



INSIGHT

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UUP @ Stony Brook University • West /South Campus • Southampton • Manhattan

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Seasons Greetings

Seasons Greeting, Stony Brook Chapter UUP members. It is once again the Holiday Season. Another fall semester has passed and we continue on. This academic year has posed many new challenges for all of us both professionals and academics. These challenges we face we face together. While the actions being taken are not violations of our contract they are not fair. The chapter is doing all we can to ensure we save as many positions as possible. When there is a suspected violation of the UUP contract we are taking direct and swift action to address the matter. While this may not be of consolation to some of us it is a struggle the chapter is taking up. We continue to engage and have discussions with the administration, the deans, the provost, labor relations, and yes, the university president as well. Our topics of discussion are job security improvements for those who don't have the same level of security as permanent or continuing appointment, the issues of this cycle of non-renewals, the term of appointments, [\[continued on page 3\]](#)

Who's Who in the Chapter

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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.

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.

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. The Stony Brook Center Chapter of United University Professions publishes INSIGHT. Items for inclusion should be sent to the UUP Office - S-5415 Melville Library, Stony Brook, NY 11794-3388

[Continued from page 1]

the budget deficit (what UUP can and is doing), work place respect and improving campus morale. All of the chapter leadership and staff are actively engaged in these matters and working diligently on behalf of all members.

The other challenge we have is the negotiation of our contract. While the other two larger bargaining units have settled on an agreement we struggle on with our debate with the NY State Governor's Office of Employee Relations (GOER). UUP is the major Higher Education bargaining unit and as such we have different circumstances. We continue to strive for a fair contract with equitable and balanced working conditions and wages. UUP is working very hard to negotiate for better wages that meet our needs, and are above and beyond the 'Step' monies and across-the-board increases the other unions accepted. The concept of pay grade steps is also something other unions' have which we feel should be an opportunity for UUP members. The team is also asking for better, or at a bare minimum, that benefits remains at the same level of health care coverage as currently available, and seeks better job security for members who don't have access to the security of continuing or permanent appointment.

The Stony Brook Chapter of UUP continues to engage the administration on many fronts, from day to day member issues to parking, to matters at SUNY Central and yes the governor's office. You should feel confident that we are representing the chapter and all its members to the fullest. We have circulated a petition to be signed by members to pressure the governor's team to come back to the table and negotiate in good faith with our team to come to a conclusion of a fair contract, since we now have been working for New York State for eighteen months without a contract. If you have questions, suggestions or want to get involved please see us in the UUP office to find out what you can do to be more involved and engaged.

Onto the happy notes. The chapter has had some great participation at many of the recent workshops the Stony Brook UUP chapter has conducted lately. Of special note is the great success of the Women's Concerns Committee activities, which are widely attended by all members. We will continue to offer these key workshops to our members to ensure we provide important service and information [continued on next page]

Leave Donation Program

Do you know that UUP has a provision in the contract for a Leave Donation Program? If you don't then you should look at

[“APPENDIX A-45: Leave Donation Program”](#)

of the current contract. This is one of the most valuable provisions in our contract because it serves an audience that may be at risk not only for salary but for their medical benefits as well – and those benefits may be covering their entire family.

From the contract: “The intent of the Program is to assist employees who, because of long-term illness, have exhausted all of their leave benefits as provided for in Article 23.2, 23.4 and 23.5 of the Agreement between the State and UUP and are subject to a severe loss of income during a continuing absence from work....”.

Pay special attention to the “Eligibility Criteria” when reading *Appendix A-45*.

Once having read through this area of the contract you should look at the HR webpage relating to the Faculty/

Professional Leave Donation Program

at: http://www.stonybrook.edu/hr/misc/ul/state/facpro_leave_donation.shtml. On this

page you will find links to the [Recipient Application](#) and the [Program Donor Form](#).

Contact the chapter to donate and help!

[Continued from Page 3]

to our members and the UUP campus community.

The Holiday season should be a joyous one for all. The UUP Stony Brook Chapter executives and I want to wish everyone a safe and happy holiday and we look forward to starting the New Year on a good note and in full stride.

Best Wishes

Kevin M. Moriarty

UUP Stony Brook Center Chapter

President



By the numbers

Did you know that

66%

of 18- to 34-year-olds in the U.S. support labor unions?

Source: Gallop Poll, August 2015

Contract Negotiations: From the Negotiations Team

"It takes two to tango."

The UUP Negotiations Team remains ready, available and anxious to reach a fair and equitable agreement, which addresses our members' concerns to the extent reasonably possible. However, we are not the only people at the table. Recently, we have experienced some difficulty (for reasons outside of our control) with the availability of the State's negotiators. While we are hopeful that this issue will resolve shortly, the ball is currently in the State's court.

Some UUP members have asked: "Now that CSEA has settled, why aren't we simply accepting the same 2% deal?" Simply agreeing to 2% increases for UUP-represented employees without addressing other components of compensation is not comparable to the CSEA contract. The CSEA (and PEF) civil service salary structures include built-in step increases and longevity awards, which do not require renegotiation in every round.

The 2% increases they get are not their full compensation package. We negotiate critical components of compensation in each and every round of negotiations. This takes time and commitment.

The UUP Negotiations Team is fighting to achieve a contract, which, to the extent possible, addresses the varied needs and concerns of all of the UUP membership. We are committed to remaining at the table until we are confident that we have done so.

Here's How You Can Help:

UUP statewide officers are traveling to chapters and meeting with members to discuss negotiations in more detail. Please take advantage of opportunities to meet with the UUP statewide officers when they arise. In addition, please participate in any "Fair Contract" activities or actions on your campus if/when asked to do so by your chapter leaders.

For additional ways in which you can show your support for the negotiations process and for access to the full Contract Negotiations Bulletin, visit the Members' Only Portal at:

<https://uuphost.org/myuup/MembersOnly/checked.php>

Program Change Notice

Deficit Reduction Plan Repayment

The final Deficit Reduction Leave (DRL) repayment will be received in the December 13, 2017 paycheck. There will also be an additional “catch up” repayment in the December 27, 2017 paycheck for those who do not receive the full amount in the December 13th paycheck. Members' total amount of pay per paycheck will be reduced due to the conclusion of the repayment of the loan to the State.

Productivity Enhancement Program (PEP) Sunset

The “Planning for Option Transfer” materials that our members recently received which announced the open enrollment period for the Productivity Enhancement Program [PEP] for 2018, excluded UUP-represented employees for 2018. This occurred because PEP “sunset” (ceased being in effect for use by employees) following the expiration of the 2011/16 State/UUP Agreement absent separate agreement to extend it. While we expect that PEP will be restored following ratification of a new UUP/NYS Contract, the State has not agreed to extend it while contract negotiations are still in process.

DCAA Employer Contribution Sunset

The open enrollment period for the 2018 Flex Spending Accounts (Health Care Spending Account and Dependent Care Advantage Account) closed November 6th.

Under previous UUP-NYS contracts, UUP members who enrolled for a Dependent Care Advantage Account also received an employer contribution to their DC Account to assist with dependent care expenses. While we expect that the employer contribution will be restored once a new contract between UUP and the State is ratified, the employer contribution has “sunset” following the expiration of the 2011-2016 Agreement. The State has not agreed to provide an employer contribution while contract negotiations continue.

Although the DCAA employer contribution is not currently available, interested members who experience a qualifying change in circumstances during 2018 are still encouraged to enroll in DCAA without it.

Enrolling in 2018 will still result in significant savings on dependent care expenses. In addition, it is the best way to protect eligibility for an employer contribution when contract negotiations conclude. Interested members should visit www.flexspend.ny.com for additional information.

Contract Provisions for Part-Time Employees

Contract Provisions for Part-Time Employees (Academics and Professionals) from the 2011-2016 Agreement between NYS and UUP

Shorter Time to Term Appointment: 45-day notice of nonrenewal and Earlier Eligibility for Optional Retirement Program

Part-time employees are now eligible for a term appointment after four consecutive semesters (instead of six under the previous contract). Part-time employees on a term (rather than temporary) appointment must be given 45 days' notice of nonrenewal.

Since part-time employees with term appointments are eligible to enroll in the SUNY Optional Retirement Program (ORP), this change allowed for earlier eligibility for the ORP. When hired, part-timers were made eligible to join either ERS or TRS, depending on their title. Once they got a term appointment, they became eligible to join the ORP. Since they are considered optional members, they do not have to join a system. If they join ERS/TRS, they may switch to the ORP once eligible. If they fail to do so within 30 days, they must remain in ERS/TRS for life.

Grant Programs

Part-time employees are eligible for all UUP/NYS Joint Labor/Management Programs, e.g., individual development awards and campus grants. At least 15 percent of grant monies were previously allocated to part-time employees.

Service Awards for Part Time Employees

A new contract provision establishes Service Awards that are subject to the Triborough Amendment, which means they will remain in place even after expiration of the 2011-2016 Agreement. This new provision is effective July 2, 2011, and continuing.

Health insurance benefits

Part-time employees continued full health insurance coverage if they meet eligibility criteria. They are also eligible for all Benefit Trust Fund programs (Vision, Dental, Life Insurance) if they are eligible for health insurance coverage.

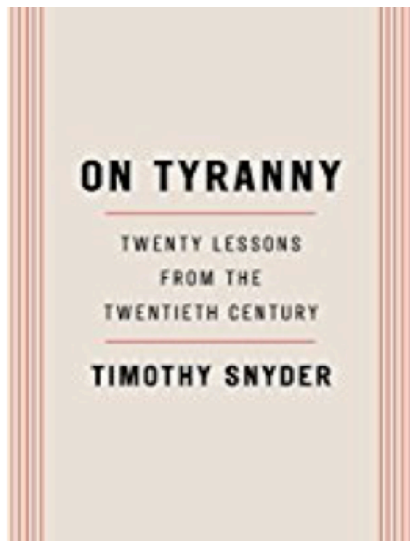
Other Contract Provisions

All basic contract protections are applicable to part-time employees, unless specifically designated for full-time employees.

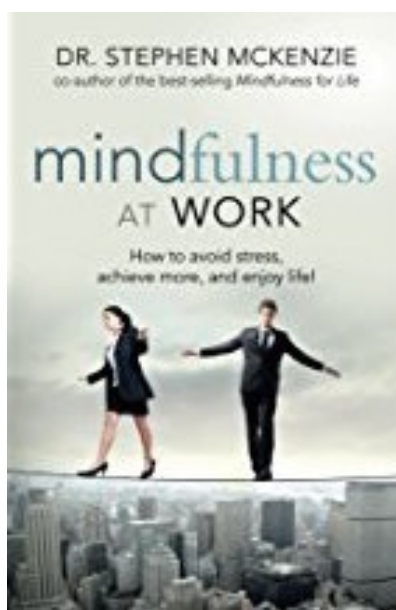
Recommended Reading

Interested in reading more on topics being dealt with within the chapter, check out the following titles:

On Tyranny: Twenty Lessons from the Twentieth Century
By Timothy Snyder (Author)



Mindfulness at Work: How to Avoid Stress, Achieve More, and Enjoy Life!
By Dr. Stephen McKenzie (Author)



Vote/Cope

VOTE-COPE is the nonpartisan political fundraising arm that coordinates the voluntary contributions of members and supports NYSUT-endorsed candidates and campaign committees that are pro-public education and pro-labor.

Why Should I give to Vote/Cope?

VOTE-COPE funds help protect our collective bargaining rights.

VOTE-COPE funds give members and students valuable opportunities to deliver UUP's message to legislators by attending advocacy days, in-district meetings/events, and fundraisers.

VOTE-COPE supports candidates who fight to protect public higher education—our University, our students, our patients, our jobs, and our retirement benefits—regardless of party affiliation.

VOTE-COPE funds give us a voice against the formidable forces pushing to privatize our work and our campus resources.

VOTE-COPE funds allow us to challenge misperceptions and promote solutions to the real problems our campuses face.

Membership has its privileges!

Your union is steadfast in its fight for better contracts, safer working conditions, fair pay, advocacy, and upholding the labor rights of the dedicated women and men proudly working in the education and health care industries on a daily basis.

But your NYSUT membership does so much more! It also provides you with the opportunity to enjoy the benefits of more than 40 endorsed programs & services offered by NYSUT Member Benefits. Look to Member Benefits for crucial insurance programs along with a variety of travel, entertainment & shopping options.

These programs can be purchased on a voluntary basis and provide you with a trusted advocate ready to assist you with any issues or concerns.

That is why we encourage you to always look for the “Endorsed by NYSUT Member Benefits” logo before you or your loved ones make any purchasing decisions.

Visit memberbenefits.nysut.org or call **800-626-8101** for specific information about this program.



Newly endorsed Member Shopping Program available for use!



We heard the requests of the NYSUT membership and spent months diligently researching new member shopping program options. The NYSUT Member Benefits Corporation is pleased to announce that the Purchasing Power Member Shopping Program is now available for use by eligible NYSUT members.

Purchasing Power is an online shopping option that offers another way to purchase brand-new, brand-name products and pay for them over time through the ease of payroll deduction or ACH withdrawals. Eligible NYSUT members can enjoy access to products such as computers, appliances, jewelry, furniture, televisions, electronics, travel packages and much more.

While Purchasing Power is not a discount program, it can save you money and stress compared to high-interest credit cards or rent-to-own stores. As always, you are encouraged to shop and compare before making any purchasing decisions.

Visit nysutmbc.purchasingpower.com or call **800-537-3135** to learn more.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Jan./Feb. '18

Campus Resources

The holiday season can be stressful enough, but when combined with work, on-and-off campus obligations, family and friends, things can get tough. If you are feeling pressured, overwhelmed or just need to talk to someone, don't go it alone. Reach out to the departments below for assistance.

Disability Support Services office administers all issues regarding the federal legislation of "Americans with Disabilities Act" (ADA).

Office Hours: 8:30AM to 5:00PM
Phone: (631) 632-6747
Email: dss@stonybrook.edu

Employee Assistance Program is a confidential assessment, referral and consultation service available at no cost to faculty, staff, retirees and their dependents. The EAP is available to assist individuals with a wide range of work and life concerns, including: work/life balance, marital problems, family issues, grief and bereavement, eldercare and childcare issues, financial problems, legal problems, work place stress, alcohol and substance abuse, emotional health issues and domestic violence.

Office Hours: 7:30AM and 3:30PM
Phone: (631) 632-6085
Email: eap@stonybrook.edu

University Ombuds Office is an informal and confidential service available to Stony Brook students, staff, faculty and administrators to resolve complaints and evaluate options for positive action.

Office Hours: By Appointment, walk-ins accepted
Phone: (631) 632-9200
Email: donna.buehler@stonybrook.edu

Union Facts: Did you Know?

On average, a woman represented by a labor union earns \$212 more per week than a woman in a nonunion job.

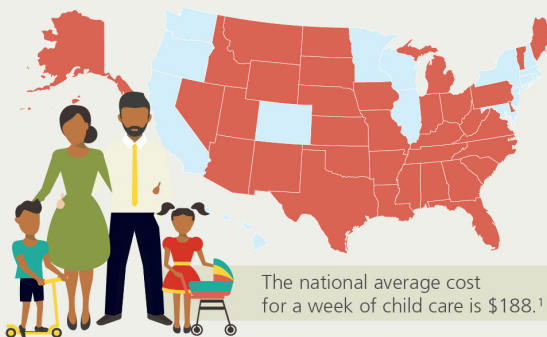
WHAT COULD YOU BUY FOR \$212 A WEEK?



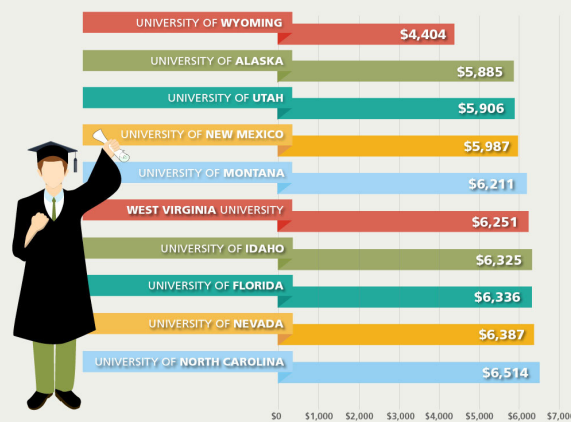
Enough groceries to **feed a family of four**

The national average cost for a week of groceries is \$202.

Child care in 32 states



An **education** from a public four-year college²



* In-state tuition and fees at the 10 lowest-cost public universities, 2013 rates.



A Union of Professionals

For more information read the **Union Advantage Report.**
www.aft.to/unionadvantage

Sources:
1. <https://www.care.com/a/how-much-does-child-care-cost-1406091737>
2. <http://www.hmhv.com/slideshow/2013/10/30/state-college-tuition-price-most-least-affordable>

Get your real Red On!

Members interested in showing their outward support for the contract negotiations process, are encouraged to stop by the chapter office and pick up any of these items to post on your desk, car or person:

- UUP Lapel Buttons
- Fair Contract Buttons
- Fair Contract Sticker
- Fair Contract Bumper Sticker
- Or, make your own!

Don't like stickers or buttons? Wear your UUP red on Fridays to show your support for the Negotiations Team and their fight for a fair and equitable contract.

Help us get the word out that we want a fair and equitable contract by showing the world we are UUP!

For additional information on the current contract negotiations, visit:

<http://uupinfo.org/negotiations/index.php>

For information on the contract negotiations process, visit the LEAD Institute at:

<https://uuphost.org/leadinstitute/>

2016-2017 Wishnia Award Recipient: Dr. Joel Rosenthal



Right to Left: Kevin Moriarty, Arnold Wishnia, Joel Rosenthal and Judith Wishnia

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

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

Last Name _____ First _____ MI _____ Phone () _____

Street Address _____ Birth Date / / E-mail _____

City, State, Zip _____ Home Phone _____

SUNY Department _____ SUNY 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.

BACK TO UUP HOME PAGE



UUP STONY BROOK CENTER CHAPTER OFFICE

**S-5415 Melville Library
Stony Brook University
Stony Brook, NY 11794-3388**