

UUP InSight

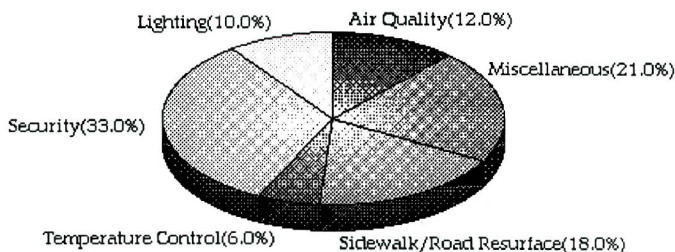
Newsletter of the
Stony Brook Chapter of
United University
Professionals
December, 1990
Issue #2

UPDATE: Health and Safety Survey

Earlier this year the UUP Health and Safety Committee sent out a questionnaire to the UUP membership asking them to report their workplace problems at Stony Brook. We received approximately one hundred responses. We have tabulated the overall data in terms of the percentage of problems by category and building.

Many of the problems seem to require immediate

1990 UUP Safety Survey Results (response percentages by topic)



Miscellaneous items include (in descending order): Building problems, water leaks, pollution, asbestos, accident hazards, toxic fumes, safety equipment, smoking, drinking water, AIDS exposure, pigeons.

attention (inadequate building and campus security at night, danger of electrical shock, danger of impingement on an entrance gate, a railing which does not protect children from falling, fungal contamination of the air, poor security due to broken locks, a dangerous area of campus because of inadequate outside lighting or other hazards, etc.) Many other problems seem to be chronic and dangerous to the health of the respondents (air pollution, use of asbestos gloves, icy conditions by certain building entrances, inadequate air circulation of the library particularly on Friday afternoons, poor temperature control, pedestrian safety and cars on campus walkways).

We have passed on the complaints (the names have been removed) to the Vice President of Campus Services and Campus Operations (Harry Snoreck). At this time, most of the problems have been addressed by Environmental Health and Safety. If you feel that a problem has not been resolved, please contact the appropriate office listed, or contact the UUP office at 2-6570 and leave a message for the safety committee so that we may take up the issue at a Labor Management Meeting. Thank you.

Offices to Contact:

Telephone numbers for various facilities and services organizations:

Public Safety (Rich Young):

Administration – 2-6350
Emergency – 333

Physical Plant:

East -

Admin. – 4-1515
Emergency – 4-2400

West (Chris Brennan) -

Admin. – 2 -6990
Emergency – 2-6400

Environmental Health & Safety (George Marshall):

Admin. – 2-6410
Emergency – 333

General Facilities (Al Ingle):

Operations Information -
Office of Asst. VP – 2-6430

Mandatory Retirement Outlawed For Higher Public Education

This summer, lawmakers passed long-sought legislation that extends protection from mandatory retirement to faculty and professional staff in public institutions of higher education. The law (Chapter 483) became effective immediately after the Governor signed it on July 18th. Ending this form of age discrimination against our members has been part of UUP's Legislative Program for several years. Prior to passage of this law, tenured employees at institutions of higher education were one of the small number of citizens not protected against age discrimination in New York State. Now no SUNY or CUNY employee can be fired solely for reaching his or her seventieth birthday.

Membership Update

As a member-based organization, UUP needs to know what is on the minds of people reviewing their professional lives, the terms and conditions under which they work, the ways those conditions might be improved. Remember, though, if you are not a member, the opportunity to participate in this review will not be yours. Remember this too: Our membership figures are important. The State can compare, every other week, the numbers of UUP members and agency-fee payers in our unit. It does. In the distant past the State has claimed across the bargaining table that we were not truly representative of our constituency. Not any more. UUP members now comprise 83.5% of our unit. Needless to say, the higher our membership, the easier the State--and the easier our work of improving the lot of all bargaining-unit members.

- Ed Alfonsin

What is your membership status in UUP?

If you don't know, check your pay stub. Members are 222 on the Other Deductions entry. 215 denotes inclusion in UUP benefits. There are just two differences between 222's and

215s: 1) 222s have 'signed on' - joined the union - and 2) they can participate in developing our proposals or vote on the agreement we offer.

Tiers III and IV TIAA/CREF Contributions

The UUP Administrative Office has been notified that all technical procedures have been completed to implement the 3% mandatory employee contribution to TIAA/Cref on a pre-tax basis. This affects members in Tiers III and IV. The change, effective as of September 12, 1990, should be automatic and not require the individual to sign an individual salary reduction agreement. This would result in more take-home pay.

United University Professions Chapter Expenditure Report

For the period covering 9/1/89 to 8/31/90

Chapter Name: Stony Brook Main Campus

Balance as of 9/1/89 Beginning of Fiscal Year 4736.40 (A)

RECEIPTS:

| | | |
|---------------------------------------|---------|-----------------|
| 1) September Transmittal | 3807.04 | |
| 2) January Transmittal | 5840.00 | |
| 3) April Transmittal | 3717.50 | |
| 4) Extra Transmittal - summer stipend | 6292.00 | |
| 5) Interest Earned | 217.95 | |
| 6) Reimbursement - UUP | | |
| 7) Reimbursement - NYSUT | | |
| 8) Reimbursement - Membership | 1300.00 | |
| 9) Other (explain below) | 159.28 | |
| | | 21333.77+ |
| Total Available | | 26070.17 |

EXPENDITURES:

| | | |
|----------------------------|---------|-----------------|
| 10) Membership Meetings | 6117.50 | |
| 11) Executive Board | 1502.90 | |
| 12) Legislative | 60.00 | |
| 13) Grievance | | |
| 14) Office | 3259.27 | |
| 15) Duplicating | | |
| 16) Printing | 1009.73 | |
| 17) Phone | | |
| 18) Postage | | |
| 19) Bank Charges | | |
| 20) Temporary Help | | |
| 21) Chapter Workshops | 680.35 | |
| 22) Rent | | |
| 23) Furniture/Equipment | | |
| 24) Other (B) | 871.88 | |
| Total Expenditures | | 13501.63 |
| New Balance on Hand | | 12568.54 |

Remarks: line 9: \$120. exchange check for EB dinner, 539.28 reimbursement for printing (Aetna) mailing

(A) Balance is to include all cash available (petty cash, savings accounts, checking account, interest, etc). Ending balance comprised of:

- Petty Cash
- Savings Account
- Checking Account
- Other (describe)

UUP and GOER To Resolve Salary Disparity Dispute

Deciding how to distribute \$3 million in salary disparity funds earmarked in our 1985-88 agreement (Article 21) is something UUP will be doing without SUNY, thanks to an "escape hatch" agreement negotiated with the state.

The salary disparity matter - the subject of endless negotiations with SUNY - will now be resolved by UUP President John Reilly and Elizabeth Moore, director of the Governor's Office of Employee Relations (GOER). UUP recently exercised its option to move the entire matter out of SUNY's hands following repeated delaying tactics, withdrawal of earlier settlements and assorted "dilatatory maneuvers," according to Reilly.

"We stuck with the SUNY talks, despite their snail's pace, because we were determined to get as much information as possible to help our negotiations effort. Unlike SUNY, we also happen to believe in the labor-management process," he said.

In fact, the series of frustrating talks did yield key information on women and academics that will prove useful to the union's future actions, Reilly noted.

Disparity funds for longevity and equity remain UUP's goal as it moves into a new round of talks with GOER, he emphasized.

Insight is published during the academic year by the Stony Brook Chapter of the United University Professionals. Items for inclusion should be sent to the UUP office.

Officers

| | | |
|------------------------|------------------|-------------|
| President | Janet Steins |2-6571 |
| VP/Professional | Edward O'Connell |2-6410 |
| VP/Academic | | |
| Grievance Chairs/Prof. | Tom Kondakjian |2-8495 |
| | Lee Rosen |2-8042 |
| Grievance Chair/Acad. | William C. Fox |2-8278 |
| Secretary | Leisa Mazzaro |2-7155 |
| Treasurer | John Schmidt |2-7040 |

Committee Chairs

| | | |
|----------------------------|-----------------|---------------|
| Affirmative Action | | |
| Legislation | Bill Godfrey |2-6546 |
| Membership | Ed O'Connell |2-6410 |
| Social | Linda Plunkett |2-7132 |
| Health and Safety | | |
| Labor Relations Specialist | Bonnie Beck |2-6570 |
| | |273-8822 |
| Executive Editor | Roxanna Herrick |2-7109 |
| Editor | Jo Weitzner |2-6570 |

UUP Chapter Office • Old Chemistry 104 • 632-6570
 open daily 9 am – 1 pm
 The Stony Brook Chapter Executive Board meets on Thursday at 10 am. All Executive Board meetings are open to the membership. Please feel free to attend.
 UUP is affiliated with NYSUT and AFT. (Local 2190)