



WHAT'S INSIDE:

- 2 • **Workplace Bullying- Part II**
- 6 • **Anti-bullying Strategy**
- 6 • **Six Personal Healing Strategies**
- 8 • **Constitutional Convention**
- 9 • **Daily Tactics for Dealing with a Workplace Bully**
- 10 • **Awards**
- 11 • **I Hear America Sing**
- 12 • **Contact Info**

A Time to Reflect and Think

by Kevin Moriarty, President



So we have embarked upon yet another year. This may be a time to reflect and think about what has transpired and to look forward to our future. So what have we accomplished? UUP has again been instrumental in fostering a State budget which in some ways reflects the needs and wants of UUP members. We didn't get all that we wanted but we did make a difference. This was in no short order done through the hard work of UUPers across the state and especially several right here in our own home campus of Stony Brook. We have again successfully participated in our affiliate organizations NYSUT, AFT & the AFL CIO, to press forth an agenda of collective bargaining. We elected a UUP executive to the executive ranks of the NYSUT organization, Phillippe Abraham is now a VP on the NYSUT Executive Board. While we are under attack from the likes of the right winged political agenda and the Tea Party movement. These results will help us stay in front of these attacks. The negotiations committee has been working diligently on our behalf for a fair contract. It is progressing, as I have said all year and you can read all about on our UUP State web site www.uupinfo.org.

On the home front, we have elected our new executive staff and we look forward to taking on the local challenges we continue to have. We are

continuing to have healthy dialog with Stony Brook management and administration. The Labor Management Meetings each semester with the University President will continue. The key topics for our last meeting were; Job Security: budget, College of Arts & Sciences, Employee appointments; temp (more than 1 yr temps), term (years), Work place respect: ways to improve morale and communication throughout campus, and Parking: lack of sufficient faculty/staff parking during the day. I hope for and look forward to positive results from this effort. We will establish a routine of strategic meetings with Human Resources, and Labor Relations to plan for a strong healthy future for Stony Brook. We will continue to reach out to all levels of administration to be proactive in our quest to make this our home. We have collaborated with the administration on items we agree upon and we continue to push for understanding of the things we may not have agreement upon. I have said this many times to many people, 80% of what UUP wants is in alignment with what the administration wants, 10% of which we may disagree with, we will work tirelessly to resolve, and 10% we may just have to agree to disagree. "Let's capitalize on the 80%" for the good of all of us, because "What's Good for UUP is Good for Stony Brook University", we are the university.

What do we want to achieve? First and foremost PAY Equity of course, improvement of morale, a healthy work environment, job security, and of course fair treatment. All of which we are and will continue to strive for in the coming year.

As your president I will continue to advocate on your behalf and diligently work toward the achievement of all your needs and wants. Though it is an arduous task, it is one I have taken on with all my energy. 🌟

The New Officers

Welcome to the new Officers who start their post June 1, 2017

Chapter President:
Kevin Moriarty

VP Academics:
Fred Walter

VP Professionals:
Diane Bello

Secretary:
Andrew Manos

Treasurer:
Jennifer Jokinen

Officer for Contingents :
John Shackelford

Officer for Retirees:
Charlie McAteer 🌟

Workplace Bullying, Part II: A Continuing Concern on Our Campus

by F. Jason Torre

“Bullying is the sexual harassment of 20 years ago; everybody knows about it, but nobody wants to admit it.”

—Lewis L. Maltby, President, National Workrights Institute

It is hard to fight lies, bias and false perceptions; the first is based on an intentional manipulation of the facts to fit the perpetrator’s bad intentions and motives while the latter two are subjective thought patterns developed and held by the receivers of the perpetrator’s false information which makes individual employees, departments or organizational bodies prone to belief of the falsehood. Most of us are not equipped to meet this challenge at work or on campus due to the very nature, and maybe despite the nature of the academies’ purpose of seeking truth, but it is exactly what victims of workplace bullies or harassers are called upon to do to protect them when targeted. It is a costly proposition for all involved, and repercussions for the victims and their organization can be irreparable and lasting. However, the issue needs to be addressed, directly and without hesitation by administrators or organizational leaders. Unfortunately, more often than not redress takes time, and until it is provided, targets (victims, for they are victims of PTSD-Complex, an evolving form of post-traumatic stress disorder) and the impacted (those in daily contact with the victims, who are kept in fear through witnessing the targeting) need to take active steps to protect themselves. It is a difficult task but not impossible. The first step towards redress of a problem for an organization or individual is admitting that a problem exists.

After the publication of *Workplace Bullying: A Rising Concern on Our Campus* last semester, a number of members reached out to our chapter President, Kevin Moriarty and myself, and thanked us for publishing the article and bringing the issue to light. Among the praise and thanks was a specific question from one member who had experienced workplace bullying on campus within their department, asking us what the next steps are for dealing with the bullies around campus (The member’s own experience was mercifully cut short when the supervisor in question departed ~ small miracles do happen!), and an unusual call from the campus administration’s representatives, questioning the legitimacy of the claims within the article. While the first question was on our radar (the chapter leadership had planned a series of workshops for dealing with associated issues), the second question reflected the broader mindset of organizational leaders’ stances towards bullying in the workplace that the statistics outlined in the quoted research from the *Workplace Bullying Institute* and the *Hollis Workplace Bullying in the Academy Survey (WBAS)* in our previous article stated. For those seeking assistance we have provided some strategies and daily tactics for coping and protecting yourself against your bully (see our sidebars suggestions) but we urge you to seek professional assistance (see the Employee Assistance Program on campus, or contact a medical professional through your healthcare provider, or your chapter) from legal and medical professionals as you need to protect your career and your health; for those within the campus administrative structure who doubt, deny or questioned the legitimacy of our concerns and those of our membership (or rationalize its existence because of the lack of a state recognized definition, or with such idiomatic responses to conveyed concerns such as ‘operational need’ or ‘close supervision’) that workplace bullying exists on campus, we give you three members’ experiences in their own words.

[Publication Note: Each of the following examples is real life members’ experience with workplace bullying. The names of all parties: members, supervisors and administrators have been redacted. All three members have given UUP permission to publish their words in whole or in redacted form. Redactions have been noted in brackets, and references to gender of individuals involved have been excised as well.]

Continued on page 3

Workplace Bullying Continued...

Member A's Story: A Letter to the President

October 18, 2016

Dear President Stanley,

My name is [Name Deleted] and I was hired as a Music Cataloger for the Frank Melville Library in 2007. For eight years I had an extremely rewarding career as a Music Cataloger and Assistant Head of the Music Library. It was an extremely rewarding career having once been a K-8 Music teacher, Stony Brook was a welcome change. I was able to take many Music graduate courses and received my M.A.L.S two years ago. I learned so much more about music by cataloging scores, books, and CDs. I was extremely happy with my job.

This changed however when the Melville Library was restructured in March 2015 and I was transferred from the Cataloging Department and placed in Access Services. Slowly my cataloging duties were taken away while my supervisory duties increased since my former supervisor, [Supervisor's Name Deleted] duties were transferred to me. I was told on at least two occasions that eventually I probably would not be cataloging at all, a career that I trained for.

If one views my last two Performance Evaluations, my ratings plummeted by no fault of my own. I contend that [Supervisor's Name Deleted], my new supervisor for a month before I went out on FMLA in May 2016 should never have prepared or signed my Performance Evaluation dated 7/1/2015-6/30/2016. I was on FMLA leave from 5/24-8/15 2016 due to job related depression and anxiety.

On returning to my job on August 25th, I was informed on the first day back by [Supervisor's Name Deleted], I no longer had an office. My office was now a processing center and my new hours were 8:30-5:00, a half-hour longer than my previous hours. [Supervisor's Name Deleted], placed all the cataloging backlog on a large desk in the back of the Library instructing me that I was not allowed to catalog until a decision was made by another supervisor. After a month of cancelled meetings (in which eight people were invited, to discuss the matter), I realized that no decision was going to be made about the cataloging work, and that the repeated cancellations and the number of invited participants to the meetings was another form of intimidation.

On 9/7/2016 and 9/8/2016, I was invited to two meetings called "Next Steps" [Supervisor's Name Deleted], and [Supervisor's Name Deleted]. When the meetings started I was informed these were really called "Counseling Meetings." They discussed on 9/7 all the criteria where they felt I was not keeping up with and then on 9/8/2016 they presented me with a one page document of all they discussed on 9/7 and expected me to sign it. I refused to sign since most of their allegations were false. I never was given a copy of this document. The constant micromanaging of [Supervisor's Name Deleted] and [Supervisor's Name Deleted] has no merit in the Music Library where the students often need different training from the other branches.

The next day, 9/9/2016, they called another meeting where they presented my Performance Evaluation. I literally gasped when I saw how low [Supervisor's Name Deleted] had rated my Performance over that last year. Again, I refused to sign since many subjects mentioned were holding me accountable for happenings while I was out on FMLA. I was so upset I did not point out then that [Supervisor's Name Deleted] had only been my supervisor for a month. [Supervisor's Name Deleted] signature was nowhere on the document. When [Supervisor's Name Deleted] took over as my supervisor in 2015, both [Names Deleted] names were on my Performance Evaluation for that transition period. I should have stated this but I was in shock. How could a worker who had been here for one month rate a permanent employee who had been at her job for eight years? And in cataloging, an area they knew nothing about.

I wrote a formal rebuttal letter dated September 15th since there was so many problems with this poorly written Performance Evaluation. All my cataloging sections went from 4's to 3's and the most glaring one was from a 5, the top grade to a 1 in Independence. There were many 1's on the Evaluation, the lowest grade given. In the past I had never

Continued on page 4

Workplace Bullying Continued...

received lower than a three. I believe this Program Evaluation was written as an intimidation tactic, and extreme micromanaging has been employed as a tactic as well since the Library restructuring occurred.

You might ask why I didn't seek help concerning these blatant happenings. I did. I wrote and spoke numerous times with the Union and the Union lawyer who said they were going to present the problem to Labor Relations. I spoke with [Name Deleted] from the Ombudsman Office frequently and I also spoke with [Name Deleted] from the Diversity and Equity Office while I was out on FMLA hoping they could hopefully intervene and transfer me back to the Cataloging Department (my original department) since I knew my anxiety and depression were job related and going back to an oppressive environment would only make it worse.

These events and many more that are too numerous to mention here, why I felt compelled to resign as a State worker. The job was destroying my peace of mind and my mental health. In the past, I never had to take medication except for blood pressure, and now I take depression and anxiety medication along with bi-weekly counseling from a psychiatrist, something I never had to do in the past.

I am sure if [Supervisor's Name Deleted] and [Supervisor's Name Deleted] are asked about me they will respond that I am a disgruntled and negative employee but in reality I am a heart-broken, dedicated employee who watched a beloved career dwindle down to a student clerk position. Every day I spend four and a half hours at the circulation desk instead of cataloging and doing important authority work. When I sent my resignation letters to [Supervisors' Names Deleted], our Library HR person, [Name Deleted] responded right away saying how sorry they were and asked questions whether I was resigning or retiring so they knew how to process my papers. I told them I was short 10 months to retire. Neither [Supervisor's Name Deleted] nor [Supervisor's Name Deleted] responded in any way to my resignation letter. Not a single word. I find that extremely unsettling that supervisors could be so unfeeling and disrespectful.

I would like to close in saying there are many Professionals in the Melville Library that are being harassed and intimidated like I was. I decided I had had enough of the intimidation and the bullying tactics. Luckily I have the resources so I can leave but many of these dedicated Professionals have no choice and many are afraid if they speak up as I did they will be targeted as I was. It is sad to say but I have not been the first Library Professional that has been intimidated in this way and as I write this letter there are a few in the same horrendous situation.

Thank you for listening. I am writing this letter to help my colleagues. If you would like to see any other documentation such as my Performance Evaluation that made me decide to resign I would gladly forward them to you.

Sincerely,

[Member Name Deleted]

[Member Contact Information Deleted]

[Upon receipt of the letter by the campus administration, a designee from Human Resources Services contacted the member; the member reports improved health and well-being since departing university service.]

Member B's Story: The Disruptive Supervisor

I have been and I am the target of workplace bullying. What I have found in my experience is that managers know that they are dealing with a bully but do not have the leadership or communicative skills themselves in order to control the bully and stop the behavior. Furthermore the workplace culture does not value civility and mutual respect. I have experienced both outward aggressive behavior as well as micro-aggression from my immediate supervisor. My

Continued on page 5

Workplace Bullying Continued...

example is of outward aggression, which is relatively easy to handle versus other types of bullying. The incident proves the point of how management fails to deal with bullying behavior. There has been a series of incidences against me last year that grew in escalation month after month: the first incident the bully yelled at me in isolation, the second incidence the bully became even more irate (yelling even louder) but again was in isolation, the third incident was done in the front of a colleague and this incident involved the slamming of drawers and yelling and accusations about my character. When I reported the initial incident to my manager the response was in defense of the bully, well “You know that is just [Name Deleted] they yell at me as well”, in an attempt to make the incident seem not as bad as I was, making it out to be. The second time, I reported the second incident; I got a similar response but even more defensive as if I was blowing things out of proportion (Do you really believe that [Name Deleted] would really hurt you, do you?). Finally, the third instance I reported to my manager they started to appear to take this seriously. They actually took an intake of the incident, and were going to fully investigate the incident. As I was to find out the next day, the only person that was questioned was myself. When I took the issue out of the department, in an email to labor relations, the manager was forced to handle the issue properly. The bully was issued a written counseling and directed to attend an anger management workshop as well as a series of management training workshops. The bully never attended all the workshops due to allegations of being too busy, calling out sick, being on call, etc. The bully finally wore down management and they stopped forcing the bully to attend. To add injury to insult the manger even gave the bully a raise that year. Even in blatant cases of bullying management fails to act leaving the victims like myself with a feeling of hopelessness and increasing stress with nowhere to turn.

So, what is the solution to workplace bullying, stronger policies, and stronger employment laws? Actually, I believe that our society needs to have a cultural shift, capitalism prides itself on aggression and winner takes all! Which directly translates into the workplace culture. The culture both within the workplace as well as outside needs to change towards valuing civility and mutual respect in order for policies and laws to be effectively enforced. A good start would be to have HR departments have open door policies, so victims can “go over “departmental management in order to get some resolution to the problem, and possibility adding civility and camaraderie to performance evaluations to evoke cultural change. There is much work to be done.

[The member reports that the supervisor’s aggression continues, and co-workers have begun to engage in mobbing behavior.]

Member C’s Story: An Example of Physical Intimidation

I am describing an incident of intimidation [Administrator’s Name Deleted] and [Supervisor’s Name Deleted] that I recently experienced.

I was asked to meet with [Supervisor’s Name Deleted] for what was to just be an opportunity to touch base on a few issues and developments. When I arrived, [Administrator’s Name Deleted] was sitting in the doorway of the meeting room across the aisle from [Supervisor’s Name Deleted] office (a distance of about five feet). This was clearly for the purpose of intimidation and causing me to be afraid. [Administrator’s Name Deleted] looked directly at me when I walked by and said nothing. They sat looking into [Supervisor’s Name Deleted] office during the meeting. [Supervisor’s Name Deleted] did not close the office door even though they knew they would actually be discussing personnel matters. [Supervisor’s Name Deleted] left it open to enable [Administrator’s Name Deleted] to look in. After discussing a business matter to throw me off guard, they then stated that I was being evicted from an office I have had for over 15 years.

I was essentially being ganged up on by two administrators and after being targeted for almost all of 2016, I responded to their intimidation with some comments about their tactics and my displeasure. This is yet one more mean-spirited

Continued on page 6

Workplace Bullying Continued...

action that I have experienced from [Administrator's Name Deleted] and [Supervisor's Name Deleted]. However, I did not yell as [Administrator's Name Deleted] falsely accuses me of doing. [Administrator's Name Deleted] was only five feet away, and if I was doing what they said I was, they would have been derelict in their duty for not having intervened. [Administrator's Name Deleted] purposely exaggerated to Labor Relations. It is rather [Administrator's Name Deleted] who has a history of yelling at others on campus. I believe that the plan was to provoke a much stronger response. The meeting was a setup. What is really serious is that [Administrator's Name Deleted] and [Supervisor's Name Deleted] orchestrated this meeting to incite a confrontation. They are my supervisors, and their plot constitutes an abuse of authority.

This incident is an escalation of [Administrator's Name Deleted] campaign of intimidation, humiliation, and retaliation. It is direct retaliation for having gone to the union two weeks earlier. It is intended to humiliate me in front of colleagues I have worked with for 20 years. When I reminded [Supervisor's Name Deleted] that I was at the highest rank with three decades of service, they dismissed it by stating that they were aware of that, as they have done several times in the few months that [Supervisor's Name Deleted] has been here.

What they have been consistently doing during the past year may constitute age discrimination. Moreover, [Administrator's Name Deleted] has stated that I am "outspoken." I am just exercising my right to Academic Freedom, which evidently has become a punishable offense in my department.

I would like the university to ensure that I have a safe and healthy workplace free from threats, intimidation, humiliation, and retaliation from the [Administrator's Name Deleted] and their associates. With the upcoming release of the University Senate's Administrative Review, I am fearful of further escalation by [Administrator's Name Deleted] and [Supervisor's Name Deleted].
[Member's Name Deleted]

[Member reported that within few days of meeting with Human Resources Services as part of the investigation process, they were ordered to vacate their office. The administrator in question was never interviewed.]

President Stanley's *Statement of Community* provides an excellent recipe for a healthy workplace. Positive values, such as equality, caring, civility, respect, etc. are defined as the hallmarks of such an environment in the president's statement. In the three examples, we see the multitude of tactics (in at least one instance the very process designed to avoid escalation and encourage respectful communication between parties was misused) used by different workplace bullies of varying levels of aggression and violence. However, regardless of the aggressor type, the permissibility of their actions under campus policy or collective bargaining (or lack thereof) agreements, the actions taken have a real-life impact on individuals, their departments and the campus community, and the University Administration has a responsibility to seriously look into such problem areas on campus so that the Statement of Community is implemented in all campus units and all Stony Brook employees and students enjoy the benefits of a healthy, safe and respectful community free from aggression, fear and violence. 🌸

Anti-bullying Strategy

The WBI 3-Step Target Action Plan

Step One - Name it! Legitimize Yourself!

1. Choose a name – bullying, psychological harassment, psychological violence, and emotional abuse – to offset the effect of being told that because your problem is not illegal, you cannot possibly have a problem.
2. The source of the problem is external.
3. There is tremendous healing power in naming.

Step Two - Take Time Off to Heal & Launch a Counterattack

1. Check your mental health with a professional (not the employer's EAP).
2. Check your physical health.
3. Research state and federal legal options (in a quarter of bullying cases, discrimination plays a role).
4. Make the bottom-line business case for stopping the bully. See our detailed Estimating Costs of Bullying Worksheet.
5. Start job search for next position.

Step Three - Expose the Bully

1. Make the business case that the bully is "too expensive to keep."
2. Stick to the bottom line.
3. Give the employer one chance.
4. The nature of your departure – either bringing sunshine to the dark side or leaving shrouded in silent shame – determines how long it takes you to rebound and get that next job, to function fully and to restore compromised health.

[Excerpted from the Workplace Bullying Institute's Action Plan, see:

<http://www.workplacebullying.org/individuals/solutions/wbi-action-plan/> 🌸

Six Personal Healing Strategies

1. Begin each day with a small task.
2. Each day find one thing to be grateful for.
3. Each day laugh at least once.
4. Each day find one beautiful or happy thing to experience.
5. Each day accomplish one task at work that is for you.
6. Each day, always put out positive intention to attract positives outcomes.

[Compiled from a conversation with a life coaching expert, 2016.] 🌸

Constitutional Convention: Fact Sheet and Concerns



On Nov. 7, 2017, the people of New York state will be asked the following question on the ballot: Shall there be a convention to revise the constitution and amend the same?" This question appears every 20 years under the New York State Constitution (Article 19, §2).

UUP says vote 'NO' on this question. Here's why.

The NYS Constitution establishes the fundamental rights we enjoy as citizens of New York state, as public employees, and as retired public employees. A Constitutional Convention would become the vehicle to further the attacks on public education, unions and collective bargaining, pension security for retirees, and other basic rights and protections.

The following are some of the basic rights and protections under attack across our state and nation. A Constitutional Convention could further threaten them.

- The right to a free public education (Article 11, §1)
- Prohibition of reductions in public pension benefits (Article 5, §7)
- Rights to workers' compensation (Article 1, §18)
- Rights pertaining to union membership and collective bargaining (Article 1, §17)
- Social welfare rights (Article 27, §1)
- Prohibitions on the use of state monies to assist religious schools ("Blaine Amendment" Article XI, §3)
- A budget role for the state Legislature
- Adirondack "Forever Wild" protections
- State land and forest protections

A Constitutional Convention could:

– **Eliminate collective bargaining rights**

Consider Scott Walker and Wisconsin's "Act 10" legislation, a model for anti-union interests. It raises employee health care and pension costs, prohibits public employee unions from bargaining over anything other than wage increases based on inflation, bars automatic union dues deductions from paychecks, and requires annual union elections.

– **Radically change public employee retirement systems, including but not limited to employer contributions, employee contributions, and benefits**

Changes to the SUNY ORP could also occur. In all likelihood, no one would be protected from changes through "grandfathering."

– **Change the defined benefits that people expect to receive from TRS or ERS**

– **Diminish the Legislature's budget role, giving more power to the Executive Branch**

A governor could dictate the state budget without legislative approval.

– **Change the role or eliminate the Board of Regents**

A former NYS governor proposed eliminating the Board of Regents to give the governor more direct authority over education policy. Regents are appointed by the Legislature, with public accountability.

Continued on page 11

Daily Tactics for Dealing with the Workplace Bully

1. **Approach your bullying problem like a work project.** Be methodical in how you behave, perform, document and strategize.
2. **Be a workplace warrior.** Even if you plan to put out feelers for other jobs, dedicate yourself to vanquishing your abuser, not being a victim.
3. **Sweat the small stuff.** Document even the smallest incidents, which often become the most important, illustrating a pattern of bullying that might not otherwise be apparent.
4. **Don't let yourself get isolated.** Every day, pick out someone you haven't talked to for a while. Have a brief but focused conversation.
5. **Display self-esteem and broadcast a positive attitude.** Pay attention to how your appearance - such as hair and clothes - is perceived by others. Make your personal space an oasis of calm and taste.
6. **Try to stay in safe spots.** Your abuser is less likely to attack when you are around other supervisors, known allies, particularly upright employees, and customers or other outsiders of importance to the employer.
7. **During a bullying situation, excuse yourself.** Don't beat a hasty retreat, and don't leave the building; tell your abuser that you're late for an appointment with HR, for example. Or casually excuse yourself to use the restroom.
8. **During an attack, try distracting your abuser.** Pick up something physical - as long as it's not a threatening item - such as a critical file that needs the bully's attention or a note with an important phone number that needs to be called. Sometimes a simple distraction is enough to get him or her to stop.
9. **Protect your personal information.** Tell bullies as little as possible about your life, family, friends, hobbies, interests, religion and so on.
10. **Hold your cards close to the vest.** As you're building a case against a bully boss, the less you talk about your story to others at work, the better.

[Excerpted from CIO's 10 Tips for Dealing with a Bully Boss by Bob Weinstein, see:

http://www.cio.com.au/article/198499/10_tips_dealing_bully_boss/ 🌟

Charles C. Hansen Award

excerpt from Fred Walter



"The Committee has decided to award the 2016 Charles C. Hansen award for excellence in professional service to Jose Feliciano for his long and dedicated service to the chapter and its members."

Joe is one of those members who served long and hard, almost in the background. He was never chapter

President. I knew him only as my department's Director of Laboratories. But he was a dedicated union activist. He served our chapter of the UUP as delegate for over 25 years, and at various times as Vice-President for Professionals, as Treasurer, as Grievance Chair for Professionals, and as Chair of both the Evaluation Review Committee and the Affirmative Action Committee. Statewide he served on multiple committees, and served as a member on the contract negotiations team on multiple occasions. Joe represented UUP to the NYSUT and served as Vice-Chair of the Higher Education committee for AFT.

This award is well-deserved. Congratulations, Joe! 🌸



Wishnia Award

excerpt from letter of support from Judith Wishnia

When I came to Stony Brook in 1967 as a faculty wife with three children, I met Joel Rosenthal, then a senior member of the History department. He knew of my interest in history and at a time when there were only one or two female faculty and very few graduate students, he encouraged me to become a graduate student in history. He also made sure I got a teaching assistantship stipend. In fact, at one point I was the TA for his course in Medieval History. When he became chair of the department, he continued to encourage the hiring of qualified women faculty. The history department was one of the first departments to hire not one, but numerous women. One of them, distinguished Professor Nancy Tomes, just won the Bancroft prize.

But Joel was also active in national and local politics. As a Senate leader, he helped run teach-ins during the Vietnam War and sponsored a resolution to prevent the university from accepting funding from the Department of Defense. He continued this activity, marching against apartheid in South Africa and against the support of the Contras in Central America. He remains active politically, supporting both local and national candidates.

In 1975, he played a very important role in Stony Brook academic affairs. Because of supposed budget crisis, the university eliminated the entire Education Department. This left 11 or 12 tenured professors without jobs. Joel personally went to various departments, urging them to take on the fired faculty. He had some success but 4 faculty still remained without jobs. So... he created a new department, Interdisciplinary Social Science so all four could have jobs. One of the components of the new department was the Women's Studies Program, one of the first in New York State.

Joel was active in UUP and at the same time, he was on a committee in AAUP, protecting academic freedom. When I retired from being the Academic Grievance chair, he took that position and worked tirelessly for his union colleagues at Stony Brook.

Congratulatoions Joel Rosenthal! 🌸

Constitutional Convention: Fact Sheet and Concerns - continued

Why we must mobilize our colleagues and communities to vote 'NO'

– Groups and individuals that want to alter basic rights protected by the NYS Constitution will get people who support their positions to vote.

– There are very wealthy, anti-union groups that will spare no expense to curtail collective bargaining and other rights.

– 2017 is an “off election year.” Voter turnout is normally low. We could lose state protections and rights if people who support them stay home on Election Day.



**Constitutional Convention:
VOTE NO!**

Is a Constitutional Convention the only way to make changes to the state’s Constitution?

No. The Constitution can be changed through individual amendments passed by two separately elected legislatures and voted on by the electorate. Changes can be made without opening up the entire Constitution and threatening our basic rights and protections.

How are delegates to a Constitutional Convention selected?

If voters approve a Constitutional Convention on the Nov. 6, 2017, ballot, three delegates per state Senate district and 15 at-large delegates (204 in total) would be elected in November 2018 (the next general election). Delegates can include members of the Legislature, other elected officials, and political party leaders. It’s not likely that convention delegates would be “representative” of a grassroots movement, which convention supporters will claim.

When would a Convention be held and what would it cost?

The convention would take place in Albany in 2019 for an unspecified period of time. The last New York State Constitutional Convention was in 1967 (voters declined to support a convention in the last two referendum votes in 1977 and 1997) and last 5½ months. It cost taxpayers roughly \$6.5 million. In 2015 numbers, that’s more than \$46 million!

Check out the UUP website at www.uupinfo.org for Constitutional Convention information and updates. 🌀

I Hear America Singing

by Walt Whitman, 1819-1892

I hear America singing, the varied carols I hear,

Those of mechanics, each one singing his as it should be blithe and strong,

The carpenter singing his as he measures his plank or beam,

The mason singing his as he makes ready for work, or leaves off work,

The boatman singing what belongs to him in his boat, the deckhand singing on the steamboat deck,

The shoemaker singing as he sits on his bench, the hatter singing as he stands,

The wood-cutter’s song, the ploughboy’s on his way in the morning, or at noon intermission or at sundown,

The delicious singing of the mother, or of the young wife at work, or of the girl sewing or washing,

Each singing what belongs to him or her and to none else,

The day what belongs to the day—at night the party of young fellows, robust, friendly,

Singing with open mouths their strong melodious songs. 🌀

Officers

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

Officer for Retirees
Charlie McAteer
 632-6570
cfmcaateer@gmail.com

Academic Grievance Chair
Georges Fouron
 632-6924
Georges.Fouron@stonybrook.edu

Social
Ava Amrieh
 632-4166
Ava.Amrieh@stonybrook.edu

Vice President Academic
Fred Walter
 632-8232
Frederick.Walter@stonybrook.edu

Chapter Assistant
Diana Tischler
 632-6570
Diana.Tischler@stonybrook.edu

Professionals Grievance Chair
Carol Juliano
 632-1796
Carol.Juliano@stonybrook.edu

Regina Lento
 632-3148
Regina.Lento@stonybrook.edu

Vice President Professional
Diane Bello
 632-6179
Diane.Bello@stonybrook.edu

Labor Relations Specialist
Lisa Willis
 632-6570
 Nassau Office, (516) 496-2035

Membership Development
Yumi Yoshino-Hempel
 632-6443
Yumi.Yoshino-hempel@stonybrook.edu

Women's Concerns
Laura Pellizzi
 632-3125
Laura.Pellizzi@stonybrook.edu

Secretary
Andrew Manos
 632-2791
Andrew.Manos@stonybrook.edu

U.S. Labor Against the War
Mike Zweig
 632-7536
Michael.Zweig@stonybrook.edu

Committee Chairs
 Campus Environment
Malcolm Bowman
 632-8669
Malcolm.Bowman@stonybrook.edu

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 or email theresa.kist@stonybrook.edu.

Treasurer
Jennifer Jokinen
 632-9084
Jennifer.Jokinen@stonybrook.edu

Newsletter Designer/Editor
Theresa Kist
 632-4313
Theresa.Kist@stonybrook.edu

Community Service
Nancy Gaugler
 632-6241
Nancy.Gaugler@stonybrook.edu

Officer for Contingents
John Shackelford
 632-8636
John.Shackelford@stonybrook.edu

Affirmative Action
Cheryl Hamilton
 632-7752
Cheryl.Hamilton@stonybrook.edu

Health & Safety
Nick Koridis
 632-6447
Nicholas.Koridis@stonybrook.edu

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



UUP WEST CAMPUS CHAPTER OFFICE

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