

# Insight

State University of New York at Stony Brook  
Stony Brook, N.Y. 11794-3475

OCTOBER/NOVEMBER 1984 ISSUE



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

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Alvira Vanderpool

## Officers

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

Field Rep.....  
Dawn Hopkins (516) 273-8822

## Delegates

Professional  
Sandra Burner  
Charles Hansen  
Richard Solo  
Margaret Sullivan  
William Wiesner  
Academic  
Frank Erk  
Thomas Liao  
Carl Moos  
Aaron Godfrey  
Theodore Goldfarb  
Hanan Selvin  
Judith Wishnia  
Michael Zweig

## Committee Chairs

Legislative Action.....  
Theresa Clark

Election.....  
Rhoda Selvin, Francis Bonner

Social.....  
Marianne Porpora

Affirmative Action.....  
Peter Burke, Jr.

Public Relations.....  
Renee Filiatrault

## **President's Message**

This month the union has been active in several areas. We considered candidates for elective office and endorsed those we felt would best serve the university and surrounding communities. We were busy insuring the rights of both teaching and non-teaching professionals at various mechanisms available to us, e.g., labor management meetings, informal discussions between complainants, and the grievance procedure. We consulted with individuals from the Town of Brookhaven about ways to reduce traffic on Stony Brook Road. I promised the Town that the campus community would make a good faith effort to use Nicholls Road, which is a state road with 55 mph speed limit, whenever possible in order to reduce traffic on Stony Brook Road, which is a town road with a 30 mph speed limit.

We will be keeping you informed as to the progress being made at upcoming contract negotiations, in particular our health care benefits. Of particular interest is the sunset provision on the mental health care aspect of the statewide plan. On January 1st, mental health care will revert back to the level of support we had 3 years ago. The union has been unsuccessful in its efforts to maintain the current level or at least find some middle ground.

I urge you to write or call your local state legislators, the governor's office expressing your feelings on this issue. Call Sandy Burner, Mike Zweig or myself if you want further information.

The satisfactory performance of the union as a representative structure for professionals depends on the department representative system. We will be organizing this structure during the next few months. We will also be scheduling training sessions.

Bill Wiesner,  
President

## Our Union Our Professionalism

Charles C. Hansen  
V.P. for Professionals

Another academic year is upon us and our bond as a union family is growing stronger. We, as union people, have banded together and through our union have developed a means of recourse. Recourse is the key to our success! It takes on many issues and is the strength of our contract.

We still have a long road ahead of us to attain the ideal contract. Our union will be entering into a period of negotiation. The needs of professionals must be heard by those who sit at these negotiations. We should not allow those who do the negotiating to say, "Well, we gave you the opportunity to express your opinion and you did not do so." Don't talk to yourselves about issues that you feel are important to our well being. Call or write your representatives and let them know what you feel are important issues that should be negotiated. You are the union. If you feel there are inequities, speak up - get involved.

New people are needed in the union - volunteer! You will be surprised and elated when you realize that your input has in some way made an impact. It is with your input that we can succeed in doing those things that we just dream of today. It is your union, your dues, your career and our university. Putting all of these things together we can only succeed. So once again, join those that are working to achieve the goals set down by US.

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### Calendar

#### Executive Board Meetings

November 13th - 3:30 UUP Off.  
December 4th - 3:30 UUP Off.

#### Labor Management Meetings

November 20th - 3:00 Pres. Off.  
December 10th - 3:00 Pres. Off.

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## Benefits Information for Members

NEW HIRES. New employees who will be eligible for enrollment in the State Health Ins. Prog. should file as soon as possible with UUP/Public Employees Benefit Fund. This will register them for dental and prescription drug coverage as soon as they satisfy, if required, any waiting period. Enrollment cards are available in UUP office.

CAR RENTAL. AFT flat unlimited mileage rate available with Nat'l Car Rental. Check it out!

MORTGAGE LIFE INSURANCE. UUP members have reported substantial savings in substituting either AFT or NYSUT endorsed group term life insurance to replace the life insurance sold by their bank. Check it out with Stanley Wojtowicz, Albany UUP Benefits Specialist 800-342-4206. Also, check your life insurance beneficiary name. Is it accurate? See form on back page.

"READY OR NOT" RETIREMENT PROGRAM. Contact S. Wojtowicz if you're interested in being trained to fill one of 6 places reserved in a class of 25 UUP faculty/staff to present NYSUT "Ready or Not" pre-retirement program. Reasonable room and board and transportation costs provided by NYSUT. Once trained, a facilitator presents program at their and nearby campus receiving a \$200 stipend each time "Ready or Not" is presented.

ENHANCED EARLY RETIREMENT. Both houses of N.Y. State Legislature passed similar bills concerning early retirement for SUNY employees:

Eligible employees must file intention for early retirement prior to Dec. 1, 1984, with the Personnel Office. This intention may be revoked up to Dec. 1, 1984.

One may elect retirement to begin on or after June 1, 1985, until Sept. 1, 1985.

SUNY employees in TRS or TIAA-CREF, who are 55 or older on June 1, 1984, are eligible, provided they are in paid service between June 1, 1984 and May 31, 1985.

SICK LEAVE AND HEALTH INSURANCE CREDIT.

According to the New York State Department of Civil Service - Employee Insurance Section, your agency reports the total dollar value of your sick leave credit to the Employee Insurance Section at the time of your retirement. This Employee Insurance Section then determines the monthly actuarial value of your sick leave. The monthly actuarial value of sick leave is then used to pay, or help pay, for your share of the health insurance cost. Shortly after retiring, you will receive a letter containing information about the cost of your health insurance and the monthly actuarial value of your sick leave.

To be eligible to use sick leave at the time of retirement, you must be eligible to accumulate sick leave as a State employee. Only your employing agency can inform you if you meet the sick leave eligibility requirements.

Once the monthly actuarial value of a retiree's sick leave is established, that monthly value will continue for as long as the retiree lives.

The monthly actuarial value of sick leave ceases when the retiree dies. It cannot be used to pay for dependent survivor coverage.

The State of New York pays 100% of the cost of Individual Statewide coverage for enrollees who retired prior to January 1, 1983. The State pays 90% of the cost of the same coverage for enrollees who retire after January 1, 1983. For both groups, the State pays 75% of the additional cost of family coverage. In all cases, the State contributes the same dollar amount toward the cost of either the GHI option or one of the HMO options. The difference between the State's contribution and the total cost of coverage is paid by the enrollee. The actuarial value of sick leave pays part or all of this amount.

NEW YORK STATE EMPLOYEE BLOOD PROGRAM

FACTS CONCERNING THE NYS EMPLOYEE BLOOD PROGRAM - DID YOU KNOW THAT .....

- .....anyone 17 years to 66 years of age, weighing at least 110 lbs., may be eligible to donate.
- .....only 15% of N.Y.S. employees are now donating blood; many more are really needed.
- .....the State Employee Blood Program protects the employee, the spouse, any unmarried dependent children, and the parents and grandparents of both the employee and the spouse.
- .....the State Employee Blood Program covers the employee and his dependents in almost any hospital in the United States, Puerto Rico, and Canada.
- .....the State Employee Blood Program provides unlimited supplies of cost free blood and blood products for the employee and his dependents.
- .....the State health insurance program pays blood processing fees for any enrollee and his dependents who are covered under the State health insurance program.
- .....retired employees are eligible to receive full benefits.

For more information write or call, Blood Program Administration Office, Civil Service Department, State Campus, Albany, New York 12239, area code 518, 457-1289, or Hauppauge State Office Building, Veterans Highway, Hauppauge, N.Y. 11788, area code 516, 979-5238.

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Interested in working on the following committee (s) ?

- Membership ( )
- Public Relations ( )
- Social Activities ( )
- Newsletter ( )
- Legislative Action ( )
- Affirmative Action ( )

Send to: UUP, 104 Old Chem, Stony Brook.

## Executive Board Meetings

### Executive Board Meetings

August 24th

- H. Selvin's research proposal (why students choose or do not choose Stony Brook) will be a Labor Management item.
- Harassment by employees by other members of bargaining unit will be brought up at Labor Management.
- Early retirement bill passed. (See Benefits column).
- C. Hansen will represent UUP Stony Brook Chapter at L.I. Federation of Labor.
- Campus Labor Council comprised of all union presidents on campus. Campus-wide items should be brought to attention of Exec. Council for possible action by committee.
- Opening for candidate on NTP promotion review panel. Nominations go to Bill Fox. Entire Exec. Board is up for election in Spring. We need Elections Committee in Fall also there will be a vote to amend constitutional by-laws.
- J. Rosenthal (Uni. Senate) proposal for faculty/staff ombudsman to screen proposals concerning faculty and staff will be supported.
- Computer and word processor purchase proposed.

September 18th

- W. Wiesner suggested sending letter to Albany legislature to extend the December "window" period for early retirement.
- C. Hansen and D. Killoran will represent UUP campus unit at L.I. Federation of Labor.

- N. Drescher looking for volunteers for job sharing project. Contact UUP office if interested.
- A UUP departmental representative training session was proposed (2-3 hrs.) - to assist in organizing dept. rep. structure.
- J. Krause will be contacted to determine if services are provided for state employees who do receive tenure and are terminated. It was felt that Psychological Counselling services should be available for those employees, and Quality of Life funds could be well-employed in that regard.
- UUP should support graduate student effort to unionize.
- Lynn King Morris will attend town board meeting to present UUP position that Stony Brook Road entrance to campus remain open.

October 9th

- UUP opposes ban proposed by University for limiting access to Stony Brook Road -- no left turn out of "P" lot onto Loop Rd.
- Grievance filed regarding fee for 3-year vehicle registration sticker.
- Up-to-date UUP membership list being prepared.
- 8 members attended Delegate Assembly where issues discussed involved election procedures for UUP president, psychological care coverage and grad. student unionization.
- New management policy on professional employee performance review that is being drawn-up was discussed. It will be officially reviewed by union when it is implemented.
- Funds will be requested from administration for H. Selvin's proposal for a survey of Stony Brook area high schools students and the correlation of their enrollment or non-enrollment at the University.

## Labor and Management Meetings

August 28th

Employee harassment in Physics Dept. to be resolved by President and Provost.

Proposal for UUP social affair to be held in conjunction with faculty and prof. award ceremonies in Spring to be studied.

Ombudsman - Pres. Marburger not enthusiastic about proposal in its present form, although he supported and encouraged Senate's projects. UUP would support Ombudsman if function has referral service not problem solver.

Pres. Marburger will make formal response regarding safety in SINC areas.

Purchase of 6 month parking tags for parking garages will soon be available. Nuala Drescher will look into possibility of Dorm Authority handling garages.

The cement pilings erected at campus exits are dangerous for bicyclists and runners - reflectors and warning signs should be provided. Pres. Marburger will look into this safety hazard.

October 10th

H. Selvin's proposal. Because funds are limited for such projects, J. Marburger would like to deal with this proposal through the Admissions Office. He referred Professor Selvin to F. Preston, V.P. for Student Affairs.

Faculty Counseling. A pilot project is planned to provide faculty counseling for faculty members who have not received tenure.

Vehicle Registration Fee. C. Hanes defended the three-year registration period and registration fee.

W. Wiesner complained that UUP was not properly consulted about the fee and its implementation.

J. Marburger responded that a good faith effort had been made to communicate with UUP regarding this issue. He agreed, however, that the three-year registration period would encourage more unauthorized cars on campus and suggested that terminated employees be required to surrender their stickers.

J. Marburger said he knew of no new developments regarding this issue.

Access to campus. W. Wiesner argued that this issue should be included in the negotiations regarding conditions that effect SUSB workers, and should include the Labor Council which is being formed.

J. Marburger welcomes union support.

UUP is concerned that the Grumman contract could lead to the loss of campus lines. UUP believes that some of that work can be done by personnel in this bargaining unit.

C. Hanes assured the union that there is no intention to replace people in the bargaining unit.

J. Marburger agreed to have a social security rep. at the retirement seminar on October 25th.

W. Wiesner seeking management support to get Veteran's Day back as an official holiday.

J. Marburger wants all campus unions to have the same holiday schedule. He supports the union's attempt to fight present policy with the SUNY administration.

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### Editor's Jottings

Local businesses offer discounts to UUP members. List is available in UUP office. Check with Kathy Apolito. Kathy is the new UUP secretary. Stop by and say, "Hello."

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# JOIN UUP NOW!

RETURN TO UUP OLD CHEM, ROOM 104.

MEMBERSHIP APPLICATION

Date

Signature

Last Name	First Name	Initial	Position Title	Social Security No.
Street Address	City, State, Zip	Line No.	Campus	Department

### Payroll Deduction Authority for UUP Membership

TO THE COMPTROLLER OF THE STATE OF NEW YORK

I am a member of or apply herewith for membership in United University Professions of the State University of New York, and HEREBY AUTHORIZE YOU to deduct from my salary and to pay over to United University Professions on a biweekly basis the amount of \$..... to pay for my dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize the United University Professions to act as my exclusive representative for the purposes of collective bargaining and in the administration of grievances. I understand that this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

← **BE SURE YOU HAVE SIGNED THIS CARD And Mail To UUP, 159 Wolf Road, Albany, N.Y. 12205**

Annual membership dues in United University Professions are one percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine tenths of one percent for employees below the minimum salary negotiated for the bargaining unit; to a maximum of \$486. Biweekly UUP dues deduction can be computed by dividing total yearly UUP dues by 21 or 26 depending on employee's schedule.

### BENEFICIARY CARD

### UNITED UNIVERSITY PROFESSIONS GROUP LIFE INSURANCE PROGRAM

FULL NAME OF MEMBER (LAST NAME FIRST)	<input type="checkbox"/> MALE <input type="checkbox"/> FEMALE	DATE OF BIRTH	SOCIAL SECURITY NO. OF MEMBER
FULL NAME OF BENEFICIARY (LAST NAME FIRST)	RELATIONSHIP	MEMBER'S CAMPUS	
SOCIAL SECURITY NO. OF BENEFICIARY			

SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

**RETURN TO:  
UUP  
159 WOLF ROAD  
ALBANY, NEW YORK 12205**

ADDRESS \_\_\_\_\_

CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_