



THE BRIDGES

*The Newsletter of
the Stony Brook HSC
Chapter of United
University
Professions
February 1997*

A message from the UUP Chapter President Edward Alleyne

Not since the industrial revolution has the world been consumed by a greater force than technology. Whether we are users or recipients of the advanced technology we cannot escape it; it has become part of our very existence in our personal and professional lives. This is the communication age through computers, electronic mail, show & tell, distance learning, with all its associated programming. For those UUP members who are involved in developing programs and other devices to facilitate distance learning, they must be aware that the increased use of technology reduces the need for personnel. As stated in the recent issue of the Voice, referencing a press release from SUNY Central: "SUNY's on-line degree program is a huge success, more courses planned for second year." It further stated that the SUNY learning network had generated such strong response, and had gone off so smoothly that the university would offer 14 courses in the fall and at least 18 in the spring. You must also be aware that UUP members are generating the programming and are flexible enough to support distance learning; but technology should not be used as a "cheap substitute for quality instruction. It should be incorporated as a mode of enriching the more traditional methods of instruction", Bill Scheuerman, UUP President said.

The unions concern as it relates to academic quality of distance learning shares equal weight with those of technology's impact on job security and intellectual property rights. For your protection as a UUP member you must be aware that the Taylor law regulations that apply to traditional assignments apply to distance learning as well. Those assignments must be written within the scope of duties the employee normally performs, Tony Wildman (Director of UUP/NYSUT Field Staff) points out. Clarification of who owns the intellectual property rights of the creative products of distance learning was answered by the SUNY Board of Trustees. "Ownership of copyrightable material-whether it be lecture notes, a book, tape or CD ROM rests with the faculty member. It is spelled out in

Article XI, Title J-2 of the board's policy manual and applies to materials produced for distance learning in the same way they apply to books and articles" as stated by Henry Steck, UUP Vice President for Academics. One word of caution, protect your copyrightable material.

Chapter Elections

by Lucille Protosow, Vice President (Professional)

This Spring our chapter will be conducting elections for officers and delegates for two year terms. This is an opportunity for the general UUP membership to voice their opinions, endorse, and/or call for a change in leadership. All of the chapter's officer positions and delegates to the membership of the statewide assembly are to be filled.

We encourage you to take an active interest in the upcoming elections by thinking about the issues that are important to you in these troubling times. Decide who you want to represent you on those issues, both locally, with the management of the UMC/HSC and at the statewide level.

We recommend that you support members who have played an active role in union business and who have had some experience and years of service in representing their peers at Stony Brook. Union activists who are department reps, who consistently inform their co-workers of current union issues, who regularly attend local and statewide meetings, and who demonstrate their commitment by volunteering, serving on committees, acting as legislative lobbyists, grievance reps, or members of the statewide contract negotiation team etc., are the people most familiar and equipped to appropriately represent you and your issues.

Of course, the elections are open to all members, and nominations submitted within the by-laws and policies are eligible to run for office. Our chapter elections are conducted by the UUP statewide Central Office, and all nominations and vote ballots are sent directly to you for tallying.

Many nominees will be campaigning this spring. You will need to examine their record of service to this chapter and their effectiveness as activists, and intelligently use your vote. As in other political elections, the worst thing you could do for yourself and your co-workers is not to vote at all. If you want change, than you must do something, such as supporting the candidate who best represents your issues and who is best suited to serve.

This is a call for nominations for the various offices to be filled. We are asking union members to declare their intentions to run for office. Some folks may form a political ticket, which can be split if the general membership votes to do so. We want to encourage the union representative body to express themselves and their platform ideas to the rest of the body. Everyone will then know the issues they are most concerned with and how they will represent those issues in their leadership roles.

Historically, chapter election responses and voting has not been in proportion with the number of Stony Brook UMC/HSC union members (approximately 2,200 plus members). Only a few hundred people return their ballots. Apathy is your own worst enemy in the work place, and you cannot blame anyone in the Union for not representing your issues if you do not choose to get involved. At a minimum please return your ballots and vote. We ask that you get involved because it is your job, and your working conditions that are at stake in these elections.

Evaluations and Term Renewals

by Lucille Protosow, Vice President (Professional)

This is to inform UUP members of the annual review and renewal procedure as stated in the SUNY Board of Trustees and Policies and in accordance with the "Agreement" between UUP and the state of New York, specifically described in a Memo of Understanding to the "Agreement."

Most UMC/HSC non-faculty professionals are evaluated annually, (UH employees are traditionally evaluated in the month of October.) At that time, supervisors will evaluate their professional staff against the existing and latest performance program on file. All non-permanent term employees should be evaluated annually at a minimum.

The overall evaluation will be satisfactory or unsatisfactory. Any employee who receives an unsatisfactory evaluation can request a review by the Evaluation Review Committee. The employee receiving an unsatisfactory evaluation must contact the union office or the chair of the committee, Ms. Hoch at 4-2063 within ten days of receipt from their managers. An evaluation that is rated satisfactory overall but extremely

negative in content with poor grades may also be reviewed by the committee.

The committee conducts interviews with various persons recommended by the employee as well as the supervisor and consultative supervisors, assesses the fairness of the evaluation in light of the evidence they have gathered, and makes a recommendation to the President's office to either uphold or amend the evaluation. The President has the final decision to endorse the committee's recommendation or reject it.

It is important to note that a satisfactory evaluation does not automatically translate to a recommendation for another term of service. Renewal of appointment is contingent on other factors relative to the terms of the Board of Trustee Policies and the Agreement. There are specific guidelines for notice of non-renewal relative to the length of service of a non-temporary employee. Further, it is important to know the exact dates of the latest appointment mindful of the sixth year of service in the same professional title, and the permanent appointment review process that takes place, as described in the Policies and Agreement.

Evaluations are important for management and the employee as they are standards of performance and service articulated and both parties know what is expected and how the individual in question is doing in the job. Know your rights and call the Union office should you have any questions about the evaluation process.

Suspended Dental and Vision Benefits

by Ed Alleyne, UUP Chapter President

As most of our UUP members are aware, we had instituted a letter writing campaign regarding our dental, vision and prescription benefits which were unilaterally withheld by Governor George Pataki in an effort to force the union to sign a contract which would be devastating to our members' job security and permanent appointment. Your letters to Linda Angello, Director of GOER, have elicited a very biased response; in essence asking UUP members to trust her to do the right thing for our members. The Statewide President, William Scheurman, wrote a response to Ms. Angello refuting her statements that was published in the December issue of the Voice. Individual members have also responded to her and we are publishing one such response written by Dan Fischer. You are encouraged to write your own responses to letters you have received from Linda Angello.

Ms. Linda Angello
Director, GOER
Agency Building 2
Empire State Plaza
Albany, N.Y. 12223

Dear Ms. Angello,

I want to thank you for your response to my letter. While I am not looking for a pen pal, I feel compelled to respond.

You seem to think that I should trust your best intentions and pressure my union leaders into signing an agreement. My union leaders I trust. You frankly, cannot be trusted. Your standard response was filled with half truths and misrepresentations. I also must ask how I could possibly trust the person who had taken away my benefit fund? I and everyone else, and that includes the courts, know that what you have done is illegal, not to mention immoral. How can you sleep at night? This kind of arm twisting is Government at its worst.

I have been a public servant for almost 16 years, I enjoy my job and serving the people of this fine state. UUP is the only line of protection I have against unreasonable demands from the state. I back my Union and it's leaders 100%.

I am asking that you do the fair and decent thing. Bargain in good faith with reasonable demands and I am sure that an agreement will be reached. But please don't try to persuade me with half truths and rhetoric from yourself or the Governor. I don't buy into any of it.

It has been nice chatting with you. Thank you for your time.

Sincerely,

Daniel J. Fischer

VOTE/COPE

by Doris Weisman, VOTE/COPE Coordinator

The Governor's executive budget proposal was released on January 14th and over the next 30 days faces an amendment and review period.

It is easy to fall back in efforts to protest the budget losses when one is unhappy with one's own benefit cuts. But budget losses mean even worse cuts for us: loss of jobs, hospital closings, tenure loss, decreased education access, the very functioning of SUNY. Instead, we must keep moving ahead in this battle with lobbying, VOTE/COPE contributions, letters, calls, maintaining a joint effort.

As Bill Scheuerman, President of UUP, stated in Albany at a recent legislative luncheon, "If you pull out of the battle now, you may as well join the enemy...we have a commitment to public higher education...and to ourselves. Today is the key juncture in keeping SUNY going". We have gained much and have more to gain in a continued battle.

During the 30 day review period, it is important to strengthen lobbying to reverse the bleeding of this budget proposal. VOTE/COPE funding is the major sword in stopping the loss; you are the holder of the sword by lobbying for political action for yourself, for SUNY, and for our future.

UUP President William E. Scheuerman Reacts to the 1997-98 Executive Budget Proposal

ALBANY, N.Y., Jan. 14, 1997 – The higher education portion of the Executive Budget Proposal released today is misleading. It lumps together all public higher education funding, much of which has nothing to do with academic programming. Our initial analysis of the budget shows a \$64.3 M cut in the operating budget for the State University of New York (SUNY). That is the portion of SUNY's budget that supports academic programs – the reason we attend or send our kids to college.

"The proposed budget requires SUNY to cut \$64.3 million in expenditures over last year. Compounding this cut is the fact that the SUNY Board of Trustees failed to include nearly \$20 million in inflationary increases in its 1997-98 budget request. In addition, the budget replaces \$54 million in general fund support with a \$400 tuition increase. SUNY is looking at a loss in state support of approximately \$138.3 million.

"The Executive Budget Proposal's suggestion that public higher education will increase \$72 million clouds reality with its misleading presentation of the numbers. It includes funding sources that have nothing to do with academic offerings. They've given us apples, oranges and bananas combined, when all anyone cares about is apples.

"This is the third devastating Executive Budget proposal for the state's public colleges and universities. Once again we will work with our friends in both houses of the state Legislature, particularly the Speaker of the Assembly, the Senate Majority Leader and the chairs of the higher education committees, to erase these cuts and restore adequate funding.

"We will also look to the trustees to do their job and advocate on behalf of SUNY. For them to do anything less would be an abrogation of the public trust and would reveal them to be political operatives rather than custodians of the public university system.

"This budget proposal is daunting news for the University's academic and professional faculty. They have been working to maintain quality within the system despite not having received a salary increase in four of the last six years. They've also been working without a new contract for the last 19 months and without vital health benefits since last May.

"Students will also bear the brunt of the budget pain. The proposed budget slaps them with a \$400 tuition increase, plus it cuts the Tuition Assistance Program by \$175 million. This is a lose, lose, lose budget. Nobody wins."

Employee Holiday Schedule

Mark the following dates on your calendar. They are the holidays observed by UUP members at the State University of New York at Stony Brook:

Washington's Birthday '97	Floating Holiday
Memorial Day '97	Monday, May 26 th
Independence Day '97	Friday, July 4 th
Labor Day '97	Monday, September 1 st
Columbus Day '97	Monday, October 13 th
Election Day '97	Tuesday, November 4 th
Veterans' Day '97	Tuesday, November 11 th
Thanksgiving Day '97	Thursday, November 27 th (in Lieu of Lincoln's Birthday)
Christmas Day '97	Thursday, December 25 th
New Year's Day '98	Thursday, January 1 st
Martin Luther King, Jr. Day '97	Monday, January 20 th

United University Professions

Stony Brook HSC Chapter

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The opinions expressed in the Newsletter are those of the authors, the editors, or the Stony Brook HSC Chapter of UUP and are not necessarily the opinions of the United University Professions.

The UUP Newsletter welcomes articles and letters submitted by members of the Stony Brook community. Remember, this is *your* newsletter. Share your thoughts with us, we want to hear from you. Persons who have material they wish to submit should contact: Bethany Paine at 444-3097 or 444-1505.