

## **A message from John P. Schmidt Chapter President**

Dear Colleagues:

It is with equal parts enthusiasm and optimism that I introduce this edition of *InSight* and myself as your new Chapter President. Thirty-three years ago I walked into the Melville Library as a summer employee. At that time, the entire campus administration was housed in the Library. G and H were the only campus dormitories and the Research Foundation staff totalled two FTE. Obviously I have witnessed major changes at this university; many of which have been positive and long-standing, and many have brought this institution to its current status as one of the top ranked public universities in the country. This was made possible by the hard work and dedication of you, our faculty and professional staff.

My commitment to SUNY goes beyond my employment history. I earned my graduate degree at Stony Brook. My wife (whom I met in Stony Brook's faculty-staff bowling league) has held a number of positions on campus since 1969. My daughter graduated from SUNY Binghamton and is currently doing graduate work at Stony Brook. My son is a junior at SUNY Albany.

As this message is being written, UUP members are voting on a collective bargaining agreement that will be in effect for the next four years. In my opinion, it is a good contract. With it, I am assured that change, positive change, can and will continue to take place at Stony Brook. It is with that perspective that I ran for Chapter office.

I am grateful for the votes cast in my favor, yet I am concerned and bewildered that I ran unopposed, and that so many of our members failed to participate in this most basic privilege. Somewhere along the way I will be coming to each of you for help to try to change this. With a membership approaching 1,500 Chapter decision-making has typically been entrusted to a small percentage of that number. The decisions involve agenda setting that pertains to campus issues and your dues and the manner in which they are expended locally and within the larger state-wide structure.

As your Chapter president, I offer my services to you in any matter of concern that impacts the terms and conditions of employment. I pledge to work hard here in the Chapter, in Albany and around the State. My primary goal for the next two years is to bring more of the membership together, particularly with respect to campus life. It is my intent to personally visit each department/program to hear first-hand your hopes, aspirations, and concerns about working at Stony Brook. At the same time I want to provide you with the details of the benefits, opportunities and responsibilities that UUP membership entails.

My vision for this Chapter includes effective utilization of the committees born of our contract and to which we join with campus management. It is my intent to focus on areas of mutual cooperation rather than confrontation. Concurrently, we will continue to vigorously defend the rights of each of our members.

I want to establish an ongoing UUP presence in the life of the campus.

Our day to day work deals with a wide array of issues and concerns. At the earliest possible date it is my intention to bring faculty and professional staff together to deal with the following:

1. Academic Concerns
2. Professional Concerns
3. Part-time Concerns
4. Affirmative Action and Diversity
5. Retirees Concerns
6. Technology Issues
7. Parking Sufficiency and Enforcement
8. Social Functions
9. Health & Safety
10. Community Outreach

Volunteers for any of these assignments are particularly welcome (I can be reached at 2-6570 or at [John.Schmidt@sunysb.edu](mailto:John.Schmidt@sunysb.edu) or at the Chapter Office Rm 104 Old Chemistry bldg). These committees will have a specific charge and their members will serve for a particular period (probably two years). No one will have to wonder what it is they are going to do or how long they will be expected to serve.

Over the next two years my efforts on your behalf will be ably assisted by your other Chapter Officers. Our Vice President's are Michael Zweig (Academics) and Ed Quinn (Professionals). Their introductory messages are also included in this newsletter. The Chapter Secretary is Stephen Larese and the Treasurer is Sally La Forte. Grievance Chairs are Joel Rosenthal (Academics) and Jose Feliciano (Professionals). The Labor Relations Specialist assigned by NYSUT to Stony Brook is Bonnie Beck. Our



Chapter's office staff assistant is Willa Smith. This group represents many years of UUP service in a variety of term and ad hoc roles.

As one of the three largest UUP Chapters in the State, our actions (and inactions) are viewed by our faculty and professional colleagues throughout New York. We have a tremendous opportunity to influence the decisions that affect us individually and that ultimately affect public higher education. To date, the opportunity has not been fully utilized.

Your union and its Chapter leaders are here to serve you. In return, we seek your cooperation and some of your time and knowledge in making Stony Brook and New York State a better place to work and live.

In closing this first message, I want to especially acknowledge the hard work of the individuals who preceded the current Chapter administration, particularly those officers who have stepped down. Bill Godfrey, Evert Volkorsz, Chuck Wrigley and Judy Wishnia worked tirelessly on your behalf, too often shielded from the public eye. Our thanks to all of them!

I hope that you will contact us. More than that, I hope that you will come on board to make our Chapter run better, perform more efficiently and, most important, to be more representative of Stony Brook's faculty and professional staff!



### PDQWL AWARDS

At this time, the status of the PDQWL award program is contingent upon the ratification of the new UUP contract. Until and unless the contract is ratified by our membership, we will not receive any specific information in regards to timeframes, award allocations and application procedures.

If the contract is ratified, a statewide committee will commence to discuss the award parameters, after which time the membership will be notified of the program parameters.

### DSI

Human Resources Staff have informed us that the recommendations for Discretionary Salary Increases are to be submitted to the Budget Department by October 8, 1999. The increases, retroactive to July 1, 1999, are expected to be included in the pay period of November 24, 1999.

## Defensive Driving Course



We are once again offering a NYSUT sponsored Defensive Driving Course.

**DATE:** Tuesday, October 26, 1999 and  
Wednesday, October 27, 1999

**TIME:** 6:00pm to 9:00pm

**COST:** \$15

**WHO:** Open to all UUP members and their immediate family members

**WHERE:** Student Activity Center, Room 311

Payment must accompany registration requests.

Checks should be made payable to : NYSUT Benefit Trust

To register: Bring, or mail, registration fee to  
UUP office

104 Old Chemistry, Zip =3475

*Class size is limited. Don't be closed out. Register now!*

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		@notes.cc.sunysb.edu
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<b>Vice Presidents</b>		
<b>Professional</b>		
Ed Quinn	2-7275	equinn
<b>Academic</b>		
Michael Zweig	2-7536	mzweig
<b>Grievance Chairs</b>		
<b>Professional</b>		
Jose Feliciano	2-8069	jfeliciano
<b>Academic</b>		
Joel Rosenthal	2-7493	jrosenthal
<b>Treasurer</b>		
Sally LaForte	2-7129	slaforte
<b>Secretary</b>		
Steve Larese	2-7247	slarese
<b>Committee Chairs</b>		
<b>Membership</b>		
Ed O'Connell	2-9674	eocconnell
<b>VOTE/COPE</b>		
Ed Quinn	2-7275	equinn
<b>P/T Concerns</b>		
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<b>Labor Relations Specialist</b>		
Bornie A. Beck	273-8822 2-6570	uupbb@ uupmail.org
<b>UUP</b>		
Willa Smith	2-6570	wismith

UUP Chapter Office: 104 Old Chemistry  
632-6570

Fax: 632-6571

Email: uup@notes.cc.sunysb.edu

The Chapter office will be open daily from 9:00 to 3:00, Monday through Fridays. The Executive Board meets on alternate Thursdays at 12 noon, and members are encouraged to attend.



*A message from*  
**Michael Zweig**  
**Vice President for Academics**

*Not by Bread Alone*

Unless there is some huge surprise, the contract UUP has just negotiated will be approved overwhelmingly by the end of September. (If you haven't returned your ballot yet, please do so right away.) The contract is among the most important accomplishments of our union. It does more than stipulate our salaries and benefits (improved in each of the coming four years). The contract offers us protections from arbitrary discipline and provides mechanisms to resolve grievances we have when the administration treats us in ways that violate our rights and privileges as protected in the contract.

These are advantages every faculty member should know about. Take a few moments to look through the contract, at least to get familiar with what topics it covers and how it may serve you. (If you don't have a copy of the contract handy, stop by the UUP office in Old Chemistry and pick one up.)

But we do not live by bread alone. As academics, we have concerns for academic freedom. We prize the integrity of the University as a place where scholarship and learning are guided by professional standards, not political interference or economic coercion.

Our union is actively engaged throughout the SUNY system to protect the intellectual mission of the University, to resist political and economic pressures that would undermine our academic integrity. These activities are just as much a contribution to our work lives as the contract, and in many ways more important.

Here at Stony Brook, a number of your faculty colleagues from many departments are actively involved in making UUP better serve the material and intellectual needs of all our members. These are not easy tasks, as I am sure you can appreciate. I hope you will join your colleagues in one or another projects to make Stony Brook a better place to do our work.

Among other issues, we are now working with the University Senate to establish procedures for the Committee on Faculty Rights and Responsibilities. We are working to understand the scope, nature, and implications of the great increase in private funding for academic work now taking place, as State support dwindles. We would like to take up the issues of distance learning, as has been done by UUP on a number of other SUNY campuses.

If you have an interest in any of these things, or know other ways in which UUP can be helpful to the academic purposes we are all here to pursue, please contact me. I look forward to serving you, in part by welcoming you to any of the wide range of union activity that helps improve all our lives, and the University we are part of.

*A message from*  
**Ed Quinn**  
**Vice President for Professionals**

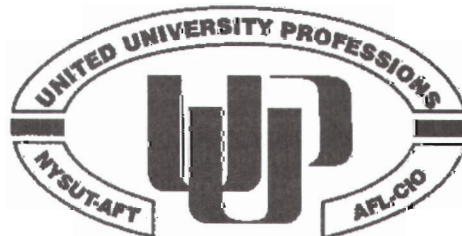
Two years ago I started as the Vice-President for Professionals at the Stony Brook Chapter. It is with enthusiasm and energy I accept and begin my second term in the position. I will continue efforts, which have been started, and look forward to implementing new ones with the help of other professionals on campus. We must continue to identify issues/concerns both here at Stony Brook and statewide. I will continue to advocate and push for the Professionals in both arenas. In order for me to accomplish this I need your input. What are your issues/concerns? What can the union do for you to assist with your career here at Stony Brook? How are we doing? If you are interested in becoming more active please let me know. There is a Professional Issues Committee on the campus, which usually meets once every four weeks for an hour.

As Professionals we should all have a current Performance Program and Evaluation on file. You should also have a personal copy of all of your Performance Programs and Evaluations. I can't stress enough the importance of these two documents. They are the heart of every Professional's job here on campus. These documents are needed for any promotional opportunities, any salary increases, and most importantly, to obtain permanent appointment. If you are not sure if you have a Performance Program ask your immediate supervisor, or you can review your personnel file at any time by calling Human Resources and setting up an appointment.

UUP is your union!! We are elected to represent you and your needs at both at the campus and the statewide level. Make sure you are a part of the union by voting. You must be a member in order to vote in any campus elections, on the contract, to participate on committees, and to have a real voice in your union. If you are not sure whether or not you are a member please call the UUP Office.

Finally, the newly negotiated tentative agreement is a positive direction for all UUPers. It is important that you return your ballot to vote on this tentative agreement. It may seem that times are good right now but we still need to stand together. There is definitely strength in numbers. The more people who vote on this contract ratification the better.

**AN INJURY TO ONE, IS AN INJURY TO ALL.**  
Thank you!





## New Professionals Luncheon

All new UUP Professionals (within the past year) are invited to attend a special gathering on:

**Thursday, September 23, 1999**

**12:30pm**

**Peace Center, Old Chemistry** (across from the UUP office)

*Network with colleagues,  
learn about Performance Programs & Evaluations,  
hear about what your Union can do for you!*

**Please RSVP @ (63)2-6570 by 9/21/99**

*(Pre-registration is required)*

**We hope to meet you there!**

## Treasurer's Report

*By Sally LaForte*

**Fiscal Year 9/1/98 - 8/31/99**

United University Professions

### CHAPTER EXPENDITURE REPORT

**Balance as of 9/1/98 4541.99**

#### RECEIPTS:

1. September Transmittal	3266.07
2. January Transmittal	3135.51
3. April Transmittal	7491.38
4. Extra Transmittal (Profesional Mtgs.)	1000.00
5. Extra Transmittal (Organizing Activities)	4700.00
6. Interest Earned	54.41
7. Other	
Bank error on Check 518	.04
Dinner Dance Checks	1960.00
Defensive Driving Course Rebate	36.00

**TOTAL AVAILABLE 27185.40**

#### EXPENDITURES:

1. Membership	8831.17
2. Executive Board	1168.94
3. Legislative	37.50
4. Grievance	
5. Office	1453.72
6. Printing	5791.41
7. Phone	1700.48
8. Postage	79.93
9. Bank Charges	21.00
10. Other	387.11

**TOTAL EXPENDITURE 19471.28**

**BALANCE FORWARD 7714.12**

## Oops!

It seems that sometimes in the haste to meet deadlines, mistakes occur. A recent invitation to a Division I Kickoff party indicated that it had received UUP sponsorship. Indeed, our Executive Board did discuss the issue, but could not justify the expenditure and declined the offer to co-sponsor the event. Unfortunately, the invitations had already been sent to the printer, and hence, we were listed erroneously as a co-sponsor...

## ARE YOU A MEMBER?

Check your paystub. If your dues are coded with 215, you ARE NOT a member. The member code is 222.

As of the close of the Spring Semester 1999, our Chapter's membership looked like this:

	Members			Total	Agency Fee Payers		
	FT	P/T	Ret.		F/T	P/T	Total
Acad.	525	147	58	730	184	131	315
Prof.	455	67	50	572	56	8	64
<b>TOTALS:</b>				<b>1302</b>			<b>379</b>

**MEMBERSHIP COUNTS!** Become a member now!

Membership grants you the right to vote on contract issues that affect your employment.

If you have any questions regarding membership, feel free to contact Ed O'Connell, Chapter Membership Chair, at (63)2-967



## Your Vote Counts!

Ballots for the proposed 1999-2003 Contract must be received by the American Arbitration Association

**no later than**

**September 27, 1999.**

The UUP Negotiations Team and Negotiations Committee, which had representation from every campus, overwhelmingly approved this proposed contract.

**PLEASE VOTE!**