

# THE BRIDGES

The Newsletter of the Stony Brook Health Sciences Chapter  
of United University Professions

January 2001

## You Say You Want A Resolution?

**Carolyn Kube**  
Delegate for Professionals

Can you make a difference? Have you ever asked yourself that question? I have, but it wasn't until I attended the Federated Nurses and Health Professionals Conference (FNHP) that I really believed I could. Being a working mother of two, there isn't a whole lot of spare time. I doubted I would have the extra energy to devote to union activities. But, being a person with a strong desire to become involved, I joined the union and became a chapter delegate.

I represented our local chapter at the FNHP conference in Washington this past June. This conference was my first exposure to lobbying, and I lobbied with a large group of nurses from the New York area. We went around to our respective congressmen/women and senators' offices to discuss issues that affect our health care delivery system. Issues and bills we reviewed were the Patient's Bill of Rights (with an effective whistleblower clause), a safe needle stick bill, decreases in Medicare paper work for home health care nurses, and more support and federal funding for school nurses. Some of these issues affected me personally more than others, but they were all important.

Most of the politicians were open to hearing what we all had to say, and offered to support our issues or vote to pass the bill through the House or Senate. What a positive experience it was to be able to sit in a congressman's office and have the opportunity to explain an issue, with a real life story explaining why a particular bill should be supported and ultimately made into law. This is where I felt that I really did have extra time and extra energy to contribute and to make a difference.

I now realize that government works best on the basis of constituent's ability to voice opinions and concerns about laws that will affect their daily lives. Our voices guide our representatives to make decisions about drafting bills with language that is beneficial to their constituency's needs. If constituents do not voice their needs, those needs will not be addressed. So, as an individual you can enact change, you can help without donating more than a couple minutes of your time by contributing to VOTE/COPE. VOTE/COPE is a political action fund that finances our voice so our representatives will hear that united voice. You can contribute through payroll deduction, just drop by the UUP office and fill out a payroll deduction form, as little as one dollar can be automatically deducted per pay period.



**Kathy Southerton and Carolyn Kube**  
(Photo by Michael Campbell)

So often in our busy lives we get tired and frustrated, feeling that some big machine is running our lives and that we have little control. Sometimes by taking just a small first step, by writing your legislator a letter or filling out a VOTE/COPE card, you may become empowered by being part of the system. I know that taking the step to learn lobbying techniques helped me feel empowered and I will continue to seek out opportunities to lobby whenever possible.

Again, if you are the type of person yearning to make a difference in your workplace, community, or larger world, a good way to start is by becoming involved in your union. Become an active union member, join a committee, run this spring for delegate, just devote a little of your unique talent and you will feel empowered and an active member of the system.



# WHAT IS ARBITRATION ALL ABOUT?

**Darcy McGuire**  
**Vice President for Professionals**

The weekend of October 20, 2000 was a busy one for about 100 UUPers from across the state as we came together in Cooperstown. This was the third in a series of Leadership Workshops provided to increase awareness and train UUP leadership on the best ways to serve our members when conflicts arise.

The workshop I attended was called "Arbitration: Preparation, Participation, and Presentation." It was designed to assist grievance representatives become familiar with the arbitration process. Of course, it's always better to resolve a conflict before it becomes a grievance.

Conflicts that do become grievances go to several levels to attempt a resolution before they go to arbitration. Once every attempt to settle a conflict has failed, then the arbitration process begins.

Labor-management disputes are brought to arbitration in one of two ways. One is by *submission agree-*

*ment*. A submission agreement describes an existing dispute that both parties want settled by an impartial person. The other way is a *demand for arbitration*. This is filed by either party to a contract provided that the contract has an arbitration clause. The Demand for Arbitration should include a brief statement of the issue to be arbitrated and the outcome sought by the complaining party. Once either of these methods are submitted, the arbitration process begins.

Arbitration is a lot more involved than I had ever realized. It's a fascinating process that can and will be employed if management does not uphold UUP's contract. There are a lot of dedicated UUPers who are there to ensure that the contract is upheld and that disputes will go to arbitration if necessary to protect our members. We are fortunate to have leadership both in Albany and at the local level to ensure that this process is correctly followed. Arbitration is there to protect all of us.

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## Many thanks!

It takes many willing volunteers to put together a quarterly newsletter for this chapter. The editor would like to thank the following people for contributing their unique talents to *Bridges in 2000*: Gina Alaimo, Ed Drummond, Daniel Fischer, Jeanne Galbraith, Carol Gizzi, Sharon Hines, Mary Hoch, Dawn Hopkins, Steven Jonas, Barbara Hunter Kelly, Bruce Kube, Carolyn Kube, Tina Manning, John Marino, Darcy McGuire, Hector Sepulveda, Michael Silverberg, Kathleen Southerton, Doris R. Weisman, and Jim Xikis. We are especially grateful for the continued assistance of the Communications Department of UUP in Albany: Liza Frenette, Angell Law, Karen Mattison, Frank Maurizio, and Lisa Feldman Reich.

Ora James Bouey would like to express her gratitude to all who extended condolences following the demise of her mother. The words of sympathy, cards, calls, and contributions to the Ora James Bouey Scholarship Fund and The Christian Hospice Organization were greatly appreciated.

Thanks to Carolyn Kube and Carol Gizzi for their political action efforts this election season. They made phone calls at NYSUT's Hauppauge headquarters phone bank along with many other union brothers and sisters.

## Valentine's Dinner Dance In February

"East Meets West" is the theme of this year's Valentine's Dinner Dance, co-sponsored by the West Campus and HSC Chapters of UUP. Join us

at the Harbor Hills Country Club in Port Jefferson on Friday, February 16<sup>th</sup> for an evening of relaxation and fellowship. Singles and couples welcome!

The evening begins at 7:00 pm with an hour of hors d'oeuvres, followed by a sit-down dinner and dancing until 11:00 pm. There will be a cash bar.

Tickets are \$20.00 per person. Get your tickets from Tina Manning (4-3232) and Bruce Kube (4-2377) in the Health Sciences Center UUP Chapter or from Ed O'Connell (2-9674) and Lynn Davis (2-6282) in the West Campus Chapter.





# Message from the President

Ed Drummond  
Chapter President

This message comes to you expressing my heartfelt thanks for the tremendous support and confidence I have experienced during the first six months of my tenure as chapter president of Stony Brook HSC.

I was appointed president by our Executive Board in June, 2000 to complete the final year of John Marino's term as chapter president. John was elected as Statewide Vice President for Professionals at the Spring Delegate Assembly and now has an office in Albany.

I am happy to report that the Stony Brook Health Sciences Center Chapter, which by the way is the largest chapter within UUP, is also one of the busiest. For example, our chapter newsletter, *Bridges*, received two journalism awards for Best Feature Story and also for Best Editorial or Column. We have representatives from Stony Brook HSC on 19 UUP statewide committees. We have received awards for our VOTE/COPE participation and we had two HSC members on the recent negotiations team that brought in our present contract. We had ninety members receive Professional Development Awards for the latest round. Routinely 150-200 members attend our chapter meetings. Our executive board is a hard-working, interactive group that diligently represent the concerns of all our members.

While we have established a good, working relationship with management, there is still much work to be done. We have positively resolved, on a local level, most of the issues brought to us by our members. We want you to know that the union

exists to serve our membership in any capacity with class and dignity. We are here to advise and represent you. Your union will always be there for you.

Please, stop by the office, (room 572 on Level-5 at the corner juncture of the hospital and HSC), pick up discount tickets to shows, get information about dental, vision, or medical benefits or, better yet, just stop by to say hello.

All of the officers, the executive board, Sharon Hines, and I, wish you and your family a happy, healthy, and safe holiday season.



## Alzheimer's disease

Satar Abdool  
Delegate for Professionals

Alzheimer's disease is one of many forms of dementia and is a progressive degenerative disease affecting the brain causing impaired memory, thinking, behavior, and judgment. Patients may also experience confusion, personality, and behavior changes and have difficulty finding words, finishing thoughts, or following directions. It will eventually leave its victims incapable of caring for themselves.

Many experts suggest that the number of people suffering in the United States is over four million. It is also estimated that 50% of the population 85 and over have this disease or a related dementia starting at 5% at age 65. Approximately 50% of beds in nursing homes are filled with residents suffering from this or a related dementia. Those of us who work with these patients daily at the Long Island State Veterans Home would like to assist other concerned UUP members with elderly parents or relatives.

### Warning signs of Alzheimer's disease:

•**Recent memory loss:** This may affect job performance or personal activities (e.g. not remembering if assignments were or were not done or not paying bills for a few months or paying the same bill more than once in the same month.) Everyone will occasionally forget things and then recall them later. Alzheimer's patients however, forget often, will not recall and will repeatedly ask the same questions, forgetting the earlier answer.

•**Difficulty performing familiar tasks:** People with Alzheimer's disease may prepare a meal and then forget how to serve it or forget that they even made it.

•**Problems with language:** Persons with Alzheimer's may forget simple words or use inappropriate words making speech incomprehensible. They could look at a simple object but be unable to name it.

continued on page 10



# UUP benefit upgrades

Dental implants will be covered at 50% of usual and customary rates, implants were not previously covered. Periodontal cleanings will be covered at 80% of UCR and will be allowed twice per year, in addition to regular dental cleanings. Previously, they were covered at 50% of UCR.

UUP has endorsed the Davis Vision Discount Lasik Surgery Program. Davis Vision has contracted with providers of this procedure to offer discounted rates to UUP members. By using a participating provider, members will save 25% on a provider's regular rate or get 5% off any advertised special rate. For this procedure, members may be able to use the Health Care Spending Account, where out-of-pocket expenses are paid with pre-tax earnings. The UUP Benefit Trust Fund will provide coverage of \$200 per eye for eligible members (and eligible covered dependents) that undergo the lasik surgery procedure.

The UUP Benefit Trust Fund will provide coverage of a Dilated Fundus Evaluation (DFE). Through DFE, an examiner may be able to detect diseases such as high blood pressure or diabetes. Not every patient will be dilated on every visit; only those members that the provider feels may benefit will undergo a DFE.

UUP members must now use a *Paperless Voucher System*. Members will no longer have to request a vision voucher; they simply call a participating provider and make an appointment. The par-

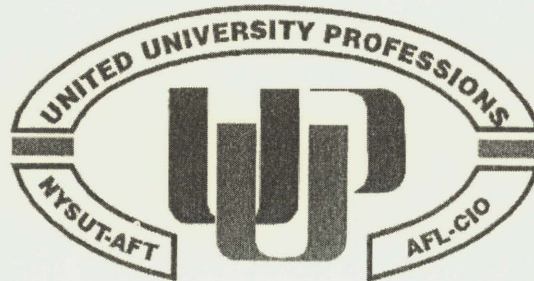
ticipating provider will call Davis Vision to verify eligibility. If unsure of eligibility, members may check their status on Davis Vision's web site at [davisvision.com](http://davisvision.com) or call Davis Vision at 800-999-5431. A list of participating providers is also found on the Davis Vision web site.

**Reminder:** The UUP Benefit Trust Fund Scholarship Program is ongoing; applications (with an official transcript displaying a 2.0 grade-point average or higher) must be filed within 60 days following the end of the semester. This scholarship is for the dependent children of UUP members who are covered under the Benefit Trust Fund. To qualify for the \$500 scholarship, your dependent children

must meet these criteria: The dependent child must be eligible for and enrolled in the UUP Benefit Trust Fund on the last day of the semester for which they are applying. The dependent child must complete at least 12 undergraduate credit hours in the semester for which they are ap-

plying for this scholarship.

The dependent child must have taken those credits at a state-operated SUNY school; this does not include, for example, SUNY community colleges. The scholarship award may be used for tuition, fees, books or supplies. A maximum of 8 scholarships can be awarded per eligible dependent child. If you have any questions regarding this program, please contact the UUP Benefit Trust Fund at 1-800-887-3863.



## Chapter, retiree, and affiliate convention election calendar

We will be having elections in the spring for all chapter officer positions. These include: delegates for both academics and professionals, president, vice president for academics, vice president for professionals, secretary, and treasurer. Give some serious thought to running for office. Self-nominations are perfectly acceptable. If you've ever thought you could make a positive change in your union, now is the time to make that New Year's resolution and become involved in the process.

Chapter & Retiree Nomination Forms mailed 1/05  
Chapter & Retiree Nominations Close 2/06/2001  
Chapter Nomination Lists Mailed to Chapter Presidents 2/16/2001  
Mail Retiree Election Ballots 2/28/2001  
Retiree Election Ballots Due 3/21/2001  
Retiree Ballots Counted 3/22/2001 - 3/23/2001

Mail Chapter Elections Ballots 3/22/ - 3/23/2001  
Chapter Elections Ballots Due 4/25/2001  
Chapter Elections Ballots Counted 4/26/2001 - 4/28/2001  
Mail Run-Off Elections Ballots 6/01/2001  
Run-Off Elections Ballots Due 6/20/2001  
Run-Off Elections Ballots Counted 6/21/2001



# 2000-2001 UUP committee appointments

Our chapter is extremely fortunate by being well represented at the statewide level on many active committees. The President appoints members to the statewide committees subject to approval by the Executive Board. Terms of office for members of standing committees are normally one year. If you are interested in possibly serving in the future on a statewide committee, please contact chapter president, Ed Drummond at 444-1505.

## **Affirmative Action Committee**

Edward Alleyne  
John Marino (Officer Liaison)

## **Civil Rights and 11<sup>th</sup> Amendment Committee**

Charles Hines

## **Committee of Chapter Presidents**

Edward Drummond

## **Elections and Credentials Committee**

Jeanne Galbraith

## **Finance Committee**

Edward Drummond  
Darcy McGuire

## **Grievance Committee**

Darlene Ernest  
Lucille Protosow

## **HSC Concerns Committee**

Edward Drummond Co-Chair  
John Marino (Officer Liaison)  
Darcy McGuire  
Michael Silverberg

## **Legislation Committee**

Tina Manning  
John Marino (Officer Liaison)  
Donald Pisani  
Michael Silverberg  
Kathleen Southerton

## **Link Scholarship Selection Committee**

Victoria Betz-Giacalone

## **Membership Committee**

Bruce Kube

## **Nursing Professions Work Group**

Edward Alleyne  
Ora James Bouey  
John Marino (Officer Liaison)  
Kathleen Southerton

## **Organizing Watch Committee**

Michael Silverberg

## **Part-Time Concerns Committee**

Diane Weil

## **Political Action Committee**

Charles Hines (District Lobbying)  
Lydia Johnson  
Tina Manning (Voter Registration)  
Doris Weisman

## **Professional Issues Committee**

John Marino (Chair)  
Darcy McGuire

## **Technology in Higher Education Committee**

Nancy Balkon  
Edward Hines

## **Time and Hours Committee**

John Marino (Co-Chair)

## **Women's Rights and Concerns Committee**

Ora James Bouey  
Edward Drummond  
Lucille Protosow  
Doris Weisman

**To be a member of UUP you must submit a signed membership card. If you have any questions about your membership status, please call the office at 444-1505.**

**Voter registration forms are available in the office on Level 5.**

The National Labor Relations Board ruled that graduate students who work as researchers and teaching assistants in the nation's private universities have the same rights as other workers to form unions and negotiate working conditions. "We will not deprive workers...of their fundamental statutory rights to organize and bargain with their employer, simply because they are also students," the board said. (Associated Press)



# 2001 LEGISLATIVE AGENDA: Make SUNY a Top Priority

The State University of New York plays a vital role in the Empire State. Its primary mission is to educate knowledgeable and broad-minded citizens necessary for a healthy democracy. As an engine of economic development, SUNY faculty train the highly skilled workforce required for New York to compete in the global economy. SUNY provides a broad range of services and programs including health care to those in need. Despite this, SUNY's Board of Trustees have failed to request sufficient funding for the University, particularly for its health science centers. As a result, SUNY has not shared in the benefits of the State's recent budget surpluses. The following proposals outline UUP's goal of making SUNY a top priority in New York State's budget.

## ■ **Rebuild the Full-Time Academic and Professional Faculty**

— Over the past two years, the Legislature and Governor have begun to restore some full-time faculty lines, but, it is time to do more. UUP calls for the additional funding necessary to continue the restoration of full-time lines to achieve a University-wide level of 70% full-time faculty.

— Since 1995-96, SUNY has lost more than 1,000 full-time lines, while the percentage of part-time faculty has risen to unacceptably high levels (almost 40% of the academic faculty at state-operated campuses).

— Our students need more full-time faculty lines, and our excellent part-time faculty should be provided the opportunity for full-time employment.

## ■ **Rebuild the Fiscal Foundation of the SUNY Teaching Hospitals**

— End the practice of "taxing" the teaching hospitals to fund campus operating budgets.

— Recognize the contributions made to health care education, biomedical research, and public health by SUNY's teaching hospitals and provide the necessary funding to safeguard them.

— Any solution to the state-imposed fiscal crisis at the teaching hospitals must protect programs, jobs, and the hospitals' vital public health mission.

## ■ **Fully Fund Campus Budget Priorities**

— Provide additional funding and faculty for implementation of campus budget priorities such as the four-year programs at the Colleges of Technology, the new requirements for teacher education, and the new general education mandates.

## ■ **Restore an Open and Public Dialogue at SUNY**

— Institute a five-year operating budget plan, modeled on the University's rolling five-year capital plan, which would provide the opportunity for open and public dialogue on the future of SUNY.

— Incorporate qualitative educational goals as part of the RAM formula.

## ■ **Restore Funds to the New York State Theatre Institute**

— Return all UUP members to full-time status and provide staff for each department.

## ■ **Pass the Sweatshop Code of Conduct**

— Support legislation to ensure that products bearing the SUNY and CUNY logos are manufactured under healthy, safe, and fair working conditions.

For additional information on these proposals, see [www.uupinfo.org](http://www.uupinfo.org), or contact the UUP Legislation Department at 1-800-342-4206.



# A tribute to Edward J. Lane

**John Marino**  
Statewide Vice President for Professionals

I remember my first week at Stony Brook as if it were yesterday. As you all know, it can be an overwhelming place. It was starting over for me, I only knew one person and had not been in contact with him for over ten years. This was a new place, with new people, with different ways of doing things, and at a much faster pace than my previous job.

As I write this I can see the face of one of the new friends I made back then, Ed Lane. With a big smile, a warm 'look in his eyes, and an outstretched hand he welcomed me to Stony Brook. He was the type of person you liked right away, he made you feel good around him. You felt comfortable talking to him about anything and he always knew what to say to make you feel better. Many of us at critical times went to him for advice. Looking back, I can laugh at the numerous times some of us would be pondering a situation and simultaneously we'd say, "Let's ask Ed." It always worked.

One day Ed said to me, "John, get involved in the union, you would make a good delegate." We both were elected professional delegates and were roommates at Delegate Assemblies. The first night I locked and dead bolted the door to our hotel room and must have checked it 20 times. All the while Ed was laughing at me (can you hear him?). I asked him why he was laughing. He said, "What do you think would happen if someone broke into our room and sees a 230-pound black man and a crazy Italian?" Ed would always remind me to lock the door and we would both laugh.

At our first Delegate Assembly, he told me I would be Vice President someday. How could he have predicted that? After I was elected, he hugged me and told me he was proud of me. What a feeling, and I will never forget his words. Ed always saw more in all of us than we saw in ourselves.

He would let you know when you were slipping too. When he saw me at a chapter president's meeting wearing jeans and sneakers he let me know I was not dressed appropriately. He went into a tirade and not one word could come out of my mouth (can you hear him?). After that, I always remembered to wear a jacket and tie.

I think of him all the time and know many of you do, too. I learned a lot from Ed, he made me a better person. Ed was a person who had no enemies, only friends. I am very sad Ed is not physically with us any longer and at the same time I am very happy he was a part of my life. Thank you, Ed Lane, for sharing your life with us and making our lives richer. We all miss you.

(Ed Lane was a TH Medical Radiology Assistant Director, having started at University Hospital in September, 1985. After being elected as a delegate for professionals in 1994, he became very active in United University Professions. He died on October 1, 2000 after a short illness.)



(L to R) Michael Silverberg, Patricia Bentley, Chair of the Legislation Committee, Donald Pisani, Lydia Johnson, and Tina Manning help prepare the UUP legislative agenda for 2001 at the Legislative Retreat in August at Lake Placid (Photo: Lisa Feldman Reich)  
*See the 2001 Legislative Agenda: Make SUNY a Top Priority story on page 6*



# To your health: Losing weight in the New Year— The healthy and fad diet approaches

Steven Jonas, MD, MPH, MS  
Academic Grievance Chair

The holidays are upon us and the thoughts of most of us turn to— food. Then the New Year holiday comes and those dreaded New Year's resolutions, around which, again, the thoughts of many of us turn to— food, especially what eating too much of it has done to our size and shape. Of course, those resolutions concerning a size and shape we don't like are often related not to what we just ate but what we have been eating, and not eating, over a period of many years. Most folks who are concerned with weight loss for one reason or another, whether the weight gain they would like to lose is of recent vintage or of long-standing, know what road they should be taking to achieve success. Success is defined here as losing an amount of weight in the range of what one can reasonably expect to lose and then keep it off indefinitely. "Reasonably expect to lose" is defined in terms of the weight the person is now and how many years it took them to get there.

For example, a man standing 5'10" and weighing 285 lbs. cannot, in most cases, reasonably expect to get down to what is considered "normal" for him, around 165-175 lbs. But a 50-60 lb. weight loss, done over the course of a year, is reasonable, and might be feasible, depending upon his weight gain and previous dieting history. Similarly, it is unreasonable for a 5'5" tall woman weighing 185 lbs. to expect to get down to a size six. But a 40 lb. weight loss, done over the course of nine months, is reasonable, and might be feasible, depending upon her weight gain and previous dieting history. Most people setting reasonable goals for themselves and deciding upon how to go about reaching them know that the surest pathway to success is, in one way, the simplest. It's also slow and boring, its' two main drawbacks.

The first part is to "eat a healthy diet," achieved primarily by lowering the amount of fat one takes in, both for the overall health benefits of fat-intake reduction and to reduce caloric intake. By substituting for that fatty food some healthy carbohydrates; grains, fruits, and vegetables (without overdoing it so that total caloric intake is increased even if the calories are found in otherwise healthy foods) is essential. The second part is to get into a suitable program of regular exercise. Does this approach work? Well, when one has set reasonable goals, yes. While national data indicate that only 5-10% of the total of weight-loss efforts are successful, data

from a couple of limited studies show that up to 50% of weight-loss efforts by people doing it on their own and following the slow, boring, "healthy eating and exercise" regimen are successful.

So why don't more prospective weight-losers follow that pathway? Well, first of all "eating healthy" and "exercising regularly" are easier said than done. Secondly, one has to be prepared for "slow and boring." And so some, no, actually many in this country, turn to "fad" diets. Some of the latter intuitively don't make sense: "eat only one kind of food," or "eat your food in a particular pattern." Others are downright nutritionally unhealthy in the long run: "lower your carbohydrates and increase your intake of fats and protein."

Should any of these diets work for a particular individual, by the way, they do so because the person has in one way or another reduced their caloric intake. What's the main attraction of these "diets?" For one thing, they are all accompanied by some version of the infamous "lose ten pounds in seven days" or "forty pounds in eight weeks" claim, and they are always described as "easy" and requiring "no willpower." Secondly, they invariably tell the dieter exactly what to eat. There's no responsibility and no food choices to make. Just follow the dotted line, something that is not at all helpful for changing the way one eats over the long term, which one must do if any weight loss is to stay off. Thirdly, if they talk about the dreaded regular exercise regimen, they do so in passing or as an afterthought.

So they are easy, or seem to be. But why do most nutritionists and weight-management scientists like me recommend against them? Because to the degree we can gather information (and the purveyors of these approaches do not and indeed cannot provide scientifically sound evaluations of their efforts) experience shows that for most people, over the long run, they don't lead to long-term success and do lead to "yo-yo" dieting. Nevertheless, sometimes one fad diet or another does work over the long run, for particular individuals for several reasons. One is that different people gain weight in different ways, slowly, quickly, as adults, as children, from over-eating, from under-exercising, from pregnancy, from yo-yo dieting. Over time, different weight gain

continued on page 10



# Individual Development Awards

Our chapter committee was comprised of both UUP members and management; Jo Ann Arkin, Ora James Bouey, Lydia Johnson, Tina Manning, and Faith Merrick all contributed many hours to this endeavor. While we continue to advocate for our membership and to negotiate for additional funds, with a membership of 2,495 members, it is not possible to fund all applicants as was done in the last contract. Since the last contract was signed two years into the contract period, we had four years of funds that were distributed in only the last two years.

First time applicants, and applicants that were approved, but not funded during the last round, will be considered first for the next round from September 1, 2000 to August 31, 2001. The deadline for this round is March 2, 2001, applications are now available in the union office. For further information on applying for the next round, please visit the website: [www.albany.net/~nysuup](http://www.albany.net/~nysuup).

The following chapter members have been awarded grants from the NYS/UUP Joint Labor Management Committee Individual Development Awards Program (formerly known as PDQWL). This award period covered expenses for the period from September 1, 1999 through August 31, 2000 with an award total of \$78,059. Congratulations to all the recipients and may these awards foster new creativity and initiatives for our campus community.

Allard, Karen  
Anderson, Cathie  
Balkon, Nancy  
Becker, Shannon  
Berger, Candyce  
Boruch-Rigorosa, Regina  
Boughton, Sabra  
Broderick, Joan  
Bruckenthal, Patricia  
Caramante, Louis  
Caronia, Louis  
Catanese, Linda  
Cetin, Lynn  
Coady, Jacquelyn  
Coletti, Virginia  
Collins, Elizabeth  
Connor, Jean  
Cunningham, Vivian  
Diaz, Lucy  
DiGiovanni, Valerie  
Farmer, Carol  
Feldman, Edward  
Finnegan, Kathleen  
Firestone, Deborah  
Fischer, Daniel  
Francis, Linda  
Gambino, Kathleen  
Garlick, Jonathan  
Gaspard, Jeannie  
Gibbons, Barbara

Giglio, Joseph  
Griffin, John  
Harkcom, Jennifer  
Hines, Charles  
Hines, Edward  
Hogan, Susan  
Holland, Randy  
Hollander, Keri  
Horowitz, Beverly  
Jensen, Lisa  
Jurgens, Corrine  
Jurow, Denise  
Katz, Susan  
Kearnery, Sharon  
Knecht, Barbara  
Kopec, Victoria  
Lamanna, Lenore  
Ludin, Evan  
Lunati-Nill, Judith  
Maione, Orlando  
Mazzarese, Charles  
McCaslin, Joann  
McGuire, Darcy  
McLeod, Kenneth  
McManus, Theresa  
Monte, Denise  
Murphy, Bertha  
Pai, Sujatha  
Panessa-Warren, Barbara  
Paveling, Jackie

Pennington-Harmon, Mary  
Petroni, Nancy  
Protosow, Lucille  
Rannazzi, George  
Robbins, Charles  
Rouhana, Nicole  
Russo, Sandra  
Sacino, Linda  
Sakal, Angela  
Schelling, Karen  
Schwartz-Silverberg, Judith  
Selaner, Seda  
Shurpin, Kathleen  
Skaflestad, Shawn  
Smaldone, Arlene  
Sprung, Barbara  
Stanley-Taub, Virginia  
Stearns, Cecilia  
Stewart, MaryLou  
Tarantino, Philip  
Thomson, John  
Tortora, George  
Tuppo, Catherine  
VanBreukelen, Rena  
Vetter, Catherine  
Vitale, Susan  
Vlay, Linda  
Vlay, Stephen  
Waltzer, Wayne  
Wei, Zhao



To your health continued from page 8

patterns have different effects on people's metabolisms. Unfortunately, this is a subject that has been little studied. But we can be sure that if there are different "sizes" of weight gain, surely one size of weight-loss diet cannot fit all. Thus, a given person's metabolism may be one with which a given fad diet can work to produce permanent weight loss.

Secondly, some of those who achieve success seemingly through a fad diet did it by starting out on the fad diet, and achieving early, seemingly easy, weight-loss. After the early loss, they were then able to switch over on their own to the "healthy-eating/regular-exercise" pattern for the long run. How many people fall into that category? Since this question has never been studied, we have absolutely no idea.

So what are we saying here? In a nutshell, and plenty of nuts are served around holiday time, first set reasonable goals for yourself and make sure that they are your goals, set for you, not for someone else. Second, think about trying the tried-and-true healthy-eating and regular-exercise approach. And finally, if you are tempted by one of those fad or nutritionally-unhealthy-on-their-face diets, don't expect that you will be able to achieve long-term success (unless you are one of the fortunate few) without eventually getting into a healthy-eating/regular-exercise regimen. Thus think about that fad diet as a starter package only. That's something that might work for you.

## **Highlights of Fall Delegate Assembly**

•At the Friday night dinner, Melissa Bishop (Computing Center) was awarded a certificate of appreciation for her work in redesigning and updating the UUP web site.

•Patricia W. Bentley (Plattsburgh) and Charles C. Hansen (Stony Brook) were honored as the 2000 recipients of the Nina Mitchell Award for Distinguished Service to United University Professions.

•Delegates adopted a resolution concerning the SUNY Trustees for their interference in curriculum matters and in defense of academic freedom.

•Delegates adopted a resolution from the Women's Rights and Concerns Committee calling for data on discretionary awards for each campus beginning with the 1999-2000 awards.

•On Saturday, delegates adopted a resolution supporting a campaign of several unions and student groups to make universities and colleges Fair Labor Practice Employers.

•A resolution was adopted calling on the UUP President to investigate proposals by the Department of State and Civil Service Division to limit prescriptions to seniors.

•Delegates adopted a resolution calling for exit interviews at each chapter because the issue of retention of faculty and staff is a concern of UUP.

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Alzheimer disease continued from page 3

•**Disorientation of time and place:** Persons with this disease often lose sense of time. They may get lost on their own street where they have lived for many years. Getting lost for hours while driving is a common early warning sign.

•**Poor judgment:** A person with early Alzheimer's disease with children under his/her care could forget entirely about them and leave the children unattended for long periods.

•**Problems with abstract thinking:** They may have difficulty balancing a checkbook to the extent that they forget what numbers are and what needs to be done with them. For example, an early stage patient who was a science teacher for 33 years could not perform a simple subtraction problem.

•**Misplacing things:** Very often patients will put things in inappropriate places with the intention of securing the items. They may put an iron in the freezer or a wristwatch in the sugar bowl.

Misplaced dentures, hearing aids, or money will often lead them to accuse others around them of misplacing or stealing items.

•**Changes in mood or behavior:** We all have occasional mood swings but people with Alzheimer's can have rapid mood swings—from calm to tears and then back to calm again in a relatively few minutes.

•**Personality changes:** They may exhibit drastic and inappropriate personality changes becoming irritable, suspicious or fearful and may also exhibit inappropriate sexual behavior.

•**Loss of initiative:** People with this disease may become passive and reluctant to get involved in activities and routines.

This is the first in a series of articles on this disease. Members are invited to submit questions relating to diagnosis, care and management, available services, research or new medications relating to a friend or family member. Questions will be answered, maintaining confidentiality, in the next issue of *Bridges*.





## If you're not a financial expert, here's a benefit available just for you!

How many times have you wished you could tap into the expertise of financial professionals without paying the exorbitant fees they usually charge? With the Financial Counseling Program available from NYSUT Member Benefits, now you can!

### **Customized features for NYSUT members**

When you enroll in the plan, you receive access to the toll-free *HelpLine*, staffed by Ernst & Young LLP personal financial planning counselors. You can call the *HelpLine* for quick inquiries to financial planning concerns or for more in-depth discussions. When you call, you can expect objective, confidential guidance based on your needs - Ernst & Young sells no financial products.

You are entitled to request Focused Financial Analyses from Ernst & Young. Based on your responses to a targeted questionnaire, a customized report will be mailed to you. You select your reports from a variety of specific financial topics. In addition, you'll get Ernst & Young's bi-monthly financial planning newsletter.

Finally, you may request an in-person financial planning consultation. You choose between consulting with an Ernst & Young financial counselor or an Aetna financial planner. If you do not desire this component, you may be assured that no one will call you. The in-person consultation is activated solely by your request.

### **Why would you use the Financial Counseling Program?**

Whether you realize it or not, you make multiple financial decisions every day. From going to the coffee shop to planning your next vacation, it's these many issues, large and small, that affect your financial security. Here is a sampling of situations in which the Financial Counseling Program can be of assistance:

- You've just received an inheritance.
- Your investment portfolio is growing.
- Your marital status has changed.
- You've changed jobs.
- You have a new baby.
- You have questions while preparing your taxes.
- You're wondering if you need additional insurance.
- You don't know whether to lease or buy your next car.
- You aren't sure you're contributing enough to your 403(b) tax-deferred annuity.
- Your credit card balances are eating away at your ability to save.
- Your CDs are coming due, and you're not sure if you should renew them or invest in something else.
- You have concerns about the minimum required distribution at age 70 ½.

These are some issues that have prompted others to sign up for the Financial Counseling Program. Because almost every decision you make involves money, doesn't it make sense to have access to financial professionals who offer objective and unbiased assistance? For more information, contact NYSUT Member Benefits at **800-626-8101**, or e-mail [benefits@nysutmail.org](mailto:benefits@nysutmail.org).



## Employee Holiday Schedule

*Mark the following dates on your calendar. They are the holidays observed by UUP members at the State University of New York at Stony Brook.*

Christmas Day	Monday, December 25th
New Year's Day '01	Monday, January 1st
Martin L. King Day	Monday, January 15th
Washington's B'Day	Monday, February 19th
Memorial Day	Monday, May 28th
Independence Day	Wednesday, July 4th
Labor Day	Monday, September 3rd
Columbus Day	Monday, October 8
Election Day	Tuesday, November 6th
Veterans Day	Sunday, November 11th
Thanksgiving Day	Thursday, November 22nd
Day after Thanksgiving	Friday, November 23rd (in lieu of Lincoln's Birthday)
Christmas Day	Tuesday, December 25th
New Year's Day '02	Tuesday, January 1st
Martin L. King Day	Monday, January 21st
Washington's B'Day	Monday, February 18th

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### OFFICERS

**President** - Ed Drummond ..... 444-1505  
**Vice President (Academic)** - Michael Silverberg ..... 444-2347  
**Vice President (Professional)** - Darcy McGuire ..... 444-1505  
**Secretary** - Tina Maria E. Manning ..... 444-3232  
**Treasurer** - Edward W. Hines ..... 444-1347  
**Grievance Chair (Academic)** - Steven Jonas ..... 444-2147  
**Grievance Chair (Professional)** - Ed Drummond.....444-1505  
**NYSUT Field Representative** - Dawn Hopkins ..... 273-8822  
**Newsletter Editor** - Colleen Kenefick ..... 444-3995  
**Administrative Assistant** - Sharon Hines ..... 444-1505

The opinions expressed in the Newsletter are those of the authors, the editor, or the Stony Brook HSC Chapter of UUP and are not necessarily the opinions of the United University Professions.

The UUP Newsletter welcomes articles and letters submitted by members of the Stony Brook community. Remember, this is *your* newsletter. Share your thoughts with us, we want to hear from you. Persons who have material they wish to submit should contact: Colleen Kenefick at 444-3995 or 444-1505.