repair bill for now. The fall dinner-dance cost the chapter \$749.00.

- In light of the passing of Professor Edward County, the Board discussed appropriate use of Sunshine Fund monies. It was agreed to make a contribution to a charity of choice in his name. Retirements and illness would be other instances when the fund will be used. We must rely on department representatives to bring

to the Board's attention appropriate recipients.

- Professor Dube's tenure decision will be held up for one year, at the agreement of all parties involved. If such a decision were made now, no matter what the outcome it would not be based on his work.

- The chapter cannot afford right now to make a donation to the Campus Women's Safety Committee for their second conference, however, the Board agreed to provide publicity in the newsletter.

- The Board asked that the newsletter resume listing local businesses giving discounts to UUP members. Nancy will assist in updating and enlarging last year's list.

- Richie Baron summarized grievances in progress. There is some concern over the apparent attitude of a personnel department staff member, who has stated that he is "management's representative" while serving on hearing boards.

- Bill would like to see the chapter's constitution reviewed, with the addition of committee chairs to the Board and other changes.

- A call for matters for the next Labor/Management meeting agenda brought up more snowplowing of parking lots and increased ticketing of illegally parked cars.

- The Neville Committee has been appointed as a result of the "Dube Affair." Bill believes the one-day program they are developing is not sufficient to address the problems of bigotry on this campus.

- Bill brought up the possibility of proposing a joint University Senate/UUP political action committee.

NEW EMPLOYEES: DON'T DELAY IN SIGNING UP FOR YOUR HEALTH AND RETIREMENT BENEFITS. ACTING QUICKLY WILL GIVE YOU MORE OPTIONS TO CHOOSE FROM.

NEWS BRIEFS



-- The 1984 Tax Guide for College Teachers and other College Personnel is available for use in the UUP office, 104 Old Chemistry.

-- The UUP office now has a list of all NPA (National Prescription Administrators, Inc.) participating pharmacies in the tri-state area which will accept our new PEBF prescription cards.

-- Last Fall's raffle raised \$107 for the Chapter Sunshine Fund.

Check Your Personnel File Now

Every employee has the right to see his or her personnel file. Ask a friend to accompany you, and do it now.

When you make the request to see your file, the college will prepare a log of its contents. You should examine this log for completeness and accuracy, and then sign off. The log becomes part of your file.

You also have the right to get copies of anything in your file (except statements solicited in connection with your appointment, evaluation, reappointment or promotion - these you cannot see).

Remember that unsolicited, unsigned and inappropriate materials can and do find their way into personnel files. They can prove detrimental to you later on.

Labor and Management Meet

The following subjects were discussed at the December 19 Labor Management meeting. Complete minutes are available in the UUP office.

1- There was no new information on the matter of turnover in the Department of Residence Life. A report from Administration is due in January.

2- President Marburger presented information on new criteria for promotion and permanent appointment for professionals, and said that Insight had incorrectly announced them as being in effect. Bill Wiesner responded that since several professionals had been judged by these criteria, he regarded them as being in effect.

3- The union objects to the contracting out of computer repair when university personnel can perform this work. President Marburger agreed that this could be damaging to members of the bargaining unit. Bill suggested that the fiscal impact of these contracts be taken into account in budget discussions.

4- Regarding the 162 lines we've lost this fiscal year, President Marburger said they would include positions in University Hospital, HSC, and the Provost's office, and that department heads have prepared impact statements should these losses become reality. The Union will be kept informed.

5- Mail renewal of parking garage permits is pending.

6- Guidelines and dates for dispensing discretionary monies will be forthcoming.

7- Administration will continue to advise the Union of any movement of staff members from UUP to Management Confidential positions (or vice versa).

8- Certain sabbatical policies need clarification in the contract, according to Bill Wiesner. President Marburger said that in event of the death of an employee, his or her estate is not responsible for paying back salary earned while on sabbatical. He also stated that he prefers to maintain personal control of any decision concerning pay-backs. Bill Fox spoke in favor of retaining current mechanisms for granting exceptions. The Union was encouraged to continue formulating suggestions for revising the faculty handbook.

9- Regarding the status of the Africana Studies Department and the "Dube Affair", President Marburger emphasized that the program is in no danger of being disbanded. He was also critical of the Political Science Department's decision to discontinue crosslisting Professor Dube's course. All departments and programs offering only undergraduate degrees, including AFS, are to be reviewed this Spring. Finally the Neville Committee will plan conferences on issues such as racism and Zionism in the future.

LOOKING AHEAD - This month:

February 21	(T)	Executive Board Meeting, UUP Office, 4:00 PM
February 23	(Th)	Affirmative Action Committee, UUP Office, 12:00 noon
February 28	(T)	Labor Management Meeting, President's Office, 10:00 am

MARCH

March 6	(T)	Executive Board Meeting, UUP Office, 4:00 PM
March 9	(F)	Spring Recess Begins
March 19	(M)	Classes Resume
March 20	(T)	Labor Management Meeting, President's Office, 3:30 PM

CONFERENCE ON ACADEMIC UNIONISM

SPONSORED BY:



**United University
Professions**

Speakers will include:

Sheila Slaughter AFT history, 1918-1941
Judith Wishnia Academic Unionism in France
Barbara Andrews Problems of Part-timers
Speaker Pending Problems of NTP's
Janet Zandy Problems of Adjuncts
Ernest Benjamin Academic Unionism
Rawle Farley Union Goals and University Objectives
Commentators and Panelists

For further information write:

P. Diesing
685 Baldy Hall
Amherst, N.Y. 14266
(716)636-2251

SUNY-BUFFALO

APRIL 13-14

Friday 2:00PM-Saturday 3:00PM

KIVA - BALDY HALL

discounts available

These local businesses offer discounts to UUP members. Be sure to present your 1983-84 membership card when patronizing them.

- * Brookhaven Chiropractic Center
191 Norwood Avenue
Port Jefferson Station, NY
473-8711
(Major Medical Plan accepted as full payment for services rendered).
- * Calcutt Beauty Salon
Cedar Street and Route 25A
Stony Brook, NY
751-1112
OR
Student Union Building
751-7737
(10% discount on all services)
- * Cheese N Stuff
Route 25A
Setauket, NY
751-7204
(10% discount)
- * Curtain Fair
550 Jefferson Shop. Plaza
Port Jefferson Station, NY
473-2277
(10% off purchase)
- * Davis Optical Center, Inc.
300 Old Country Road
Mineola, NY
741-2020
OR
110 E. Main Street
Smithtown, NY
265-4700
(Group vision fee schedule)
- * East Setauket Liquors
4082 Nesconset Hwy.
(Walbaum's Shop. Center)
East Setauket, NY
928-4455
(15% off any bottle of wine;
20% off any case of wine-
may be mixed, same size bottles
except sale items)
- * Eyeglass Service Industries, Inc.
469 Sunrise Highway
Lynbrook, NY
599-1135
(25% off purchase. Call for
location closest to you).
- * Goodyear
4915 Nesconset Highway
Port Jefferson Station, NY
928-0700
(10% discount on tires and
service unless specially priced).
- * Ionion Pizza
229 Middle Country Road
Selden Plaza Shopping Center
698-2880
(10% discount on dinner for two)
- * Long Island Vision and Contact Lens Center
Route 25A and Old Town Road
Setauket, NY
751-6655
(20% discount on all services)
- * Martin-Coin Cleaners
Rt. 25A (Finast Shop. Center)
Setauket, NY
751-9814
(10% discount)
- * Mary Kay Cosmetics
20 Oak Place
Selden, NY
698-5540
(Call Christine Mongiordo. 10%
discount on any purchase).
- * Neil's NY Nautilus Inc II
5026 Nesconset Hwy
East Setauket, NY
928-6633
(30% off regular membership prices)
- * Port Jefferson Chiropractic Office
713 Main Street
Port Jefferson, NY
331-1010
(Insurance accepted as full payment)
- * Potelli's
Old Town Road
Setauket, NY
751-2988
(10% off on dinners)
- * Stony Brook Beverage Co. Inc.
710 Route 25A
Stony Brook, NY
941-4545
(10% off on any purchase)
- * Three Village Camera
1070 Middle Country Road
Selden, NY
OR
346-74 Route 25A
Rocky Point, NY
OR
376 Village Plaza
Setauket, NY
(10% discount off all film
and darkroom supplies)
- * Richard Trachtman Ph. D., C.S.W.
108 Terryville Road
Port Jefferson Station, NY
928-1454
Psycho therapy and counseling
services for adults, adolescents,
children, couples and families.
(free initial consultation with
this ad and union card. 80%
coverage by Statewide Health
Plan)

Many other discounts are available through NYSUT. Call 516/488-3268.