



INSIGHT

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

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Welcome back from the Chapter President

Welcome back members of our Stony Brook Center UUP Chapter. Another summer has come and gone, and a new fall semester and academic year is upon

us. This year will be filled with obstacles and opportunities; the obstacles are the same – a financial deficit, a hiring freeze, high faculty and staff attrition, workload creep, low general morale and job security. Yet, for all these lingering negatives, the opportunities are wide and with great potential; as this issue of Insight releases, the voting is closed out and AAA counted our ballots, our tentative contract has been ratified, the US Supreme Court's Janus decision has come and gone with minimal membership withdrawal across UUP's campuses, in fact actual membership has increased across the state and the country, two chief campus problem areas have undergone positive leadership changes which we expect will affect the campus for the better, and UUP's relationship with our campus governance counterparts and the new University Senate President is strong and active. However, most important of all, our chapter family is back together for another year of joint exploration and action. From our membership to our UUP leadership team, we are all unified in our mission to improve our campus community this year.

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Who's Who in the Chapter

Officers

President

Kevin Moriarty
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Vice President Academic

Fred Walter
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Chapter Assistant

Diana Tischler
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632-6570

Nassau Office, (516) 496-2035

Committee Chairs

Campus Environment

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632-8669

Malcolm.Bowman@stonybrook.edu

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Regina Lento

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Women's Concerns

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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

As I spoke with colleagues this summer, it was evident that as in any family, we have different interpretations of what we envision our campus should be and stand for as well as the way in which we should collectively go about making change. It was very obvious as I contemplated the results of our spring chapter membership survey that all of our members – staff and faculty alike – are concerned and dedicated to the common, unified goal of improving our University. And, that beyond the low morale and non-renewal problems we faced last year, many also feel a deep frustration, helplessness and fear of the unknown; I feel it all too many times also. However, I am able to be optimistic and push this fear aside to pursue the greater good of our members. I set aside my own frustrations because of all of you and the belief in all your good works.

Everywhere I look, I see dedicated UUP members of our growing UUP family engaged in the work of the chapter and our campus. From our expanding Departmental Representatives' Committee to our impassioned Executive Board to our chapter committees and their chairs to our active retirees to our members all are engaged. So many of you are taking on a more active role in our efforts, sharing their thoughts, concerns and suggestions all with the good intention of focusing our efforts and making our family work well together in our struggles. We have heard you, I have heard you – so we will move on from here.

This past summer, the leadership team came together with members of the Executive Board to develop a set of strategic principles and a draft plan to help us realize our unified desire for improvement. In the spirit of our chapter's history of open communication, transparency, and democratic process, outlined within this issue is the draft plan, and our focal points for our joint, future work this year. As some were away this summer, we seek comments and response on the plan and our direction for the future as well as too re-dedicate ourselves to not only 'listening' but 'hearing' the concerns of all members; and the acknowledgement that in our efforts to resolve the issues you have individually brought to us, we have sometimes lost sight of the impact of these same issues as we push toward positive resolutions for our members (we've had some wins, and some losses) – this may be a downside to being too goal oriented at times, however, well intended.

I personally want to Thank each and every one of you who have contributed and spoken out to our meetings and discussions; thank you for your candor, for your concerns but above all for your trust and support. Your feedback makes us a strong chapter, a strong family, ready to face the obstacles we face together as families do. It is a great privilege to serve you.

On behalf of the officers and myself, welcome back and a good semester start to you all.

In solidarity,
Kevin

2018-2019 Chapter Strategic Principles & Plan

Developed June 28th-29th, 2018

On Thursday and Friday, June 28th and 29th, Chapter Leadership, including Chapter Officers along with members of the Executive Board meet to develop, review and tentatively authorize a set of strategic principles and accompanying action plan to meet the needs of the coming academic year. The plan was informed by input from Departmental Representatives and chapter membership after extensive analysis of the 2018 Chapter Membership Survey that ran over the course of the winter and spring 2018 academic year.

Volunteers interested in participating in developing and implementing the plan are encouraged to also contact the Chapter Office by calling 631-632-6570, or contacting their respective, category Vice President.

The UUP Executive Board shall be formally taking up the plan at a date to be determined and voted upon in this coming semester.

The Chapter Leadership seeks comments, questions and suggestions from interested Stony Brook Center Chapter Members (union members); comments may be sent via email to stonybrook@uupmail.org.

Strategic Plan Outline:

I Union Organizing

- a-** Member to Member training & discussions
- b-** Robust Department Rep program
- c-** Building managers as reps
- d-** Unions Unit Mapping
- e-** 3-5 key topics from each M2M discussion

II Strategic Service

- a-** Improvements to current services

III Contingent Advocacy

- a-** Create the contingent committee
- b-** Develop an action plan
- c-** Approve & Implement the plan

IV Outreach (Training & Legislation)

- a-** Civility,
- b-** Bullying
- c-** Hostile work environment

V Academic Issues

- a-** Active support for junior tenure tract faculty
- b-** Work with University Senate engagement
- c-** IUUP & Senate joint meetings & committee

VI Revitalize Current Committees

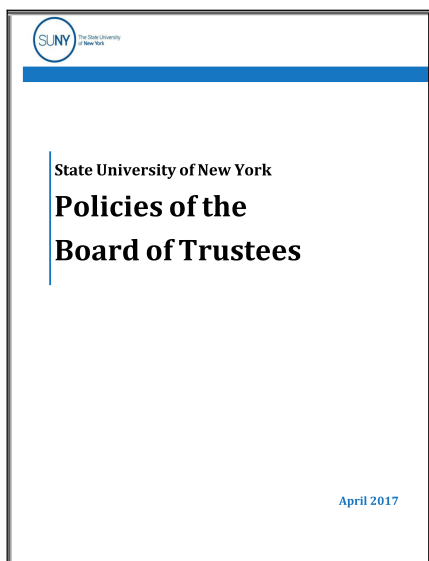
- a-** HOT TOPICS discussion once a month (i.e. debates etc.)

Take Aways:

- *M2M training*
- *Sign the recommit (white) card*
- *Vote on the Contract Ratification*
- *List 3-5 issues or topics for UUP (and/or the Chapter).*

Recommended Reading

Interested in reading more on topics being dealt with within the chapter, check out the following title(s):



Policies of the Board of Trustees

[http://uupinfo.org/negotiations/pdf/BOT_Policiesrevised.pdf]

2016-2022 State/UUP Tentative Agreement

Links to downloadable .pdf versions of the tentative contract and a Contract Highlights page are below:

[CLICK HERE to view the State University Professional Services Negotiating Unit Tentative Agreement](#)

[CLICK HERE to read the 2016-2022 State/UUP Tentative Agreement – Contract Highlights](#)

Unions and Shared Governance

The question of where collective bargaining and union representation ends, and campus governance begins has been mixed into some of the important issues that our chapter faced last year, and is an important point of understanding as we move into the 2018-2019 academic year and the challenges before us. The answer to the question can become a slippery slope depending upon the issue under discussion. The below answer comes from [SUNY's Campus Governance Leaders' Toolkit](#), and is an excellent primer on the differences between the two groups and their importance.

Labor unions are concerned with the “terms and conditions of employment” of their members and of workers in general. Unions negotiate labor contracts (collective bargaining agreements or CBAs) with employers on behalf of their members, and educate their members about labor issues. CBAs often include provisions regarding salaries, benefits, working conditions, job security, grievance procedures, and guidelines for hiring, firing, promotions, etc.

Once signed by both sides and ratified by a vote of the membership, these contracts are legally binding on both sides. Any provision in the CBA is the province of the union leadership and can only be changed through negotiation and legal agreement between management and elected union leadership.

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NYSUT Member Benefits... more than just insurance!

As an additional benefit to NYSUT members and their families, your union membership allows you to participate in more than 40 programs & services endorsed by NYSUT Member Benefits.

These offerings include crucial products that you may already purchase such as life, auto & homeowners insurance, unbiased financial services and expert legal advice. But your NYSUT membership also allows you to participate in a variety of shopping, travel and personal programs that can help you save on everyday purchases and those special occasions.



Our endorsed shopping/travel/personal programs offer savings on numerous online purchases, including:

**Theme Park & Movie Tickets
Hotel & Vacation Discounts
Car & Truck Rentals**

**Office Supply Discounts
Retail Store Discounts
Concerts & Sporting Events**

**Electronics Discounts
Ski Tickets
Car Buying Service**

Participation in Member Benefits-endorsed programs also gives you a trusted advocate ready to assist you with any issues or concerns with any of our programs.



Member Appreciation Month coming in February 2018!

As a show of thanks to the more than 600,000 NYSUT members that comprise this labor union, NYSUT Member Benefits will once again be holding our annual Member Appreciation Month celebration in February 2018.

Special prize drawings will be held each day of the month. To be eligible to win, you must be a member of our voluntary MAP Alert email service.

Sign up any time through the end of February 2018 to be eligible to win... but if you join MAP by January 31, 2018, you'll have the most chances to win!

To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



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.

Nov./Dec. '17

2018-2019 Chapter Budget Update

Each spring, the membership approves the proposed chapter budget. The budget was approved by the membership at the General Membership meeting held this past spring; the budget was subsequently reviewed by the UUP Statewide Finances Committee, and decided the chapter's Supplemental budget requests will be cut 25% this coming year.

The revised budget will be posted on the chapter website at www.uupsbu.org.

2018-19 BUDGET REQUEST FORM (In addition to annual allocations)

NAME OF CHAPTER

Stony Brook Chapter

8/31/2018 Chapter Cash Balance (Anticipated)

\$500

(Paid for September 2018)
(Membership Meeting with
(this balance)

ESTIMATED Gross September Transmittal
ANNUAL Gross January Transmittal
REVENUE Gross April Transmittal
Interest Earned (Based on last years interest)

11,552
10,552
16,328
8

Total Estimated Revenue

\$38,940

Note: Normal Annual Allocation = (# bargaining unit members * \$14) + \$1,500
\$1,500

ESTIMATED General Membership Meetings
ANNUAL Chapter Committee Meetings
EXPENDITURES Executive Board Meetings
Outreach Expenses
Grievance Expenses
Office Expenses
Printing/Duplicating
Newsletter/Publications
Phone/Internet/Website Expenses
Postage/Shipping
Bank Charges
Workshop Expenses
Equipment/Furniture
Chapter Release Time Support
Chapter Assistant Additional Hours
Other (Agency Fee Expenditures)

\$20,000 @ \$5K ea
\$6,240
\$3,700 \$3,700
\$0
\$0
\$3,500
\$150
\$0
\$1,500
\$100
\$25
\$4,785
\$300
\$8,298
\$10,967
\$1,921

	Attn	\$	Rm	#
	25	16	60	8

Misc to balance shortfall

\$12

\$22,058 See Supplemental Request

Other (Explain)

Total Estimated Expenditures

\$61,498

OVERAGE (SHORTFALL) (\$22,058)

The amount of shortfall, if any, should be your Supplemental Allocation Request

Requests for supplemental allocation funding should accompany this chapter budget form. All supplemental allocation funding requests will be presented to the Finance Committee for final approval.

It is recommended that agency fee expenditures not exceed 5% of the normal chapter allocations.
The recommended amount for the 2018-19 fiscal year is

\$1,921.00

RETAIN ONE COPY FOR YOUR FILES

Date of chapter budget vote:

4/4/18

Results of chapter budget vote: In favor ALL

Opposed 0

Abstained 0

Chapter President or Treasurer

Stony Brook Chapter Chapter Workshop Budget

2018-19 Academic year: July 2018 - June 2019

22-Mar-17

CHAPTER SUPPLEMENTAL BUDGET TOTAL
to be covered by this Supplemental award.

11 Total Number of Work Shops requested.

OTHER CHAPTER ACTIVITIES

Additional seminars not planned to be announced

Chapter Activities listed in Budget Proposal also not in Caps

\$4,785

\$4,785 Total Chapter Activities

of Workshops

WORKSHOP TITLE

4	UUP Professionals Workshop
3	UUP Academic Workshops
4	UUP General (can be both academic and/or professional to include Chapter development)
11	Total Number of Work Shops requested.
	\$60 Room cost (average)
	25 Members per work shop (average)
	\$15.0 Refreshments: cost per member (estimated)
	\$435 Estimated cost per workshop

\$4,785

SBU 2017-18 Budget (per the SBU Budget submitted)

of workshops listed from UUP

Cost per workshop (per the SBU Budget submitted)

Committee Meetings

\$960 Academic Council	8
\$1,200 Professional Council	10
\$720 Communication	6
\$480 H&S	4
\$480 Womens Concerns	4
\$240 Affirmative Action Diversity	2
\$1,200 Membership	10
\$720 Labor Concerns	6
\$240 Community Outreach	2

\$6,240

UNITED UNIVERSITY PROFESSIONS

Supplemental Allocation Request Form For Fiscal Year 2018-19

This request form is designed based on requirements set forth in the Supplemental Allocation guidelines on the reverse of this form.

I) Chapter Fund Balance \$ 0.00 As of December 31, 2017

II) What Membership Development Activities/Chapter Needs will require additional funding?
(Please be specific when describing the activities.)

I) Chapter Activities	Total Cost
Executive Board Meetings	\$3,700
Office Expenses	\$3,500
Printing/Duplicating	\$150
Phone/Internet/Website Expenses	\$1,500
Postage/Shipping	\$100
Bank Charges	\$25
Workshop Expenses	\$4,785
Equipment/Furniture	\$300
Chapter Release Time Support	\$8,298
	=====
	\$22,058 (delta of \$12)

* Please attached additional sheet if necessary. See the approved Chapter proposed budget for details.

K. M. Smith

Chapter Officer

Chapter Officer

Date of approval from Chapter Executive Board Mar 7, 2018 Please attach meeting Minutes.

Campus Resources

[Continued from Page 5]

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

A shared governance body cannot negotiate contractual language with either management or the union, but shared governance may have a legitimate interest in the academic implications of labor agreements. Similarly union leadership may have a legitimate concern with the labor implications of any action taken as a result of decisions made through a shared governance process.

Shared governance should address all important issues of the college, not only employment issues, from a viewpoint that supports the overall academic quality of the institution, not only the fair treatment of employees. The more union organizations and shared governance structures work together to clarify their respective roles and not interfere with each other's legitimate work, the better governance and union will function and the better the institution will function.

For more information on the CGL Toolkit, and SUNY's view on shared governance, visit:

SUNY Voices Conference on Shared Governance

SUNY Shared Governance

Past, Present & Future

NOVEMBER 8 & 9, 2018

<https://www.suny.edu/about/Shared-Governance/sunyvoices/conference/>

Benefits of Union Membership Overview

[Excerpted from UUP Palm Membership Palm Card]

Did you know?

UUP has updated its union membership form to account for recent state Taylor Law changes, the Janus Supreme Court decision and to engage all UUP members.

Fill out the updated membership form online at uupinfo.org/join to show your solidarity and ensure continued access to union benefits!

It's how nonmembers can join UUP, and how members can recommit to their union.

The Taylor Law:

Limits the union's obligation to nonmembers to negotiation and enforcement of the contract. The union is not required to represent nonmembers in various disciplinary processes. 4 Allows unions to offer members-only benefits and services above and beyond a negotiated agreement.

What have we achieved through our union?

- Fair increases in wages and benefits.
- High-quality health insurance coverage and affordable deductibles/copayments.
- Effective due-process protections.
- Protections for tenure/permanent appointment and academic freedom.

- The ability to defeat harmful anti-public higher ed and anti-union proposals to protect our university, our students, our work and our union.
- Professional and academic development programs (health, technology, retraining, affirmative action, and individual and campus programs), funded through the UUP contract.

UUP is your union!

As a UUP member:

- You have the right to represent your colleagues by holding elected office in the union.
 - You can vote in your union's elections, including electing officers and contract ratification votes.
 - You have the right to attend union meetings, trainings, workshops or other union-sponsored activities.
 - You have the right to provide input on and support your union's efforts to:
 - Negotiate a fair contract
 - Address campus issues
 - Advocate for state and federal funding/policies for our colleagues, students, patients, and university.
- If you or your colleagues have questions about the value of our union membership, call UUP's dedicated membership information line at 518-640-6678 to speak to a statewide officer or a UUP staff member. The line is staffed from 9 a.m. to 4 p.m.

Join today!

Forms are available online at: uupinfo.org/join or in hard copy at your campus UUP office. You can submit hard copy forms at your chapter office or via U.S. mail to: UUP, PO Box 15143, Albany, NY 12212-5143.

UUP Membership Form



Updated Membership Form

*Full Name: _____

Date of Birth: _____

*Street Address: _____

*City, State, Zip: _____

Home Phone: _____

Cell Phone: _____

*Preferred Email: _____

*Chapter: _____

** Required Information*

YES! I request and accept membership in United University Professions/AFT Local 2190 (UUP), and its affiliates, New York State United Teachers (NYSUT), the American Federation of Teachers (AFT), the National Education Association (NEA), and the American Federation of Labor-Congress of Industrial Organizations (AFL-CIO).

I recognize the need for a strong union and I believe everyone represented by a union should pay their fair share to support the union's activities. I hereby request and voluntarily authorize my employer to deduct an amount equal to the regular monthly dues applicable to members of UUP and remit that amount to UUP. I understand that this authorization and assignment is not a condition of my employment and shall remain in effect, regardless of whether I am or remain a member of the union, for a period of one year from the date of this authorization and shall automatically renew from year to year unless I revoke this authorization by completing and sending the UUP opt-out form via U.S. mail during the annual window period of July 1-31.

By providing my cell phone number and signature I am expressly consenting to receive autodialed and/or prerecorded calls and/or text messages from UUP on contract or benefits. I understand that this consent is not a condition of my membership with UUP, its national affiliates or the local organization named above.

*Signature: _____

Date: _____



UUP STONY BROOK CENTER CHAPTER OFFICE

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