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Why I Do This?

by Kevin Moriarty, President



First let me start by saying, "Thank you" for electing me to represent you, as the Stony Brook UUP Chapter President for the next full term.

I had the opportunity to go to the UUP state event for chapter presidents this summer. At this event we were all asked by the UUP State wide president Fred Kowal, why have you taken on this responsibility. First a few chapter president stepped up and said, because someone had to, no one else would, no one wanted it, or it was my turn, stepping up from a vice president position within the chapter, etc. I then rose to say, I too understand that situation and these responses, but the real reason I am now doing this is because someone needs to speak on behalf of those who either can't or won't (are afraid to) defend themselves. I quoted the final statement in the movie "A Few Good Men" starring Tom Cruise, when the two Marines were found guilty of "conduct unbecoming of a Marine" even though they were given an order from their superiors, the private asked the corporal "Hal, I don't understand, what did we do wrong?" The corporal replied, "We were supposed to protect the weak who can't protect themselves.". That said, I want everyone to understand my personal background with the lifestyle benefits working in a Union environment provides for family quality of life. I

am the son of union parents. My father was a union bricklayer right here on Long Island. In fact my personal history with Stony Brook University goes back the very beginnings of the construction of this fine institution. My father laid the very bricks the original buildings of this campus are built with. I recall as a child, mom piling us kids (I'm one of five) into the car on occasion back in the 1960's, to drive over here to Stony Brook because dad had forgotten his lunch. My mom then later in life became a CSEA employee from which she was able to retire with a good pension. So I fully understand the benefits to a good quality of life a union can provide. I am proud to be a part of this institution and to be working with and for some of the best people in this state and the nation. My greatest pleasure and privilege is to have the opportunity to serve the members of UUP and this fine institution.

We are definitely entering challenging times, but we must remember that we are strong and we will persevere. The most important thing we all can do is to ensure that we remain vigilant, maintain an open and honest dialog, and keep the channels of communication open. My main purpose in this role as your president is to ensure the fair and equal treatment of every member of UUP. We will ensure that the contract is followed, but beyond that, our members are provided a safe, healthy and professional work environment and that we are treated and compensated fairly for the professional obligations we fulfil. We will make sure we continue to make progress toward a better life, and organization. Together we will fight the good fight.

Remember these words "What is Good for UUP is Good for Stony Brook, because WE ARE STONY BROOK".

DID YOU KNOW? That one union should not do another Union's work.

[Updated and excerpted from Fredonia Chapter newsletter, FredUUP, Feb./March 2017, DID YOU KNOW? That one union should not do another Union's work commentary by UUP/NYSUT LRS Tara Signer-Blumberg.

As you know, UUP represents all the faculty and staff at Stony Brook University. CSEA represents the laborers and secretaries, among other titles. Each union is concerned with preserving and protecting their bargaining unit work. It is very important that in these times of reduced staffing and tight budgets, you are aware that you cannot do the work of CSEA employees. The easiest, clearest example is moving furniture, painting walls, or anything else that falls squarely and exclusively outside of UUP.

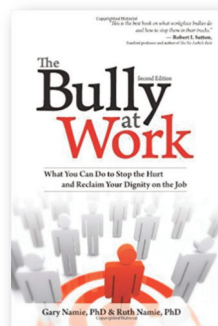
We know that you are trying to be helpful, but it is to the detriment of the Unions, and can result in unnecessary litigation.

If you are uncertain about whether the work is appropriate, please feel free to contact your chapter leadership. 🌸

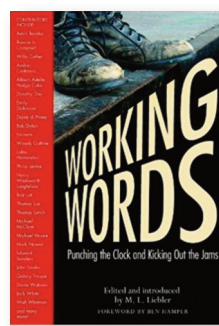
Recommended Reading

Interested in reading more on topics highlighted within this issue, check out the following titles:

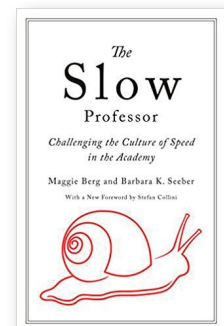
1. **The Bully at Work: What You Can Do to Stop the Hurt and Reclaim Your Dignity on the Job**, by Gary Namie Ph.D. (Author)
2. **Working Words: Punching the Clock and Kicking Out the Jams**, by M. L. Liebler (Editor), Ben Hamper (Foreword)
3. **The Slow Professor: Challenging the Culture of Speed in the Academy**, by Maggie Berg (Author), Barbara Seeber (Author)



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Workplace Bullying, Part III: Knowing Your Rights [Defending Yourself] on Our Campus

by F. Jason Torre

In this third installment on Workplace Bullying, we seek to address the most common abuses of authority engaged in by workplace bullies on our campus. Like the stories conveyed in **Workplace Bullying, part II: A Continuing Concern on Our Campus**, published this past spring, the list is comprised of issues and rights which have regularly been abused by supervising members of our own unit and those of campus and unit management (management confidential unit members).

Questions related to any of the points listed below, or if you are experiencing similar or related issues, you should contact the Stony Brook Center Chapter of UUP by phone 631-632-6570 or via email at uup@stonybrook.edu, all inquiries are kept in strict confidence.

1. Know Your Contract: The *Agreement between United University Professions and the State of New York, July 2, 2011- July 1, 2016*, outlines the contractual understanding between members of the Professional Services Unit (UUP) and the State of New York. Each individual contract article conveys the mutual understanding of action and behavior in regard to particular operational activities and rights of both parties. While being familiar with the 'contract' or 'CBA' (collective bargaining agreement) is beneficial in general for those looking for information to defend themselves against their local workplace bully. Focus your reading efforts on the following articles:

- a. Article 4 Definitions
- b. Article 7 Grievance Procedure
- c. Article 9 Academic Freedom
- d. Article 10 No Discrimination
- e. Article 19 Discipline
- f. Article 30 Appointment, Evaluation and Promotion
- g. Article 31 Personnel Files
- h. Article 32 Notice of Non-Renewal
- i. Article 33 Job Security Review Procedures

Of the fifty-six articles and forty-nine appendices, these are the most relevant in dealing with workplace bullying.

2. Professional Obligation: The members of **State University Professional Services Negotiating Unit (PSNU) Codes: 08 and 68** conduct and work is dictated by the underlying principle which states that as professionals, UUP members are chiefly self-directed within the context of their appointed responsibilities or duties, and as such enjoy a level of autonomy expected of professionals who understand their appointed positions and the attendant needs associated with it.

3. Performance Evaluations – Satisfactory/Un-Satisfactory: The performance evaluation process is designed to provide an objective assessment of members' progress over the course of a performance program year, and to provide productive assessment for work in the forthcoming year. The process requires both permanent and permanence-track members to be rated as either Satisfactory or Unsatisfactory, and the corresponding evaluation characterization prose written by your immediate

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Who's Who in Our Union Chapter

Diane Bello - VP for Professionals



Thank you for the opportunity to serve as Vice President for Professionals. I have been active with the union since 2006. For those that are new. . . and those that are not so new. . . the union is a great way to get involved, make a difference and connect with your co-workers. I have also been fortunate enough to develop many good friendships :-). Over my many years of involvement I have served on the College Review Panel (CRP), Community Service Committee, Grievance Officer (Chair), Women's Concern Committee, and now, Vice President for Professionals. I look forward to working together to learn, embrace, face challenges and improve our union and our lives. It takes one person to make change. . . I want to be a person that works to develop communication and interaction to make experiences positive for all parties. We are all in this together. Together we can make a positive impact on many. Wishing you the best, Diane

Fred Walters - VP for Academics



The UUP represents both professional staff and faculty, but for too long the Stony Brook chapter has been dominated by the professional staff. Many of the faculty do not feel that they need the union, or are dismissive of the union. My aim is to turn this around, and see that a stronger faculty voice emerges from the Stony Brook Chapter. The Chapter has focused on contractual matters, which is its prime responsibility, nearly to the exclusion of everything else. A rejuvenated Chapter can use the power of our numbers to enhance working conditions on our campus, including the development of a stand-alone faculty-staff "club". We must together make the case that the faculty are a meritocracy, and that the nurturing of a productive faculty requires significant merit-based pay increases. We will make the pro-active case for the retention of continuing appointments (a.k.a. tenure), in anticipation of the inevitable attacks on tenure that will be coming, and we will strive to reverse the trend towards a greater proportion of contingent faculty. We shall continue to work closely with the University Senate on matters of mutual interest. We can ask our members to pass on their unique skills to their fellow union members, to the benefit of all in the University community. We must encourage the faculty to leave the ivory tower and inform the general electorate of the realities of today's world. Achievement of our goals, especially those that transcend the Stony Brook campus, may ultimately be limited by our being but one Chapter of the statewide union, but if we do not voice our concerns and our needs, they will not be heard. This University is too important to leave to the whims of administrators.

Andrew Manos - Secretary



Andrew Manos was elected Secretary of United University Professions Stony Brook West Campus Chapter in May 2017. Prior to election he served as interim Treasurer for UUP Stony Brook West Campus. Andrew is a Campus Mechanical Engineer at SUNY Stony Brook University. He has served on the UUP Health and Safety Committee for the past 5 years. Born in Bay Shore, Andrew earned a B.S.M.E. from New York Institute of Technology.

Jennifer Jokinen - Treasurer



My full-time job at the University is as the Graduate Program Coordinator for the Molecular Genetics & Microbiology PhD program as well as the Genetics PhD program. As the Treasurer of the union I am responsible for insuring that the Union's funds are accounted for in a proper and consistent manner. This includes keeping track of the accounts, providing financial reports at the Chapter Executive Board meetings, and preparing the Chapter audits.

Who's Who In Our Union Chapter - continued

Charlie McAteer - Officer for Retirees



Along with being the Officer for Retirees for our Stony Brook Chapter, I also was elected Regional Coordinator for Long Island for COARM (Committee of Active Retired members) which serves Stony Brook Univ. West & East chapters as well as Farmingdale State & Old Westbury college. I have been in the NYS Public Unions for 39 years and UUP union for past 14 years. I retired in 2015 from SBU's Campus Planning, Design & Construction group located in R&D Park as the Campus Space Inventory Coordinator. I have been a Chapter Delegate and various Officer Positions in our chapter as well as served on UUP Statewide committees such as Finance, Outreach and Task Forces on Retiree Issues.

I am looking to work with our Chapter Retirees and R.I.T., Retirees in Training (you who are not retired yet but look forward to that time) along with my fellow Chapter Officers to keep our chapter and Public Higher Education movement going forward. I will look to work with the Statewide COARM team, Outreach/Legislative team as well as the UUP Statewide Retiree Member Services Coordinator, our Chapter President & Chapter Assistant on the twice a year UUP Pre-Retirement Seminars. I look forward to participating in the Chapter Executive Board which I am a part of, giving our Retiree as well as my long Union involvement perspective on issues facing Stony Brook University and Public Higher Education. I look to continue to be involved in Outreach and visit our Elected Officials both locally and in Albany advocating for State University of New York, Stony Brook University, Long Island and Retiree Issues.

I look forward to this new officership and challenge we have at Stony Brook University and the UUP Union.

Charlie McAteer cfmcaateer@gmail.com

Regina Lento - Chair of the Social Committee



Hi, my name is Regina Lento, I head the Social Committee for UUP and have been involved with the union since I started working at Stony Brook in 2008. I run the 5 large social events that we host for our members throughout the year. My partner Ava Amrieh and I do our best to provide our members with great food, great information, and excellent merchandise to take home to raise awareness and support for all the union does for us at Stony Brook. My goal is to continue this effort and keep the union strong.

Nancy Gaugler - Chair of the Community Services Committee



The UUP Community Services Committee is made up of United University Professions members who try to make a difference where we can. Whether it is a food drive to assist those in need, Hats for Heroes for our veterans in the Long Island State Veterans Home, Help Spread some Holiday Cheer for our pediatric patients in the Stony Brook Cancer Center, working with the Stony Brook Stitchers or helping our surrounding communities when needed we step up to make a difference. Together We Do Make a Difference!

Nick Koridis - Chair of Health & Safety Committee



Welcome back, Hi, my name is Nick Koridis from the Stony Brook Chapter as Chair of the Health and Safety Committee as we identify and review safety-related issues affecting employees. We have such a diverse campus with many members who volunteer whether they are staff or faculty that we engage in providing Health and Safety Workshops. The opportunity to share with you a wealth of information can range in many topics ranging from Healthy Nutrition, Financial Wellness, Identity Theft, Physical Wellness, Stress Reduction, Indoor Air Quality, Ergonomics, Active Shooter, Self-Defense and many more to list. Looking forward to the fall 2017 new workshops and meeting our members. 🍷

Workplace Bullying, Part III: Knowing Your Rights [Defending Yourself] on Our Campus - Continued

supervisor to match their final determination. Members may appeal evaluations through the College Committee on Professional Evaluation and should always submit a rebuttal to a questionable evaluation. For assistance with this process, contact the chapter office at 2-6570.

4. Performance Evaluations – Secondary Sources and Group Processes: The performance evaluation process was designed to provide an objective assessment of the professional staff member's progress and work product as determined by your immediate supervisor, and conveyed in a cordial, respectful manner to the employee, not an assessment by a group of supervisors, or the supervisor's supervisor. When the secondary source is properly listed, the supervisor must provide a written notice of the secondary source's comments, and restrict those related comments to the specified interaction between the secondary source and the employee.

5. Personnel File: Information contained within your official personnel file should be housed with the designated party, Human Resources. Members may access and review the contents of their personnel file, and are encouraged to do so once a year to ensure they are accurate and up-to-date. Requests to have items removed from the file may be made if documented issues have been redressed. Contact the chapter office for assistance.

6. Service Obligation: The professional obligation for both academic and professional members is determined based upon the position responsibilities as outlined within the position posting, and the inferred contract entered into between the employee and the university as outlined within their offer letter. The trifecta of service, research and instruction are the determining factors as outlined by the Board of Trustees, and there is recognition that the balance between the three may be different for each member based on their understanding at hire – changes must be made in consultation and agreement with the member.

7. Campus Governance: Participation within campus governance is supported, and falls under the 'Service' point of the trifecta as outlined by the BOT. Access too, and participation within campus governance groups, both departmental and campus-wide, is a supported, potential part of a member's professional obligation, and is dictated by the bylaws and charges of the specific group(s) served on; prevention of voluntary service by a member is questionable, and should be discussed with the member's supervisor and management.

8. Workload Increase: UUP members' workload understanding falls within the boundaries of their professional obligation for both academic and professional members within the agreement between NYS/UUP. Employee work load is a term and condition of employment under the Taylor Law, and as such is a mandatory topic of negotiation between management and employees, both individually and unilaterally. Questions regarding directives or changes to a member's employment conditions should be referred to the chapter officers for assistance and clarification.

9. Rest Periods: Federal and State guidelines on the topic of 'rest' or 'relief' periods outline the basic understanding that employees have the right to answer the 'call of nature' as physical needs dictate. Questioning by supervisors, and prohibition of access to facilities by a supervisor may be construed as de facto discipline and an imposition/violation of an employee's rights.

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Workplace Bullying, Part III: Knowing Your Rights [Defending Yourself] on Our Campus - Continued

10. **Lunch Periods:** The agreement between NYS/UUP is purposefully silent on the topic of lunch breaks as NYS Civil Service Law dictates overall understanding of timing and nature of such breaks. However, professional obligation for UUP members provides the guideline of access too and understanding that members' access to lunch periods may be determined by their daily, professional obligation and the needs there-in as long as they meet the overall weekly obligation of 37.5 hours of position service each week, giving members' flexibility over their time when daily work prevents access to the break. Supervisors may not prevent member's access too, or use of an elected break, even those who work at dedicated service points.

11. **Leaves:** Article 23, Leaves, outlines the types of leaves that UUP members have access too across the SUNY system, and specifically at Stony Brook. The contract article outlines the definition of accrual rates of, types of leaves, and different circumstances of use of all. The understanding contained within outlines your rights to take time, dependent upon the circumstances of your specific need or situation. The leaves outlined within the article constitute a mandatory topic of discussion under the Taylor Law. The direct, purposeful supervisory sabotage or abuse of supervisory authority under this article may be construed as an improper practice under the Taylor Law. Members who experience consistent denials of time off by supervisors should exercise their rights under the article, and request in writing the reason for such denials from the Office of the President.

12. **Defined Work Day:** Members of United University Professions do not have a defined workday under our professional obligation rights. Understandings as determined at the point of hire are applicable, i.e. hired for daytime hours Monday through Friday, and those understandings may not be adjusted or changed without consultation and agreement of the member. Imposition of a defined work day is a mandatory topic of negotiations and may not be done by supervisors without negotiation with UUP. Conversely, a member is expected to conduct themselves according to the their position and the nature of their professional responsibilities, and adjust their time in consultation with their supervisor to maintain defined, specific operational needs, i.e. specific service point hours to the community.

13. **Academic Freedom:** The concept of Academic Freedom as determined by contractual agreement and the current litigation record on the topic extends historically to academic faculty within their classroom but the attendant rights also extend to non-teaching members of the academic faculty as well as the professional faculty, and the exercise of their daily responsibilities. Discussions of research or continuing education activities of both parties may be engaged in with mentors and supervisors for the purposes of promotion and tenure advisement and departmental funding. However, supervisory prevention of engagement in, or subjective evaluation of work may not be engaged in outside these dictates. Questions regarding supervisory interference in these rights should be directed to the appropriate Vice President serving the member.

14. **Time and Attendance - Charging Time:** The rules of time and attendance reporting are outlined within contractual agreement, NYS Civil Service Law and the Taylor Law. Local adjustments are not permitted and are subject to labor-management discussions on the topic. As such, individual supervisory interpretation must conform with the understanding of professional obligation and the dictates of the 'unclassified service'; the rules for the 'classified service' do not always apply equally under this understanding but under no circumstances

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Workplace Bullying, Part III: Knowing Your Rights [Defending Yourself] on Our Campus - Continued

should members charge time in excess of a lateness (i.e. 2 hours for 15 minutes late) or absence as part of the imposition of supervisory de facto discipline without Article 19 Discipline rights of representation.

15. Union Animus: Union Animus is the concept as outlined by the Taylor Law, and is understood to be the purposeful disruption of, prevention of, retaliation against union members who actively elect to participate in union activities, or chapter officers for the carrying out of their lawful duties. The Taylor Law is explicit in the prevention of these activities by individuals or members of management. Departmental Representatives, Chapter Committee Chair, Chapter Officers and general members who believe they are being purposefully targeted for union involvement are requested to immediately contact Chapter President, Kevin Moriarty at the chapter office.

16. Direct Dealing: The lay definition of 'direct dealing' is when an employee or management purposefully engages in discussions on behalf of themselves or a group in negotiation with the other party without express authorization by the designated representative to establish new rights or in the purposeful sabotage of existing contractual rights. Supervisors, as designees of the University, are not authorized to engage in this practice, even UUP member supervisors. Authorization to engage in such local negotiations may only come from UUP Statewide President, Fred Kowal.

17. Discrimination & Harassment: The discrimination or harassment of UUP members by an individual or group (including management and other UUP members) against another based on sexual orientation and all forms of illegal discrimination is expressly prohibited by the State and the State University of New York. Additionally, purposeful discrimination against an employee as a result of the proper exercise of their employee rights under the Public Employee Fair Employment Act is prohibited. Both instances of discrimination are actionable under varied circumstances under Article 7 of the contractual agreement or Public Employees Relations Board review.

18. Insubordination Charges: Insubordination is the purposeful refusal by the member to follow an ethical or legal order given to a member by a supervisor. The treatment of insubordination has risen in certain units on campus; however, the imposition of insubordination charges and the attendant impact of such a charge must follow appropriate disciplinary procedures, and be accompanied by a formal Notice of Discipline (NOD). Verbal threats by supervisors are not sufficient to maintain a claim of insubordination and forego a member's individual rights, nor should they supersede, member's other rights contained within the contractual agreement without proof of cause as determined by the formal Disciplinary Process. Members who are thus threatened or served with a formal NOD are instructed to contact the chapter's Grievance Officer(s) immediately for assistance.

19. Counseling Memorandum Process: The 'Counseling Process' or 'Memorandum of Counseling' process was developed to provide a productive, objective, respectful communications vehicle for redress of work-related issues which arise in an employee's work as directly observed by an immediate supervisor of an employee. The process is dictated by a form provided by campus Human Resources, and is intended to be a singular, recurring, issue-specific review of an identified issue, and is intended to provide both parties with a productive means to the issue's redress without the imposition of formal discipline, and is not a replacement for the formal process. As such, the

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Workplace Bullying, Part III: Knowing Your Rights [Defending Yourself] on Our Campus - Continued

counseling should never take the form of multiple, un-related or 'laundry' lists of single instance actions conveyed as recurring behavior by the supervisor. Whenever abuse of this process occurs, members should always rebut the received memorandum and provide copies to all appropriate parties. Counseling which is thrown in a supervisor's desk drawer is neither official nor actionable.

20. Disciplinary Process: The formal disciplinary process is outlined under Article 19 of the contractual agreement. Imposition of a formal notice of discipline must be in adherence to understood contractual or campus policies, not those artificially or locally created by division heads. As such, the accepted understanding for the imposition of discipline is that it shall take the form of a 'Step' or 'Tiered' process, beginning with a verbal warning when appropriate, to a written warning containing reference to prior attempts to rectify the situation, to counseling, and then finally a notice of discipline as applicable. Variation from this understanding may be actionable under Article 7 and 19. Contact the Grievance Officers at the chapter for assistance in making a determination.

21. Challenging Authority: The concept of "Challenging the Dean's Authority" as charged by one division head over the course of the last few years has not been defined during the course of mandatory negotiations topics, and is not recognized as a viable, formal charge of misconduct.

22. Employee Communications: The prohibition of, or imposition of restrictions on employees' individual communications may not subvert or interfere with their carrying out of their professional obligation under the SUNY Board of Trustees Policies. Supervisors have an equal obligation to ensure that their direct reports meet their professional obligation unimpeded.

23. Confirming Supervisory Instructions: Supervisory instructions, both verbal and written, should be questioned when not understood or clear in conveyance. Members who receive unclear communications from supervisors should exercise their rights, and clarify in writing any instructions given by a supervisor, especially when such instructions lack information needed to respond to the given instruction within the context of the member's professional obligation. Under no circumstance, should employee attempts to clarify instructions be a circumstance or justification for counseling or a charge of discipline as supervisors have an equal professional obligation to conduct themselves appropriately as they themselves are also subject to the disciplinary and counseling processes. Simply, when in doubt put it in writing.

24. Continuing or Permanent Appointment Rights: Workplace bullying, and organizational bullying can only take hold in a unit if tenured or permanent members allow it to do so. Members are reminded that an abusive supervisor cannot revoke your permanency or tenure. Such rights are yours, and have been earned through hard work, dedicated service and a commitment to the campus community. Threats to revoke tenure or permanency are empty and hollow cries in an effort to attack the very foundation of the purpose of the permanent/continuing appointment process. Members cannot have these rights stripped, and while tenure is under attack, it is under attack on a conceptual level, not an individual level. Tenured and permanent members who are being targeted should be assured that your rights are intact, and are advised to continue to hold the line.

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Workplace Bullying, Part III: Knowing Your Rights [Defending Yourself] on Our Campus - Continued

25. **Campus Policies:** The disease that is workplace bullying is not expressly covered by campus policies, however, as per the NYS Workplace Violence legislation, SUNY was required to have all campuses implement a **Workplace Violence Policy** which outlines unacceptable behavior primarily of a physical nature. This policy is supplemented with the **Disruptive Behavior Policy**, which outlines negative behavior, which falls outside the Workplace Violence Policy. These policies do not fully reflect the grey area that workplace bullying inhabits but members should familiarize themselves with both policies, and exercise their rights under them accordingly but with the knowledge that they focus primarily on employee on employee actions as opposed to supervisor on employee actions. If you feel threatened in any way, don't wait and contact Campus Police immediately.

26. **Campus Police:** The University Police are dedicated to the safety and security of all members of the campus community and its inhabitants. Their intervention should not be taken lightly, nor reserved by members when they feel threatened under any circumstance. The criminal code and law are applicable, and members do not waive those inherent civil rights when stepping on campus. Concepts such as 'Criminal Harassment' or 'Criminal Menace' along with other laws do dictate civil behavior, conversely, there has been an alarming increase in the call for University Police in assisting with disputes related to members. If members find themselves in those circumstance, they should comply with all instructions given but know they are under no obligation to sign 'final offer' buy out deals without first consulting with UUP.

27. **Division of Human Rights:** The **Division of Human Rights** is the New York State agency charged with investigation of discrimination or harassment of protected class citizens. The division is offered as a potential option for redress of individual impact of workplace bullying of protected status members, i.e. older women. While the labor litigation on the topic of discrimination is ever evolving, workplace bullying has had less success at present but individual rights have been protected when a clear case had been made. Members who are being actively bullied are encouraged to ask about this potential option of redress in consultation with the chapter's Labor Relations Specialist (LRS).

28. **Common Law Rights:** Members of any collective bargaining unit who are public employees of New York State do not relinquish all their civil or common law rights of recourse. Common Law concepts of Slander or Defamation of Character are applicable in seeking redress of continued, false representations of member work or behavior by supervisors. Actions have been taken by members who have faced slanderous, unfounded accusations made by representatives of management against employees at other campuses. Members who are facing similar false charges are advised that under the disciplinary process, management has up to one year to bring formal charges against a member, if found to be applicable. Such actions can have a negative impact on members, and those who have repeatedly been subject to such falsehoods are advised to explore and exercise your civil rights. For assistance see: Finding a Lawyer at the Workplace Bullying Institute's website.

29. **Workplace Isolation & Mobbing:** Targets of 'workplace bullying', or 'organizational bullying' (multiple individuals of a unit's administrative structure or group of employees who target the same individual as a group in an effort to do purposeful harm to the target) who are purposefully isolated from their colleagues as part of an

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Workplace Bullying, Part III: Knowing Your Rights [Defending Yourself] on Our Campus - Continued

imposition of de facto discipline, or who are prevented from accessing an area within their unit, or who are brought into meetings of multiple participants to be interrogated, may exert their Article Discipline 19 rights and excuse themselves from such meetings or improper instructions as outlined earlier in this article.

30. Healthy Workplace Legislation: Every year Stony Brook's own Assemblyman Steve Englebright has introduced and been the primary sponsor of the Healthy Workplace Bill. To support this initiative and learn more about the bill, visit Assemblyman Englebright's website. The best defense against workplace bullying is through social justice action as responsible citizens of New York State. Let your State Senator and Assembly person hear from you loud and clear this coming legislative session.

The list contained herein originally began as a 'Top Ten' list of frequently asked questions that arose in the course of responding to members' questions about their rights. Upon reflection of the individuals' reports of bullying and questions received, the list grew. It also became very apparent that there was a growing viciousness in the types of abuses of authority being reported that correlated very closely with the type of escalation of abuse that domestic abuse targets experience (see: www.workplacebullying.org/bullying-domestic-violence/). The message of objectification received by the abused targets is deeply concerning, and the message being sent by the abusers of their chosen targets is even more concerning as it speaks to the inherent damage that these predators do to individuals and units – to make them feel like they are worthless, have no value, and have no rights. Unfortunately, much like their domestic abuser counterparts' escalation, workplace bullies' escalation won't stop unless stopped or we come together as a campus community and stop looking the other way.

[Disclaimer: It should be noted that dealing with workplace bullying is never as cut and dry as we would like it to be. The specific interpretations of working rules outlined herein are general understandings. Each case is unique and specific to the circumstances of the situation, and the individual employee. Contact the UUP Chapter Office with any questions regarding the content of this article, or for assistance in dealing with these or any other issues.] 🌸

Union Facts in History

August 3, 1981

13,000 Federal air traffic controllers began a nationwide strike.

September 5, 1882

Thirty thousand workers marched in the first Labor Day parade in New York City.

October 6, 1986

Female flight attendants, who had been fired for getting married, win an 18-year lawsuit against United Airlines.

From the Other Side: News From our Brothers and Sisters Across Nichols Road

As large as our campus is, it can be very small, and the issues that we face on the West Campus side of Nichols Road impact our colleagues on East Campus, as we enter into the 2017-2018 Academic Year, we extend our sincere congratulations to our sister campus' newly elected Chapter Leadership, and look forward to our future collaborations and work together.

The 2017-2019 Stony Brook Health Sciences Center Chapter Officers are:

- President *Carolyn Kube*
- VPP *Bruce Kube*
- VPA *Carlos Vidal*
- Secretary *Maria (Tina) Manning*
- Treasurer *Christopher King*
- Contingents Officer *Nancy Balkon*
- Officer for Retirees *Irene Stern*

Contact Information:

Stony Brook HSC
 Address: L5-572 Health Sciences Center, SUNY, Stony Brook, NY 11794-8553
 Phone: 631-444-1505
 Chapter Website: uuphst.org/stonybrookhsc/

UUP Membership Form

PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it entitles you to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office;
- elect union leaders on your campus and choose your representatives at the state and national levels;
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs; and
- maintain membership after retirement and be eligible for benefit programs.

Date Signed and Mailed: _____

UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
 (800) 342-4206

BACK TO UUP HOME PAGE

UUP Membership Application (It Doesn't Cost More to Join)

Last Name _____ First _____ MI, RO, FE, K _____
 Birth _____
 Street Address _____ Date ____ / ____ / ____ E-mail _____
 City, State, Zip _____ Home Phone _____
 SUNY _____ SUNY _____
 Department _____ Title _____
 Signature _____ Campus _____ Gender _____ Date _____

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

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 and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated 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 United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand 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, P.O. Box 15143, Albany, N.Y. 12212-5143
 Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

The Top 7 Reasons to Join a Union

REASON 1: Money

Generally speaking, union jobs pay 10-20 percent more than nonunion jobs.

REASON 2: Benefits

Medical insurance, paid vacation, holidays, personal days, sick pay, overtime pay and shift differential wouldn't exist without union contracts.

REASON 3: Safety

Union workplaces are safer than nonunion workplaces. Union pacts give workers the right to address an unsafe condition.

REASON 4: Dignity

While union workers can still be (rightly) fired for poor job performance, they don't have to tip-toe around bosses for fear of being harassed or terrorized.

REASON 5: Security

Supervisors can't arbitrarily stymie promotions, or replace or demote unionized workers. A supervisor must have a legitimate reason—and not simply because he wants to hire his nephew.

REASON 6: Competence

Union workers tend to be better employees than their nonunion counterparts—jobs with higher wages, safe working conditions and good benefits are the kind people want to keep.

REASON 7: Activism

Union members have an opportunity to represent their fellow workers and forever be a footnote in the annals of the American labor movement. How cool is that?



*Source: David Macaray, author
"It's Never Been Easy: Essays on Modern Labor"*



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
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The Builders

By Henry Wadsworth Longfellow
(1807-1882)

All are architects of Fate,
Working in these walls of Time;
Some with massive deeds and great,
Some with ornaments of rhyme.

Nothing useless is, or low;
Each thing in its place is best;
And what seems but idle show
Strengthens and supports the rest.

For the structure that we raise,
Time is with materials filled;
Our to-days and yesterdays
Are the blocks with which we build.

Truly shape and fashion these;
Leave no yawning gaps between;
Think not, because no man sees,
Such things will remain unseen.

In the elder days of Art,
Builders wrought with greatest care
Each minute and unseen part;
For the Gods see everywhere.

Let us do our work as well,
Both the unseen and the seen;
Make the house, where Gods may dwell,
Beautiful, entire, and clean.

Else our lives are incomplete,
Standing in these walls of Time,
Broken stairways, where the feet
Stumble as they seek to climb.

Build to-day, then, strong and sure,
With a firm and ample base;
And ascending and secure
Shall to-morrow find its place.

Thus alone can we attain
To those turrets, where the eye
Sees the world as one vast plain,
And one boundless reach of sky.

Professional Obligation for UUP Members

[Potsdam Chapter Fall Newsletter, Oct/Nov 2015 Issue.]

UUP members perform their duties under a professional obligation expectation. They are not clock bound nor accountable by the hour. UUP members, who are FLSA non-exempt, meaning they can earn overtime pay, do have a different reporting responsibility so that the overtime eligibility is monitored. UUP members do not have assigned lunch times or breaks but are expected to determine an appropriate time to take lunch. Breaks as such are not part of the UUP schedule because members are to be self-directed. Members are responsible for fulfilling their duties and to exercise their best professional judgment in how to achieve that obligation.

UUP members are not coverage for other unit's work. While "everyone pitches in" is a fine expectation for emergencies, it is not compliant with the UUP Agreement or the contract for the other unit. UUP members who are "covering" the duties of support staff are in fact performing out of unit work. This is a violation of the contract of both units. It also means that while the UUP member is performing out of unit work that UUP member's work is not getting done. If you are regularly performing out of unit work your performance program should be amended immediately to reflect the percentage of your time that you have been directed to perform out of unit work. This will document the job duty that you have been assigned and how much of your 100% obligation is taken by this duty. This matters for your evaluation. If you are performing out of unit work the time available to you to fulfill your 100% is reduced. You cannot be evaluated with an expectation of achieving 100% of your duties if any portion of time has been re-assigned to out of unit work.

This is a significant issue to members. If you are experiencing this situation please contact your Chapter leaders. If you are being scheduled to cover other unit's work please share that schedule with the Chapter leaders. It is an improper implementation of the UUP contract to assign members to other unit's work. 🌸

Are you being bullied?

A bully can be a supervisor,
administrator or co-worker.
Bullying behavior at work includes:



- Repeated behavior that intimidates, degrades, humiliates
- Singling out a worker(s) for constant criticism with no concrete or positive guidance and support
- Excessive monitoring
- Giving assignments with unrealistic or impossible deadlines
- Sabotaging and undermining work such as withholding information and resources needed for the job

If not addressed, bullied workers can experience serious health consequences such as:

- Post-traumatic stress disorder
- Depression
- Sleep disturbance
- Digestive problems



**If you are a victim or a witness, contact your union for help.
Your local union contact:**

Kevin Moriarty • 632-1898 • Kevin.Moriarty@stonybrook.edu



NYSUT's workplace anti-bullying toolkit has sample policies, contract language, a training module, online resources and more. You can find it at www.nysut.org/healthandsafety.

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**The Chapter office is open
Monday through Friday,
9:00 am to 3:00 pm.**

The Executive Board meetings: please check the website for the latest dates and locations. All members are encouraged to attend. INSIGHT is published by the Stony Brook Chapter of United University Professions. Items for inclusion should be sent to the UUP Office - S-5415 Melville Library, Stony Brook, NY 11794-3388

Editorial Policy: The opinions expressed in INSIGHT are those of the writers and the West Campus Chapter, and do not necessarily reflect the position or policies of United University Professions. INSIGHT reserves the right to edit all letters. INSIGHT cannot guarantee that all letters will be published. The final decision is at the discretion of the Editors and/or the Chapter President.

YOUR OPINION COUNTS! Have a comment about an article you've read in INSIGHT? We strongly encourage letters to the editor about union, campus, University issues, politics, and other member concerns. Letters must include the writer's name and daytime phone number. Please e-mail us at uup@stonybrook.edu or by campus mail at INSIGHT Newsletter, S-5415 Melville Library, Stony Brook, NY 11794-3388.

Contact us: www.uupsbu.org • phone: 631.632.6570 • email: uup@stonybrook.edu



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