

Overtime Demystified

The Keys to How Overtime Works



Do you understand how overtime works? Certain classes of jobs are eligible to be compensated monetarily for working outside of their professional obligation, which, for UUP members, is 37.5 hours per week. This eligibility is codified in federal law, the Fair Labor Standards Act (FLSA). This law defines who is eligible to receive overtime compensation and how that compensation is to be remunerated. First, you need to determine if you are FLSA eligible or exempt. If you are exempt, you will not be monetarily compensated for any additional time worked. But fear not, dear reader! You are eligible to be compensated for your time. More on that next time.

For the FLSA eligible employees (mostly biweekly time cards) all hours beyond your regularly scheduled hours should be included on your timecard. Word of caution though: do not take it upon yourself to work extra. You must seek and receive approval. If you are asked to stay late or come in early by your manager and you are eligible, that qualifies. If you are working on a project and will not complete it by day's end, inform your manager and inquire as to whether or not they want you to complete it before you leave. If they approve it, it's overtime. If not, and you stay, it's on you.

Here at Stony Brook we have what's called an overtime bank. If you are eligible for overtime payments, extra hours that you work are converted to overtime hours and stored until the total in the bank reaches 240 hours. After that, all additional hours will be paid upon working them. Once again, fear not! You do not lose those hours and you will eventually be paid for each and every one of them.

Overtime will be accrued at time-and-a-half over 40 hours worked in a week. The pay week is Thursday to Wednesday and you must work over 40 hours in that week to accrue at time-and-a-half. If you take a vacation day or use a sick day, those hours don't count as worked and any extra hours up to 40 hours worked will be accrued at straight time. Also, caveat #2, since our professional obligation is 37.5 hours per week and OT accrues after 40 that "gap time" is accrued at straight time. Also, the time that goes into the bank is converted to straight time hours. By that I mean rather than multiply your hourly rate by 1.5 the hours are multiplied by 1.5 before they are put in the bank. For example, say in a week you work 43.5 hours. The first 2.5 hours are taken as straight time and the next 3.5 are multiplied by 1.5 (time-and-a-half), equaling 5.25 hours. So, the total number of hours going into the bank is 7.75 hours. If you were to take a day off (7.5 hour day) during that week you would accrue 6 hours in the bank because you did not actually work 40 hours. That bank can be used in 2 ways:

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President's Message



Greetings! it is my pleasure to serve you as SBHSC Chapter President and I want to say a heartfelt thank you for all the support I have received during and after the election. I pledge to work hard for all my members and to make our workplace the best it can be. I will keep you informed of chapter events and issues we face here at the University, Hospital, Medical, Dental, Nursing, Social Welfare and Health Technology and Management schools and those issues we face as public employees of the state.

It has been an eventful start for me and has taken a lot of time to get everything in place that needs to be. I have had to assess what worked and what did not. As I reflect on the early part of my presidency, I have accomplished a lot, starting out with the visits to some of our offsite buildings to have "Meet and Greet" meetings at the Ronkonkoma building, SBUH, SHTM and the Southampton Campus. Unlike large chapter meetings, these meetings are smaller and give the chapter officers the opportunity to engage the members in a more intimate setting. Having this type of access to the members, the officers and I have a unique opportunity to learn what the members want from their union and become educated about the many workplaces and occupations we have here at Stony Brook Medicine. At the departmental "Meet and Greet" meetings I will seek your involvement in our chapter because the union is a collective and is at its best when the members are engaged and interested. I intend to continue to have departmental "Meet and Greets" throughout the year. If you would like us to meet with your department call the UUP office and we can set up a meeting. Our chapter cannot be successful without you and your involvement! Your involvement can range from just attending one of the "Meet and Greet" meetings, to volunteering to become a department representative, being involved with any of our community service projects, or running as a chapter delegate. It is totally up to you. There are such a wide variety of tasks to suit every interest be it small or large, and every little bit helps and is appreciated. I have sponsored events that serve to inform, educate and energize the chapter. To kick this off, the chapter held our annual BBQ meeting in September that was a great success with a record number of members attending. Over 1,000 members got to enjoy a beautiful day on the patio and interact with two visiting statewide officers, Vice President for Academics Jamie Dangler and Tom Hoey, the Membership Development Officer. The officers each spoke to the assembled members regarding the state of negotiations and the importance of voting against the constitutional convention as well as mingling with the members on the patio, intently listening to their issues, concerns and comments. The feedback from the visiting officers and the attending members was overwhelmingly positive. In addition to the BBQ I also had the pleasure of visiting additional off-campus sites this summer with the favorite summer treat of ice cream (Mr. Softee trucks). We had a great turn out at all of our visits to the Ambulatory Surgery Center, Ambulatory Cancer Pavilion, Tech Park, Long Island State Vet's Home and Flowerfield. It was great to get out and meet the members that work outside of the hospital and on off-shifts. It is important to me that all of our members feel that they are being represented and part of our chapter even if they do not work at the hospital. Our Vice president for Professionals has started a series of workshops that will focus on professional development; the first workshop was on Performance Programs. Look for more workshops on professional topics in 2018. The chapter followed up this winter with our annual holiday meetings that were also well attended. These events had been organized by Anghella Forde, Carine Etienne-Michel and Cathy Belleville. I want to give a big thanks and job well done to all of them for their efforts. I also want to thank all the volunteers that helped to make the BBQ, ice cream trucks and holiday meetings a great success. Because of your help all of these meetings ran smoothly. If you are at an offsite location, we may have missed you during the summer or holiday meetings. Please contact the office at 444-1505 and we can schedule a "Meet and Greet" with your site!

This year, as we have in previous years, the chapter partnered with the Pre-PA Club to collect costumes for the Halloween party and toys for the Holiday Party for the children living at HELP Suffolk. I attended the Halloween party at Help Suffolk with the Statewide MDO officer, Tom Hoey. The children had a wonderful time playing games, doing crafts and, best of all, eating candy! The Pre-PA club is very thankful for all of the donations made by our membership throughout this year.

Over 1,000 car magnets and 600 lawn signs were distributed by Stony Brook HSC Chapter to raise awareness to vote down Proposition 1, the referendum that called for citizens to determine if they wanted New York State to hold a Constitutional Convention. The referendum was defeated by 83%!

At the labor management table, we have been working diligently on late permanent appointment packages, schedule changes, salary compression, department deactivations, IT time tracking program and overall work environment. What upsets me most is that it is unfortunate that our workplace is becoming less civil. We work in a very stressful environment but we should try our utmost to work together with mutual respect. Bullying on any level from coworkers to departmental leadership should not be tolerated. Our new leadership, Mr. Baptiste, is proactive and recognizes the need for a positive culture change in the workplace. I look forward to working with him and others to help initiate those changes in the workplace.

We will have many challenges as we grow with the addition of Southampton Hospital and others. So, please come in to the office or call and make an appointment with me or one of my Vice Presidents so that we can be aware of issues that you are faced with so we may address them in the proper forum.

In reflecting on my term as Chapter President thus far, I mentioned my successes and my failures: My failure so far is that I have not been successful in communicating to the membership as fully as I would like. The issuing of this newsletter is a first step in correcting that deficit. As I visit more sites and areas within the hospital to gather more members willing to be departmental representatives, this greatly helps to reach more members with the vital information they need about the union. Our website will be continually updated with the events of the chapter and have links to important information and action you can take on behalf of your union. If you have any ideas, know-how or questions about our newsletter or website do not hesitate to call, email the office or stop by to discuss them with me. Pamela White (newsletter editor) and Maryann Russo (webmaster) are always looking to improve our newsletter and website! In addition, the chapter has expanded its footprint to include a Facebook page and Twitter account.

I cannot stress this enough: **You** are the union! The chapter will not be strong and we cannot collectively achieve making Stony Brook Medicine the best workplace it can be without your involvement, knowledge and input! We must unite to make our union strong and we must unite to make our voices heard not only in our workplace but also in Albany and Washington, to address the many state and federal issues that are threatening to cut the very funding we need to continue our mission as a public hospital. Regardless of your political affinity it is a time when we need to be more aware of the funding sources for our hospital. One very important funding source is called DSH. DSH stands for Disproportionate Share Hospital payment. These are federal dollars that are given to the hospital and are matched by the State. The DSH monies are to cover the monetary losses the hospital incurs for treating the people who have little or no insurance. Last year when the New York State Department of Health decided to cap the DSH funds at half the amount the hospital usually is awarded; it caused a \$30M budget deficit. Luckily, with the joint efforts of the UUP and the administration's legislative advocacy, all three state hospitals (Upstate, Down-state and Stony Brook) were able to receive most of the DSH money funding for last year. We are consistently advocating on behalf of our members and the SUNY programs that they are part of. Budgetary proposals by the Governor and Legislature are always far below the mark to adequately fund SUNY and particularly the teaching hospitals. As such, I will call on you to act in the form of writing letters, calling and visiting your legislators, both state and federal, to ensure the hospital receives its fair share of funding from the state or federal governments. Further funding stress will begin to affect the state in 2018 due to the passage of the National Tax code reform. I am certain that it will also require your active participation to let our concerns be known in the state and national arenas. If you often visit your local politician(s) and like doing so, consider joining UUPs army of activists! Stop by or call the office or email with a non-edu email and contact information.

Did you know you can download an app on your phone to send off a letter to your congressman and state legislators? It is called the NYSUT's MAC action center (see ad on page 8). This app enables you to send out letters to your congressman or state legislator with a click of a button! Download it today!

Negotiations are not moving forward; talks have been stalled since September. UUP's response to the delay has been to issue a petition for members to sign that will be presented to each individual campus President to get their support to close our contract. UUP has also responded with three rallies at each of the following campuses: University of Albany, New Paltz and Farmingdale. The reaction to these rallies from the state was to schedule a meeting on December 19, 2017, which did not yield any fruitful discussions. We also collected signatures on petitions to be delivered President Stanley. The petitions were delivered after a contract rally on 3/1/2018 (see article on page 14). We also have been collecting postcards to be delivered to the chancellor. To date we have collected over 1300. The last detailed update on contract negotiations can be accessed in the members-only section on the UUP website: <http://uupinfo.org>. Click on the negotiations button to go to the members-only section of the website. Once there you will need your NYS employee ID number from your paycheck (it starts with N). When entering the number, leave off the N, then input the agency number (28058). If you have any difficulty obtaining the information, stop by the UUP office for help.

In closing, there will be many challenges ahead as the new year unfolds but if we all unite together and use our collective voice we can defeat or push back against almost any challenge we are faced with! I look forward to the year ahead with an eye for bringing our membership together and creating a workplace we can all be proud of!

In solidarity,

Carolyn

FOR ALL ELECTED AND RE-ELECTED DELEGATES

So, you have been elected or re-elected as an SBHSC Chapter UUP Delegate: Welcome aboard! Outlined in this article is the job description of a UUP chapter delegate. If you have any questions, feel free to stop by the Union office or schedule a meeting with me!...

Congratulations to you!!

You were elected by your co-workers because they believe that you will responsibly represent their interests within the Chapter organization, and at the Statewide Delegate Assemblies. You should consider your election or reelection an **honor!!**

Of course, this honor also brings with it several expected responsibilities:

- Attendance and participation at the statewide DELEGATE ASSEMBLY
- Attendance and participation at the monthly SBHSC EXECUTIVE BOARD Meetings
- Attendance and participation at Chapter Meetings
- Participation in Chapter Outreach Activities
- Participation in Political Action as needed
- Participation in Chapter governance.

You are a two-way “information conduit” between statewide and local membership as well as a two-way “information conduit” between the local Chapter organization and the membership. In order to have a healthy organization and communication network you need to:

- ⇒ For the purpose of information sharing, function as a department/unit/building rep and recruit colleagues for this as well
 - ◊ Report back to chapter colleagues about issues learned at the DA
 - ◊ Report to the Statewide organization regarding pertinent issues at the Chapter level
- ⇒ Volunteer for and recruit members to participate in Chapter and Community Outreach
- ⇒ Volunteer for and recruit members to participate in Political Action activities.

Our Chapter is the largest in UUP and one of the largest in NYSUT. Our Chapter membership numbers 4,268. Based on numbers alone we should be an important contributor to the entire organization.

Our Labor Relations Specialist, Linda Larson, has agreed to run workshops on the role of the Delegate.
Watch your emails for date, time and place.

Call for Departmental Representatives!

Why be a department rep? Department representatives are an integral part of your union. That's right your union. The Department rep is any indispensable way to get information to the membership quickly and efficiently. To have a more effective union there needs to be open communication in both directions and the best way to make sure that your voice and that of co-workers is heard is to have an individual who is willing to spend a few minutes a week talking to people. To be a department rep the only requirement is an interest in the issues that affect you and your co-workers. The level of involvement is completely up to you. You could merely obtain and distribute information or become more involved and eventually run as a delegate and help shape the direction of the union for the future.

UUP is currently in the process of negotiating a new contract and it's vital that all information as it pertains to negotiations be distributed to all the members. It is also important that as the negotiating team sits at the table with the state team that they know what items to fight for and which are not so important to the members. How does the negotiating team know what's important to the members? It's the feedback they get from the membership. We have about 5000 members in our chapter of UUP. Out of that membership there is only a small percentage that is active in the union. Therefore, there are a tremendous number of people who aren't informed. Every member can initiate change all it takes is the ability to acquire information and put that information to use. Remember, an informed union is a powerful union.

If you are interested in becoming a department representative, please call the union office at 4-1505 and leave your name and a number where you can be reached. Any questions you may have can be answered at that time.

Treasurer's Statement

To my fellow union members,

I would like to thank you for your support in electing me and allowing me to represent the HSC Chapter as Treasurer and Delegate. My goal is to be an effective liaison and a key focal point to the Executive Board and committee members.

As members of this organization, we are afforded the great opportunity to make changes and voice our issues for our betterment thru the support and guidance of our union. We all know that times have changed since the last set of issues were discussed and some of them have been considered obsolete. We are in a great position to make the changes now by assessing the scope of our future and strengthening our projections by making positive reforms to strengthen our union and our goals. Over the past few months leading to this election, I have encountered an array of issues from members in different departments and I feel they are reasonable with their requests. I hope to be your ambassador for change.

Since I started at the hospital a few years ago, I encountered so many great people and moving forward I hope to continue to meet and discuss issues with my fellow members. I am excited about our potential and hope you will support me as I aim to lead the charge forward.

Chris King

Contingents' Corner

Dear Sisters and Brothers,

This is my first communication with you since being re-elected to a second term as Officer for Contingents – Stony Brook HSC. This upcoming year will be a busy one so stay tuned!

Don't ever hesitate to contact me. My private e-mail and cell are included with my signature. I prefer texts rather than phone messages.

The contingent survey is available. While the survey is intended to be taken online (<https://www.surveymonkey.com/r/UUPAcademicContingents>), some may prefer to take the hard copy version. Some members have experienced computer difficulties or would like to complete or edit their answers over more than one day, so the hard copy version may be a better option for them.

Nancy Balkon, PhD, NP, FAANP
Officer for Contingents - Stony Brook HSC
Cell: 631 707-6360
nbalkon@gmail.com

Overtime Demystified-Continued from Page 1

1. You can let the banked hours sit there and, upon separation from service, you will be paid for them at the pay rate that you are currently earning, or
2. You can use those banked hours as compensatory time (time off). If you do this you will need to replenish the balance to 240 hours to once again become eligible for payments. Until that time the hours will reload the bank.

Once you reach the 240 hours each episode of overtime worked will be paid directly unless the balance in the bank is used as comp time and falls below 240. As long as the balance in the bank remains at 240 all overtime will be paid and is calculated in exactly the same manner as indicated above only. Remember, you must **WORK** over 40 hours in a week to accrue overtime That in a nutshell is how overtime works. It's a bit confusing and there are a few stipulations. The main to remember is that if you work it you need approval prior to working. If you get approval it goes on your timecard and you are due compensation. In the next newsletter I will explain how extra hours work for the FLSA exempt group. Either way, the professional obligation is 37.5 hours.

PERFORMANCE PROGRAMS

By Bruce Kube

I know this seems trite but I would like to start off by saying thank you. I appreciate all the support that I received in running for this office. I will do my best to deserve that support throughout this term in office. That being said, I can't do this alone. Here at the Stony Brook Health Sciences Center we have thousands of professionals in many, many different positions. It is impossible for anyone to know what's happening everywhere. We need your help and input. There are a wide variety of issues that face professionals daily, some blatant and others more insidious. Just to name a few, there are untimely permanent appointments, workload creep and disregard for the level at which our professionals are working.

In the workplace, there is a concerted effort to do more with less. Although this is a growing trend and efficiency is always a good thing, this is not always what's happening. Very often our members are subjected to the workload of departed co-workers. This in and of itself is not the problem. The problem lies in the obfuscation of the original job and the outright refusal to document or quantitate the increased responsibilities. It is vital in the work life of all the professional members that as they grow into their job their performance program grows with them as well.

Few things are as important to the work life of our professionals as their performance program. The performance program is a document that unfortunately is misunderstood and underutilized by a large percentage of our professional members. I cannot emphasize strongly enough how important your performance program is. There are several reasons why this document is important:

- The performance program reflects your job growth over time
- Defines the tasks that you must complete and the criteria for measuring successful completion
- Provides the basis for your evaluation
- Is directly linked to compensation

If you have a significant and permanent change in job duties and responsibilities it is paramount that your performance program be updated. Don't be afraid to ask. It is your right as a professional to ensure your job duties are accurately defined. A workshop on this topic was held in December.

Another subject of grave concern to me is workplace bullying and disruptive behavior. It is not ok to be fearful or intimidated in the workplace. There are many faces of bullying. It can be physical or emotional and it is usually the last resort of cowardice. It is often masked as a

misapplication of power, simply jealousy or insecurity. In any event, there is no place for this type of behavior in the workplace and you must bring it forward should you be a recipient of such behavior or witness such behavior directed towards others. Follow the chain of command if possible. Always document your issues in an email. Be specific and accurate and copy all in your chain of command. Management has a duty to investigate incidences of hospital/university policy violations. You will need to relay specific details of the event (date, time, who, what, etc.) The details are important. You should also submit the details to labor relations for investigation.

On a different note, there are a lot of plans in the works. I am looking to establish a viable department representative network. It is particularly important in the outlying areas away from the hospital. We need a mechanism to impart and collect information. Since there is such a great distance between all the areas it is important to know what is going on and to let all our members participate and benefit from the chapter. I want to assure each and every one of you, no matter if you work in the HSC, hospital or in one of the outlying areas, that you are an integral part of this chapter.

Also in the works is an election to repopulate our professional committees, the Committee for Professional Evaluation Review and the Promotion Review Panel. These committees are vital to ensure our members' rights are upheld and that there is a vehicle for redress. Look for the nomination request in this newsletter. Lastly, I am forming a committee to analyze and address professional concerns within the chapter. It is important to have a committee that can work together efficiently but has depth of ideas and perspective. There are too many areas and too many professionals in a broad swath of titles to include representatives from everywhere but it is vital that all those voices are heard. The important point to take home is that this is your union and my purpose is to represent YOU. Feel free to contact me at bkube@uupmail.org and please do so from a personal and not SUNY email address. I look forward to serving you well.

A Call for Nominations

The Stony Brook HSC Chapter is having a call for nominations for its two contractual committees. The committees are the College Committee on Professional Evaluation (CCPE) and the College Review Panel (CRP).

What is the purpose of the College Committee on Professional Evaluation that is outlined in the contract under Appendix A28? A professional employee who seeks a review of a final evaluation report characterized as "unsatisfactory" must inform, in writing, the immediate supervisor, the Chair of the Committee on Professional Evaluation, and the college president or designee within ten (10) working days of receipt of the report.

VI. College Committee on Professional Evaluation

- A. A five-person Committee on Professional Evaluation shall be formed at each college. The Committee shall consist of three (3) professional employees serving in positions in the negotiating unit at each college, elected at large by all of the professional employees in the negotiating unit at the college in accordance with procedures developed and implemented by the UUP chapter president. The remaining members shall be selected by the college president. The chair shall be selected by the Committee from among its members. In the event of a resignation or the inability of a member to serve, that member shall be replaced within thirty (30) calendar days pursuant to the procedures outlined in A above.
- B. The UUP chapter president, at his or her discretion, may choose to replace any or all members of the committee elected at large by the professional employees in the negotiating unit and cause a new election to be held pursuant to the above procedures to fill the vacancy or vacancies created. Additionally, during the same period each year, the college president, in his or her discretion, may choose to replace any or all members he or she has selected to serve on the Committee, and select a new member or members to fill the vacancy or vacancies created. **The newly established Committee will commence service on October 1.**

B. Process of Review:

- (1) The Committee on Professional Evaluation established pursuant to Section VI. A. shall, upon the timely request of a professional employee, review a final evaluation report characterized as "unsatisfactory."
- (2) Committee review shall address both the procedures and substance of the unsatisfactory evaluation.
- (3) As part of its review, the Committee at its discretion: (a) shall have access to all previous formal evaluations of the professional employee concerned; (b) may request and consider any additional comments by either the immediate supervisor or the professional employee; (c) may request information pertinent to the review from secondary sources; (d) may request that the immediate supervisor and/or the appellant meet with the Committee and respond to inquiries; (e) shall be free to call upon any other individual whom they believe has information relative to the evaluation. All individuals shall be encouraged to cooperate with the Committee if so requested.

C. Disposition of Committee Report:

The Committee shall complete the written recommendations within twenty-five (25) working days from the date of appeal, with copies to the professional employee, the immediate supervisor, the evaluator's supervisor and the college president. Within ten (10) working days of the issuance of the report, the college president shall take such action as he or she deems appropriate and shall give written notice of such action to the professional employee, the immediate supervisor, the evaluator's supervisor and the Committee on Professional Evaluation.

D. College Review Panel

Each college president shall continue the procedure by which the professional employees shall elect a College Review Panel. Such Panel shall consist of not less than five (5) nor more than seven (7) members elected at large by all professional employees in the negotiating unit. The Panel will be charged with the ability to review applications for promotion as defined in Appendix 28.

"Promotion" shall mean an increase in a professional employee's basic annual salary accompanied by movement to a higher salary level with a change in title:

- (1) Resulting from a permanent significant increase or change in the employee's duties and responsibilities as a consequence of movement from one position to another of greater scope and complexity of function at the same or different campus; or (2) Resulting from a permanent significant increase in the employee's duties and responsibilities as a consequence of a permanent increase in the scope and complexity of function of the employee's position.

The Panel shall:

- (1) Review applications for promotions of the type defined in Section II, Paragraph C(2) and make decisions and recommendations with respect to such applications in accordance with appropriate provisions of Paragraph E(2); and
- (2) review applications for salary increases resulting from a permanent and significant increase in duties and responsibilities which are not accompanied by a change in title or rank.

Criteria for Promotion

- (1) The criteria to be used in considering an employee for promotion shall be those which relate to the particular type of duties and responsibilities for which the employee is being considered; for example:
- (a) Effectiveness in performance-as demonstrated, for example, by success in carrying out assigned duties and responsibilities, efficiency, productivity, and relationship with colleagues. In the case of University professional employees, satisfactory supervisory evaluations of a professional employee's performance at the present level of duties and responsibilities shall be considered. Additionally, supervisory comments on such evaluation regarding the professional employee's projected capabilities to function at an increased level of responsibility shall also be considered.
 - (b) Mastery of specialization-as demonstrated, for example, by degrees, licenses, honors, awards, and reputation in professional field.
 - (c) Professional ability-as demonstrated, for example, by invention or innovation in professional, scientific, administrative, or technical areas; i.e., development or refinement of programs, methods, procedures, or apparatus.
 - (d) Effectiveness in University service-as demonstrated, for example, by such things as successful committee work, participation in local campus and University governance, and involvement in campus or University-related student or community activities.
 - (e) Continuing growth—as demonstrated, for example, by continuing education, participation in professional organizations, and enrollment in training

The College Review Panel after deliberation of purposed promotion can rule whether or not there are grounds for a promotion. If no grounds are found for a promotion based on the criteria outlined in Appendix 28 the Panel will notify the employee. If evidence is found that a promotion is warranted based on the criteria outlined in Appendix A28 a recommendation for that salary increase is submitted to the College President for his or her consideration.

If you fine either or both of these committees of interest to you, please consider placing your name on the nomination form found at the back of the newsletter and return to the office by **June 30, 2018**.

The Cap Team at training



L-R Kurshid Zafar, Sarah Battaglia, Lisa Lent, Carolyn Kube and Angella Forde

Events



- April 24
Chapter Labor Management meeting
April 25
Chapter Executive Board Meeting (LISVH)
April 27-28
NYSUT RA Buffalo
May 7
University faculty Senate meeting
May 4-5
UUP Delegate Assembly Albany
May 12
Identifying Leaders M2M training
June 16
LIRR train trip

All chapter members are welcome to attend these events
To RSVP or for more information, please call 4-1505 or
visit the chapter website: www.uupsbhscsite.org

Call for Nominations to the College Committee on Professional Evaluation

The College Committee on Professional Evaluation is a five-person committee consisting of three (3) professional employees, elected at large by all the professional employees in the negotiating unit in accordance with procedures developed and implemented by the UUP chapter president. The remaining two (2) committee members shall be selected by the college president.

The newly established committee will commence service on October 1, 2018.

ONLY Stony Brook HSC UUP professional members are eligible to participate in this election process and to VOTE. Ballots will be distributed in March.

NOMINATE up to 3 professional UUP members. Nominees must sign this form or nomination will be invalid. Self-nomination is permissible.

FOLD this form in half so the UUP mailing address is visible. STAPLE and PLACE in Stony Brook inter-office mail.

You may choose to hand deliver, or use U.S. mail to UUP office, but we will **not** accept faxes or emails.

Nomination forms must be received in UUP office by close of business **June 30, 2018**.

Print Name of Nominee

Signature of Nominee

Print Name of Nominee

Signature of Nominee

Print Name of Nominee

Signature of Nominee

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**Return to:
United University Professions HSC,
Level 5 - Room 572
Stony Brook, NY 11794-8553**

Call for Nominations to the College Review Panel

Each college president shall continue the procedure by which the professional employees shall elect a College Review Panel. Such Panel shall consist of not less than five (5) nor more than seven (7) members elected at large by all professional employees in the negotiating unit.

For details on committee responsibilities, please reference the Collective Bargaining Agreement Appendix A-28 Promotion Policy section III, C. page 102-103.

The newly established committee will commence service on October 1, 2018.

All Stony Brook HSC professional employees are eligible to participate in this election process and to VOTE. Ballots will be distributed in March.

NOMINATE up to 7 professional UUP members. Nominees must sign this form or nomination will be invalid. Self-nomination is permissible.

FOLD this form in half so the UUP mailing address is visible. STAPLE and PLACE in Stony Brook interoffice mail.

You may choose to hand deliver, or use U.S. mail to UUP office, but we will **not** accept faxes or e-mails.

Nomination forms must be received in UUP office by close of business **June 30, 2018**.

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Return to:

**United University Professions HSC,
Level 5 - Room 572,
Stony Brook, NY 11794-8553**

Nomination forms must be received in UUP office by close of business **March 31, 2018**

Print Name of Nominee

Signature of Nominee

Print Name of Nominee

Signature of Nominee

Print Name of Nominee

Signature of Nominee

Print Name of Nominee

Signature of Nominee

Print Name of Nominee

Signature of Nominee

Print Name of Nominee

Signature of Nominee

Print Name of Nominee

Signature of Nominee

To download the MAC app for iPhones:



SHOW ME YOUR APP

To download the MAC app for Android phones:



Campus labor union demands contract after 20-month hold up

By Gary Ghayrat

Several dozen members from Stony Brook University's chapters of the United University Professions (UUP) union joined on Thursday to demand a fair contract since the last one expired 20 months ago. "We want the respect that we deserve as state employees to negotiate in good faith," West Campus Chapter President Kevin Moriarty said.

The other two major unions within the SUNY system, Public Employees Federation and Civil Service Employees Association, have reached a contract agreement. Meanwhile, UUP has been unable to reach an agreement since July 2016. This is due in part to infrequent meetings between the union and SUNY top negotiators, as well as the state's inability to concede on certain measures regarding pay raises, Moriarty said.

"Right now, it's down to the money," UUP President Frederick Kowal said. Aside from salary increases, Kowal said issues like paid family leave, competitive on-call/recall pay and compensation in addition

to across the board salary increases had been holding up the contract negotiations.

"We make clear that our target is SUNY," Kowal said. "They are the hang-up. They are a hold up. They're claiming poverty, 'Oh, we won't be able pay additional money on base.'"

SUNY did not respond to requests for comments.

Demonstrations on SUNY campuses from Albany to Plattsburgh to Morrisville also took place that same day. According to the UUP website, the group is made up of more than 42,000 members across 29 SUNY campuses.

"We will be heard, and today we're being heard across the State of New York," Kowal said. "SUNY needs to know that the days where they can take us for granted, take our work for granted, take our voices for granted, take our intellect for granted, those days are over."

Ushinde Payne, a physical therapist at Stony Brook University Hospital, marched along the crowd as they chanted "What do we want? Contract! When do we want it? Now!" Although health care and cost of living keep on increasing, Payne said his pay has remained the same.

"More is being taken from us, and we're getting less for it," Payne said.

Sarah Battaglia, assistant to the chair and graduate program coordinator of the School of Health Technology and Management's occupational therapy program, said that thanks to UUP's efforts, she was able to work after losing her job as an assistant to the chair of department of Hispanic languages & literature after the merger of three language departments.

"I was very fortunate that UUP was there for me because I would be unemployed," she said.

At the end of the rally, Kowal and chapter presidents delivered a petition requesting a fair and reasonable contract to President Samuel L. Stanley Jr.'s office. Moriarty said Stanley accepted the petitions, but did not comment on the matter.

Thomas Sheroff, a senior philosophy and psychology major and founder and secretary of the Young Democrat Socialists of America club, gave a speech in front of the rallying crowd saying the club members showed up to show solidarity with the union.

"We cannot function as a university without professors," Sheroff said. "Professors who deserve to be treated with high standards because bad working conditions for teachers are bad learning conditions for students."

Kowal said he believes that students have significant power in terms of advocating for educational issues.

"I think students being involved in this, not just for your own welfare but for the welfare of all, because that's what the fight is about, a better state university," Kowal said.



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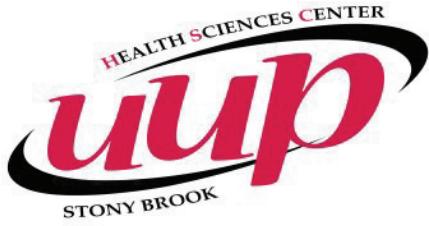
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The UUP Newsletter welcomes, for consideration, articles submitted by members of the Stony Brook community. Persons who have material they wish to contribute should email their submissions to Stony_brookhsc@uupmail.org for consideration. Submissions are subject to the approval of the newsletter editor and the chapter president. They may be edited for brevity and/or clarity.

**For more information, call
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