



INSIGHT

Newsletter of the Stony Brook Chapter of United University Professions

UUP @ STONY BROOK UNIVERSITY • WEST CAMPUS CHAPTER • SOUTHAMPTON

WHAT'S INSIDE:

- 2 • Workplace Bullying
- 6 • VP for Academics
- 7 • Campus Resources
- 8 • Calendar
- 9 • Why do Academics need a Union
- 10 • VP for Professionals
- 11 • Part-time Concerns/ Stony Brook Stitches
- 12 • Contact Info

Hello UUP Stony Brook Chapter Members

by Kevin Moriarty, President



As you all know in April, I was elected as your chapter president for the remainder of the term, until June 2017. It is my pleasure to serve as your president and representative. We

have a great deal of work ahead of us in the coming year. I'd like to bring to your attention some of the things I have done, I am doing and plan to address in the future.

than we will have disagreement with, so my objective is to capitalize on our common goals and diligently work to minimize our differences in areas where we may disagree.

Some key areas I am focusing on are: work place respect, to which we are offering several workshops to our members; the university's Employee Assistance Program EAP and the Healthier U initiative. These are topics you, the members have expressed some concern about and therefore we are investigating. The last major area of concern has been with job security, temporary, vs term appointments and the length of these terms. Another aspect of this area is the process of permanent and continued appointment for staff and faculty. Here I want to say, look to the future for workshops and council meetings held by the UUP executive staff on these topics.

There have also been many other projects and programs we have been working on over the past several months. The negotiations committee has been working tirelessly on our behalf to get the best contract we can from this current State Administration. Remember this "without bargaining we are just begging". We are also constantly pushing to ensure everyone is a member and not just a fee payer. This effort is key because there is strength in numbers and our members need to show this. So if you know a member of our university community who has not signed the card ask them to. Another option is to do it right on the UUP web site at www.uupinfo.org, and in the upper right had corner click the button to Join UUP. This will allow you to join directly online and is very easy.

I thank each and every one of you or your efforts and support. 🍷

In addition to my new role, we have filled several other new leadership roles within the chapter. Yumi Yoshino-Hemple has taken on the role of MDO, (Membership Development Officer). Fred Walter has stepped up to take on the role of VP of Academics for our chapter. Furthermore, we also have a new Chapter Assistant, Diana Tischler, who is doing a wonderful job.

On the horizon are several objectives and activities which we have been implementing. As your new president, I have been participating in the state wide Chapter Action Program of CAPS to get the word out to the university community about what we are doing here at Stony Brook. We have been meeting with departments throughout the campus to introduce ourselves to the membership and the campus community through some Meet & Greet events. We've met with six departments thus far and will continue to have these meetings throughout the academic year. We are also planning to go the Southampton campus to include the members there in our CAPS activities.

I've made a concerted effort to meet with the administration to introduce myself and in some cases introduce them to UUP. As it is well known, we have and will continue to have new members of the administration, as well as the university staff and community. It is my objective to make a great first impression with all new administrators, faculty and staff as we go forth to cultivate a great working relationship.

We have now had our first Labor Management meeting with the University President, Dr. Samuel Stanley. The meeting was well received on both sides and we look forward to a productive relationship in the future. I have said many times now, the president of the university and the president of the union have more common interests and objectives

Workplace Bullying: A Rising Concern on Our Campus

by F. Jason Torre

You can catch more flies with honey than with vinegar. It is an old idiom, and one that we have all heard at least once in our lives. It is also the sage advice of experienced human resources professionals, and one of the management tips that they present to newly minted managers when reviewing their responsibilities with them at hire. It makes sense. Like most idioms, the phrase has a second meaning beyond the words themselves. In this case and context, it is easier to win people over to your side with gentle persuasion and flattery than by hostile confrontation. Good words to live by for managers, leaders, or anyone interested in getting along with the people they come in regular contact.



It was good advice, and at the time, I was acting UUP Chapter President, so I noted it for future use (when people make an effort to speak to a matter and lay down wisdom like this, they are usually trying to tell me something) as that is what I've been trained to understand a good leader does – listens. Within the context of our conversation, it made sense because they were speaking about the increase in reports of uncivil and bullying behavior their office had been receiving from members. Unfortunately, I understood the context all too well; during the course of my interim period as Chapter President, the majority of the members' complaints that I received contained an uncivil or a workplace-bullying component.

Prior to the experience of serving as interim President, I was familiar with issues of certain areas of the University. You hear stories. After all, as large as the University is, it is a small campus and things get around. Rumors about this administrator's or that one's bad behavior get around. The information is shared between members in whispered tones in the hallway, or via an off-hand joke between those trying to show support. All are expressions of sharing and concern, and the hope that things have gotten better because secretly everyone is thanking their personal savior it is not them being targeted. Unfortunately, more often than not, things do not get any better for those who are the victims of uncivil behavior, or especially workplace bullying. The later is especially prevalent and a rising trend both within the academy and beyond, and our campuses are no different than others experiencing the trend across the nation.

The Workplace Bullying Institute (www.workplacebullying.org) defines workplace bullying as:

Workplace Bullying is repeated, health-harming mistreatment of one or more persons (the targets) by one or more perpetrators. It is abusive conduct that is: Threatening, humiliating, or intimidating, or Work interference — sabotage — which prevents work from getting done, or Verbal abuse.

Developed to “study, correct & prevent abusive conduct at work,” the WBI’s 2014 WBI U.S. Workplace Bullying Survey results list that “27% of respondents have current or past direct experience with abusive conduct at work.” In terms of the west side of campus that means, of the 2,800 agency fee-payers and members on the payroll, 756 of them have been or are currently being bullied during their daily time on campus but past research indicates that this number may be low for higher education members. In her work, *Bully in the Ivory Tower*, researcher Leah P. Hollis, she cites the Hollis Workplace Bullying in the Academy Survey (WBAS) conducted in 2012 in which 62% of members of the academy report having been or currently were being bullied at work. If these numbers are applied to our campus, that would mean 1,736 agency-fee payers and members have been impacted by workplace bullying. Not being a researcher, experience leads me to believe the truth is not in the statistics but in the numbers of recounted incidents of bullying from campus members.

The basis for this belief is personal experience. In 2015, the chapter’s Women’s Rights and Concerns Committee (see our list of committees at: uupsbu.org/committees) sponsored a workshop, featuring former east campus chapter President, Ed Drummond, entitled “Dealing with Difficult People.” The workshop had 128 people in attendance, and at one point,

Continued on page 3

Workplace Bullying Continued...

I remember President Drummond asked if people thought that they ever have had to deal with a bully personality type? Some, accompanied by nervous laughs, raised tentative hands. Then, the committee invited Assemblyman Steven Englebright to speak to the current status of his anti-workplace bullying legislation at a joint workshop with the campus Ombudsman's Office (80 were registered but the room was filled to capacity). Simple, practical indicators, bodies in a room always speak louder than words or statistics alone but there is additional, daily evidence beyond our ivory walls that point towards workplace bullying being a growing problem for many, some of whom are experiencing the dire consequences of the bullying. If the statistics are on the rise, and the anecdotal evidence supports this broad impact and concern of members, the pertinent question is simply why?

Many more intelligent and experienced researchers and public officials are grappling with the question of why. Evidence in their assorted works range from personal to empirical. Unfortunately, none have come up with a specific causation but the Namies' Workplace Bullying Institute's online article, [Who Gets Targeted: Why me](#), they listed a number of positive attributes of targets of workplace bullying the chief of which is that the targets, "...appear to be the veteran and most skilled person in the workgroup. Targets are independent. They refuse to be subservient. Bullies seek to enslave targets. When targets take steps to preserve their dignity, their rights to be treated with respect, bullies escalate their campaigns of hatred and intimidation to wrest control of the target's work from the target." The authors go on to state that the bullies' own insecurities drive their behavior, especially if the target is perceived to possess more emotional intelligence than their tormentors, or is a whistleblower who reports fraudulent actions of the bully. In both instances, the bully's behavior can and does escalate, causing 45% of those targeted to report "stress-related health problems." The people I spoke with or attempted to assist all fit this pattern. What is most troubling were the reports of the physical and psychological actions perpetrated by the bullies that led to their poor physical and psychological health.

Nightmares; sleeplessness; depression; eating disorders; hypertension, and physical pain were all symptoms of the people who reported being targets of workplace bullying on campus. Unfortunately, along with these physical and psychological health symptoms the members reported experiencing verbal and physical threats that caused them to be fearful which compounded the impact of their symptoms, and has set a prevailing tone of fear and intimidation within their work areas, both for the targets and their co-workers. Fear of retaliation is a tactic that has been used by bullies since our earliest experiences as children on the playground, and they rely on the tactic to prevent the target from speaking up, and discrediting them if they do by retaliating within the grey areas of a conversation or supervisory directive.



The examples that we were presented were the excessive use of counseling memorandums, new work directives, position changes, workload increase, work sabotage, humiliation in front of colleagues, nitpicking (see, [Early Signs of Bullying](#) at the WBI), and verbal statements out of earshot of others to name just a few of the signs of workplace bullying. My personal favorite spoken threat in one instance was a ripped off version of President George W. Bush's 'your either with us or you're against us' statement. I wish I was kidding. I know what you are thinking. There are three sides to every story, and people tend to play up their experiences to obtain or ply favor with those that they are seeking assistance from on campus. I would agree but we have to keep in mind the level of ostracism that exists for all those who report an incident, both from the bully, their co-workers and human resources departments.

Continued on page 4

Workplace Bullying Continued...

Yes, human resources departments – the people who we rely on to protect our rights at work but they can be the biggest culprits of all; 2014 WBI U.S. Workplace Bullying Survey reported that “72% deny, discount, encourage, rationalize, or defend it.” How so you ask? Well the reason is the culture of the departments themselves, the lack of legislation protecting public employees (in this case), **the lack of collective bargaining protections**, the fear of liability within an organization, and/or a culture of **approval within the organization**. After all, who wants to admit that they are being bullied? Or, more aptly, who does not want to be next? The answer to the two questions are: None of us, and all of us, respectively.

The contributing cause of the high percentage of denials lies within the practical aspects of the above because after all, human resources departments are not immune to workplace bullying. They are departments just like any other within an organization, and prone to the same issues that arise in any environment where pressures to perform exist; the argument could even be made that a being informed on the topic actually makes it easier for the problems to exist which may explain the denials, but I happen to believe from speaking with HR professionals that the problems lies in the two prevalent types of human resources departments – management or employee focused.

Human resources departments fall into one of two categories, those that support management, or those that support employees. They are called management shops or employee shops, and either focus is legitimate from a human resources standpoint, depending upon the make up and priorities of the organization in which either operates. As the names outline, a management shop is focused on supporting the rights of management, and ensuring that the organization holds no liability through the actions of its employees. The employee shop is focused on supporting the rights of employees, and ensuring that employees’ rights are upheld, and not liability exists through the actions of its management. The two are closely aligned but take obviously different perspectives on the same issue. The former is focused on management’s rights, and assumes that employees’ actions hold the potential for wrong doing while the later focuses on employees’ rights, and assumes that employees’ actions are a positive resource to build the organization upon. Practical experience points to this fundamental difference as being a contributing, underlying cause of the high rate of non-response to claims of workplace bullying – there are simply more management shops than employee shops, making it easier to hide or ignore the problem than to engage the problem. However, despite the potential number of management-focused shops there is another less practical aspect that enters into the discussion – the grey area between legal rights and bullying.

**Approximately
\$8,124,480.00 in
productivity is
lost each year
due to bullying.**



Current federal and state laws protect certain classes of employees and citizens from discrimination. These protected classes include race, creed, color, religion, national origin, sex, age, disability or marital status. Protections at work prevent action against individuals based on one of these categories, however, it is because the bullying is usually by someone who may fall within one of these categories that it becomes difficult to prove illegal behavior because harassment of someone by someone within the same category does not constitute discrimination under the laws. Therefore, since there are no specific state and federal laws prohibiting workplace bullying (but more states are exploring adopting such laws, see: [Healthy Workplace Bill](#) adopted states) employers are not required to develop policies to prevent bullying or enforce its prevention. This combined with the assumption that it is less costly for management to ignore the problem until the target leaves the organization than redress the problem unveils the shortsightedness of such inaction for liability reasons.

Continued on page 5

Workplace Bullying Continued...

Bully in the Ivory Tower's survey findings revealed that in higher education, 23% of respondents spent a hour a week avoiding the bully while 22% of respondents spent a full day or eight hours a week avoiding the bully. The mean rate was a total of 3.9 hours spent per week focused on the bully. This average multiplied by the targeted employee's determined hourly rate with a multiplier of 50 weeks per year, minus two weeks for vacation, led to a substantial monetary loss for an organization when taking into account the 62% who are reported being impacted by workplace bullying. For illustrative purposes, let's look at a hypothetical salary of \$50,000.00 a year of an impacted or targeted employee, below:

Hypothetical Employee A

Annual Salary: \$50,000.00

\$50,000.00 / 52 weeks a year = \$962 (rounded up) per week

\$962.00 / 40 hours per week = \$24.00 per hour

3.9 hours per week X \$24.00 = \$93.60 in lost productivity per week

\$93.60 per week loss X 50 work weeks per year = \$4,680.00 lost productivity per year

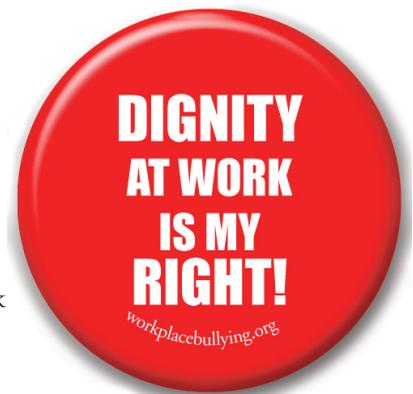
62% of the chapter = 1,736 members & fee-payers

1,736 members & fee-payers X \$4,680.00 = \$8,124,480.00 in lost productivity each year

Granted, the above does not take fully into account our academic year-employees but for a calendar year employee. The above is not an insubstantial loss, and within the context of decreasing state aid it seems a pertinent argument in favor of redressing the growing issue on campuses across SUNY and the nation.

There are additional details that can be touched upon when discussing the topic of workplace bullying. Many factors are involved (we did not even touch upon the characteristics of the bullies themselves, their sociopathic traits or the various sub-set of associated bullies that develop around the main culprit when an atmosphere of fear and intimidation is allowed to develop within an organization), and there is a multitude of personal experience stories and anecdotes that can be raised and analyzed for cause but we know the problem, none of these addresses the question of what is best for our nation, our higher education system, or our campus.

The authors of both works referred to in this article provide strategies and solutions that can be employed to redress the issue of workplace bullying. UUP and the campus administration both share a commonality in agreement and support for the Healthier University initiative (maybe it is a place we can explore together), after all, as UUP Chapter President, Kevin Moriarty, says 'what is good for UUP is good for Stony Brook.' It is a thought, and I would wholeheartedly support such a collaboration, but while I look at the potential politics and timelines of any potential collaboration along with the delays in redress to date for the impacted individuals (they are members and fee-payers [employees] but always people first), I keep coming back to the simpler solution that the HR professional quipped to me at the beginning of this article ~ *You can catch more flies with honey than with vinegar.*



After all, with so many talented people on our campus, so much is accomplished each day on our campus, so much is solved each year, with so many talented and well-intentioned people, solving this problem should be easy, shouldn't it? 🌸



Report from the Vice President for Academics

by Fred Walter

I have now been your VPA for about half a year. I confess that I'm still trying to come to grips with what a VPA is supposed to do.

Much of the time so far has gone into dealing with potential grievances. I have had to read the UUP Contract, the Policies of the Board of Trustees, and the personnel policies of the various schools and colleges. An important lesson is that we as faculty, as protected as we are by Continuing Appointment (a.k.a. tenure), are still subject to the terms of the Contract and the Policies. Ignorance of the policies is no excuse. And lots of us are not protected by Continuing Appointment.

Rather than act as de facto Grievance Officer I believe that the VPA should work with the members and with the administration to not only improve working conditions, but also to rework the university into a true academic community of scholars.

My working hypothesis is "The Union needs the Faculty more than the Faculty need the Union". The question we need to answer is "What is the Union going to do about it?"

If you want to contribute to the answer, please join me at a meeting of the Academic Council once we reconvene in January. Send me or Diana an e-mail if you want to be added to the Academic Council mailing list.

In the mean time, I attended the Fall 2016 Delegate Assembly. The UUP continues to react to actions taken by the State and by SUNY which imperil our educational mission.

The statewide VPA, Jamie Dangler, discussed a range of concerns, some of which affect us at the University Centers. Among these are:

- Expansion of the SUNY Applied/Experiential Learning initiative.
- the College in the High Schools program.
- The implementation of Online education courses, and its extension to virtual reality laboratory experiments.
- Policies that impinge on academic freedom, including the ability to choose the direction of one's research. 🚫

Campus Resources

Seeking assistance with a personal or professional matter? The following campus offices are dedicated to assisting Stony Brook campus community in a variety of ways.

Disability Support Services office administers all issues regarding the federal legislation of "Americans with Disabilities Act" (ADA). Employees who identify themselves as having a disability or present a supervisor with medical documentation seeking a job-related accomodation should be referred to the Disabilities Support Services Office at 632-6748. An evaluation of the documentation and request is made by the office to attempt to find a reasonable accomodation for an individual with a disability covered under the ADA to perform the essential duties of his/her position.

Employee Assistance Program for employees with behavioral problems is important in maintaining a safe, productive and healthy workplace. Employees experiencing personal and/or family problems at home often exhibit behavioral or performance problems at work. When discussing workplace problems with the employee, managers and supervisors should inform the employee of the availability of the Employee Assistance Program and should notify EAP that they referred an employee of the program. Employee participation in EAP is voluntary and confidential. 632-6085

Office of Diversity and Affirmative Action provides direction to the University community with regard to federal and state guidelines and legislation related to civil rights, equal employment, cultural diversity and affirmative action. They provide training and consultation to supervisors and staff, while conducting investigations of allegations of discriminations and sexual harassment. 632.6280

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. 632.6280

Bullying Toolkit provides quite a bit of information and links to resources to assist members. <http://www.nysut.org/resources/special-resources/sites/workplace-health-and-safety/nysut-workplace-bullying-toolkit> 🌐



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2 Exec Board Meeting 12:00 Harriman Room 218	3 Professionals Forum 12:00 Harriman Room 214	4	5
6 Daylight Savings Time Begins	7	8 Election Day	9	10	11 Veteran's Day	12
13	14	15	16	17	18	19
20	21	22	23	24 Thanksgiving	25 UUP Holiday	26
27	28	29	30	november 2016		

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
december 2016				1	2	3
4	5	6	7 Exec Board Meeting 12:00 Harriman Room 218	8 Holiday Breakfast LDS Center 8:15 AM	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24 Chanukah begins
25 Christmas	26	27	28	29	30	31 New Year's Eve

Why Do Academics Need a Union?

by Daniel Kinney, Academic Delegate

UUP has published an updated *Guide for Academics at SUNY*. The guide is posted on the UUP website under "For Academics" and also under "Reports/Guides." The chapter office has print copies. It would be helpful for departments to provide new faculty members with a copy or to refer them to the UUP website, because the guide contains basic information on benefits, regulations and policies and directs the reader to sources of additional information. The changes in the updated edition of the guide to the sections on intellectual property rights and professional obligation are important.

The guide also deals briefly with the differences between the senate and the union and provides a concise answer to a question that we at UUP are sometimes asked: "Why do academics need a union?" A more extensive list of answers to this question can be found in the statement of principles issued by the Collective Bargaining Congress (CBC) of the American Association of University Professors (AAUP) entitled *Academic Unionism* (www.aaupcbc.org/academic-unionism).

The AAUP-CBC document describes academic unions as "the most recent in a long line of collegial structures forged to protect the rights and professional roles of academics" and states that academics, professionals and graduate students "have formed unions to ensure their professional standing and protect themselves from the threats and challenges presented by the corporatization of American colleges and universities." The first thing that comes to mind when we think of unions is negotiated increases in salaries and benefits. These are important, but so too is preserving the benefits and the terms and conditions of employment that we already enjoy. Certainly, the state's demands for givebacks in the last round of contract negotiations demonstrated the need for a strong union to ensure that SUNY remains a good place in which to work. It was clear from the cookie-cutter approach to the negotiations with state employee unions that the governor's office made little distinction between the members of CSEA, PEF, or UUP. All were essentially viewed in the same way without regard for the needs of their specific jobs and positions and the institutions and agencies in which they worked. UUP managed to stave off many of the demands for givebacks and actually to achieve some gains.

The union has legal standing. It can enforce the contract and defend academic freedom and tenure. The importance of this legal standing is summarized in *Academic Unionism*: "Contract articles that provide for individual rights, enforceable grievance procedures, and transparent compensation packages are desirable and necessary on the modern campus." Through its role in protecting faculty rights and academic freedom the union is "an integral part of modern shared governance." Academic freedom is contractually protected for SUNY faculty under Article IX of the collective bargaining agreement with the state.

The statewide reach of UUP and its network of affiliates (AFT, NYSUT, etc.) enables UUP to advocate for our members, SUNY and our students. At present, there are numerous challenges to basic academic rights and the benefits accorded SUNY employees. For example, law suits have been filed to end tenure in New York State. There are bills in the legislature aimed at repealing the Triborough Amendment. This is the amendment to the Taylor Law that continues the terms and conditions of an expired contract until a new contract is ratified. Without the Triborough Amendment, workload, benefits, salaries, etc. can be unilaterally changed when a contract expires. Not only does UUP protect the rights of faculty and staff who are currently working, but it is the principal organization safeguarding the well-earned retirement benefits of SUNY employees. For example, the vigilance of the state unions helped to defeat the governor's proposal to cap the state reimbursement to retired New York State employees of the Medicare Part B monthly fee and a proposal to tier state contributions to retiree health insurance that would have impacted employees who retire with less than 30 years of state service. Because member dues cannot be used for advocacy, VOTE-COPE was

Continued on page 10

established to provide the funding needed to forward the legislative agenda in support of higher education and higher education professions. Laws and regulations determined by lawmakers and government agencies impact the terms and conditions of employment at SUNY. An investment in VOTE-COPE is an investment in the quality of our work life, as well as an investment in SUNY and our students. Is it not worth a contribution of a dollar, or if possible, \$5.00 or \$10.00 per paycheck to protect the values that are so dear to academics and higher education professionals?

With regard to the differences between the senate and the union, the *Guide for Academics at SUNY* states that the senate was created by SUNY to provide faculty with a means of consulting on governance issues and making recommendations to the Board of Trustees. Article VII of the *Policies of the Board of Trustees* delineates the purposes of the senate: "The Senate shall be the official agency through which the University Faculty engages in the governance of the University. The Senate shall be concerned with effective educational policies and other professional matters within the University." Both UUP and AAUP recognize the importance of working with faculty senates. The SUNY Faculty Senate provides faculty with another strong voice. The Faculty Senate meets with the chancellor, and the senate president is an ex-officio member of the SUNY Board of Trustees. Academic unions and faculty senates working together can approach issues affecting SUNY from different angles. UUP President Fred Kowal has addressed the Faculty Senate at Plenary Meetings and Faculty Senate President Peter Kneupfer has attended UUP Delegate Assemblies. Kowal asked the senate to think of UUP as an ally. The advantages of senate and union cooperation are expressed in the AAUP-CBC document Academic Unionism: "Strong senates and strong union chapters can work together to preserve and protect academic freedom on campus. Together, they establish the institutional terrain and precedents on which individual rights are defined, defended, and sometimes adjudicated." With today's attacks on higher education professions, the senate and UUP need the support of all if we are to protect the well-being of our faculty and staff and the integrity of the education we provide to our students. 🌸

It's Time for Retirement

After 33 years at Stony Brook, Arty Shertzer is retiring December 31, 2016.

Just to give you a taste for 33 years ago: M*A*S*H ends after 11 years on TV, Ronald Regan was President, Tom Brokaw becomes the lead anchor for NBC news, and McDonald's introduced the McNugget!

Arty has done a great deal for UUP and we want to thank him for all his efforts (most of which we don't know about - due to their privacy issues).

If you have any stories you would like to share about Arty (or you and Arty eating some McNuggets), please contact our new President - Kevin Moriarty at kevin.moriarty@stonybrook.edu

We wish him all the best with his retirement! 🌸

An Honor Role!

by Warren Randall, Contingent Concerns Officer

Why do certain otherwise respectable members of our academic enclave oppose collective bargaining and refuse to join the union?

Some of them, particularly contingents, cannot belong to a union as it compromises their status in another position. As for most of the remainder, it appears to be a vestige of a commonly held belief that universities were not corporations and faculty were not employees in the same sense as blue-collar or even white-collar job holders such as elementary and secondary schoolteachers. It was unseemly for PhD to be followed by AFL or CIO?

While everyone, particularly the historian has his or her own horror story of union bosses, union boobos or union abuse, let us consider what the union has brought forth. Aside from dealing with broad social issues and reforms, which benefit you, for a century plus, unions fought for better wages, reasonable hours and safer working conditions. The labor movement led efforts to stop child labor, offer health benefits and provide aid to workers who were injured or retired. And still try to improve your life!

Perhaps there is an aversion to the phrase “collective” as in collective bargaining. That just means we are all on the same page when we speak to the bosses – who really don’t like us. Just because the last contract did not provide everybody with everything that you wanted, it merely reflect the world as it is.

We are now engaged in a great struggle where there are no sidelines. What would you do if those protections written into your UUP contract were to evaporate? You need to join. It is about time all realized that YOU is two-thirds of UUP! 🌸

Stony Brook Stitches!

by Jan Tassie & Melissa Shampine



The Stony Brook Stitches Group has been in existence for about 8 years. Our group consists of Faculty, Staff, Students and Friends of Stony Brook University and the Stony Brook University Medical Center.

Do you knit, crochet and or sew? Do you know someone who is looking to donate their handmade items for a worthy cause? The Stony Brook Stitches always welcomes new members to help us pass along donations to the patients at Stony Brook University Hospital, the Stony Brook Cancer Center and the Long Island State Veterans Home. We are always excited to know that we will have more people to help us service those in need. The need is so great. We welcome all levels of experience.

You can check out our website @ www.stonybrookstitches.com to find out more about the Stony Brook Stitches. You can also find us on Pinterest under Stony Brook Stitches. The site will give you some ideas of the things the Stitches make and donate.

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