



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

December 2003

## Why Should I be a Union Member?

By Kathy Southerton

In the wake of the past Labor Day holiday, now is a good time to reflect on the benefits of union membership. Our predecessors in the union movement have fought for and won many benefits and protections over the years including: health insurance and prescription plans, retirement pensions, paid sick leave, paid vacation time, family and medical leave, job security, child labor laws, safety in the workplace, overtime pay etc. More recently our union and its state and national affiliates- NYSUT and AFT- have supported whistle blower protections, safe needle legislation and JCAHO reforms that benefit not only hospital workers but patients as well.

It is easy to take all of these benefits for granted. Some believe that they were simply awarded to employees by their beneficent employers. **We must remember that these benefits were fought for and won at the bargaining table and were advocated for in the legislature through the hard work of union members.**

We need only read the papers to see that for many of our union brothers and sisters these benefits are in jeopardy. In this increasingly anti union environment, we must collectively continue our efforts to safeguard these benefits and to work toward continued improvements in the workplace.

Money is a crucial ingredient to success in this arena. Our VOTE/COPE funds are instrumental to our efforts to voice our concerns with the legislators who control our working conditions and benefits. Please join with your union colleagues and fill out the form below to contribute to the VOTE/COPE fund. If you already contribute, please consider increasing your contribution. Your contribution is needed now more than ever.

### PLEASE RETAIN FOR YOUR RECORDS

VOTE/COPE is the non-partisan political action fund of UUP and its affiliate, New York State United Teachers. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

VOTE/COPE funds, by law, are kept separate from those of NYSUT and UUP.

Contribution Per Pay Period: \_\_\_\_\_

Effective (M/D/Y): \_\_\_\_\_

**VOTE/COPE Solicits and Accepts  
Voluntary Contributions.  
CONTRIBUTIONS OR GIFTS TO  
VOTE/COPE ARE NOT TAX DEDUCTIBLE.**

UUP: (800) 342-4206

### UUP VOTE/COPE Voluntary Contribution

United University Professions, P.O. Box 15143, Albany, NY 12212-5143

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_ Soc. Sec. No. \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

Campus \_\_\_\_\_ Department \_\_\_\_\_ E-mail \_\_\_\_\_

### AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than \_\_\_\_\_ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other \$ \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

# The President's Letter

Brothers and Sisters,

I am writing this message, as always, to inform you as to what has happened since our July newsletter.

## **1. Contract negotiations:**

The negotiations team and the state have resumed talks. Chief negotiator Phil Smith, outlined some of the topics being addressed:

Joint labor/management  
Grievance and discipline  
Health benefits  
Part-time concerns

These are only a few of the topics being discussed but, these are of paramount importance. I am sure that many of you are now saying, "Great, but, **WHERE'S THE BEEF**"? UUP is always working towards a contract that will guarantee our members a well deserved salary increase and the protections they deserve. We will keep you informed as our talks progress with the State.

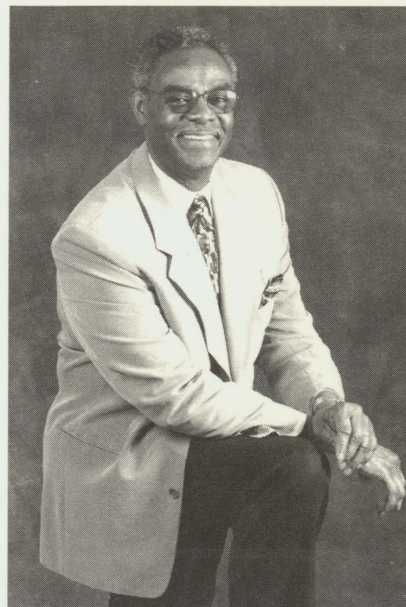
## **2. Labor/Management meeting:**

Unfortunately, as of now, we have not been able to secure a date for a labor/management meeting this semester.

## **3. Compensatory Time:**

Many of our members are being told that they do not get "Comp. Time", **YOU DO**. All of you (members) should have gotten the "Guide for Professionals at SUNY" handbook, that our statewide V.P. for Professionals, John Marino developed. Please refer to page 18 if you are uncertain about this issue. You may also call the chapter office for help with this issue.

**4. If you have not done so, please sign up for VOTE COPE. These are the contributions that help us in our efforts to educate our legislators about the issues concerning our teaching hospitals, SUNY, as well as other state, local, and national programs.**



## The President's Letter

**5. Please mark down this date- Don't miss it- it gets better each year and is a blast!!:**

UUP East/West Dinner Dance

Friday, February 13, 2004

Meadow Club, Port Jefferson, NY

Further information will be available in January 2004

(You will be notified by mail as to time and place or you may call the UUP office at 4-1505 for that information.)



We have reached another holiday season and I am sure we all have many things to be thankful for. I would ask that we not forget those who have not been as fortunate as we here at Stony Brook have been. There are families that have lost Loved Ones in the war, or from disease. These people will have a void this holiday season and we can only hope that their pain will diminish over time. It is times such as these that we realize just how small some of the complaints the we bring to the table are. There is a saying that goes something like this, "There, but for the grace of God, go I." This can be applied to any religion. Condolences to anyone who is suffering from the loss of a Loved One.

**I WISH ALL OF YOU A HEALTHY AND HAPPY HOLIDAY**

***Ed Drummond***

***President, UUP***

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### UUP East/West Dinner Dance

Friday, February 13, 2004

7 p.m. to 11 p.m.

Meadow Club

Rte. 112, Port Jefferson Station



Cost is \$25.00 per person

Includes:

Music and Dancing

Hot Hors d'oeuvres, served Butler style

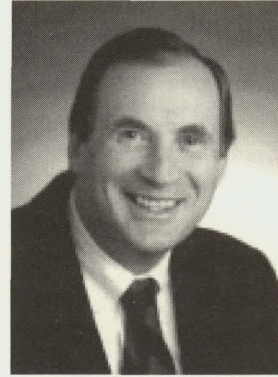
Sit Down Dinner

Cash Bar

Seating is limited to please reserve early!!! Call 4-1505 for reservations...



## Did You Know?



December 8, 2003

Letters to the Editor  
Newsday  
235 Pinelawn Road  
Melville, NY 11747

To the Editor:

My comments on SUNY's proposed tuition increase were taken out of context in the Associated Press report, "Indexing of SUNY Tuition Increases Not Embraced," Dec. 6. United University Professions (UUP) does not support the idea of annual tuition increases at SUNY. We support adequate public funding for SUNY so no tuition hikes are needed. However, if yearly hikes are going to happen, tying them to an index is a good idea in order to bring predictability and the ability to plan to the University's students and their families.

The state needs to make a greater investment in the University. But that commitment will only happen when the SUNY Board of Trustees begins advocating for the University by seeking a state budget that adequately meets its needs. Four straight years of flat funding requests unfairly leaves SUNY students and their families bearing the burden of refilling the University's coffers; tuition should not be used as a substitute for sufficient state support for New York's public university system.

Sincerely,

William E. Scheuerman  
President, United University Professions



# Computer Aided Detection (CAD) : The New Mammography Technology

*By Doris R. Weisman, N.P., MS, in consultation with Paul R. Fisher, M.D.,*

“... Mortality from breast cancer can be reduced by at least 30%, and as much as 50% amongst women who receive annual mammograms.” (Freed, MD, Texas, 2002). However mammos are far perfect, with about 10 to 15% of cancers being invisible on a mammogram ore are so subtle, they are easily overlooked by radiologists. A newly developing technology, Computer Aided Detection, (CAD) may prove to be a scientific leap in detecting these evasive tumors. After having been in process more than 20 years, CAD algorithms have been fine- tuned so that their neural networks, a learning system, have been taught to locate visual image patterns that can be cancer. The CAD scans images of a digital mammogram and marks areas where a pattern is suggestive of early cancer.



The current and only CAD system FDA approved for clinical use is the ImageChecker, R-2 Technology, Los Altos, California. For one year, Dr. Freed, Director, Texas conducted a prospective an analysis at his Diagnostic and Breast Health Center, Texas. Routine mammos of over 12,000 women were read as usual, and then read again with CAD. Forty-nine unsuspected cancers were found, 32 by CAD and the radiologist, 9 by the radiologist, and 8 by CAD. This resulted in detection of 20% more cancers with the help of CAD. CAD algorithms are also good at detecting suspicious calcium deposits, while the radiologist is better at detecting subtle cancers. For these reasons, CAD technology and the radiologist must work as a team.

Although there may be a higher rate of recalls and biopsies, if the use of CAD coupled with a digital mammography, results in a proportional increase in the early detection of breast cancer, it is well worth the marriage. Congress has recently approved a bill authorizing Medicare to pay for CAD.

The Carol M. Baldwin Breast Care Center at State University of New York Stony Brook University Hospital was amongst the first in the Northeast to employ this technology. Dr. Paul R. Fisher, a noted radiologist at the Center, performed the research as a Fellow in the field of Computer Aided Detection.

CAD technology will continue to evolve and although it can't replace the decision-making and scrutiny of the radiologist, through the combination of radiologist and CAD, we are now able to provide patients with a technology that will improve early detection and quality of care.



## IMPORTANT TELEPHONE NUMBERS and WEB ADDRESSES

<p><b>UUP ADMINISTRATIVE OFFICE</b> -----  P.O. Box 15143, Albany, NY 12212-5143</p> <p><b>UUP BENEFIT TRUST FUND</b> -----  P.O. Box 15143, Albany, NY 12212-5143      800-UUP-FUND</p> <p><b>DENTAL CLAIMS *</b></p> <ul style="list-style-type: none"> <li>• CIGNA Dental PPO (<b>Group #3306628</b>) -----</li> <li>• CIGNA DHMO -----</li> </ul> <p><b>VISION *</b></p> <ul style="list-style-type: none"> <li>• Davis Vision -----</li> <li>• Laser Vision Correction, Client Code 7512 -----</li> </ul> <p><b>SCHOLARSHIP PROGRAM*</b></p> <ul style="list-style-type: none"> <li>• Applications -----</li> </ul> <p><b>EMPIRE PLAN</b> (<i>Use the general phone number and select from the following menu option</i>) -----</p> <p>Press 1. United HealthCare (<i>Medical/Surgical</i>) -----</p> <p style="padding-left: 20px;"> HCAP (<i>Home Care Advocacy Program/Equipment/Supplies</i>)  MPN (<i>Chiropractic and Physical Therapy Managed Program</i>)  Benefits Management Program (<i>MRI Pre-certification</i>)  Infertility Treatment (<i>Centers of Excellence</i>)  CAM (<i>Complementary/Alternative Medicine Program</i>) ----- </p> <p>Press 2. Empire Blue Cross and Blue Shield (<i>Hospital/Inpatient/Skilled Nursing/Transplant Pre-certification</i>)</p> <p>Press 3. ValueOptions (<i>Psychiatric and Substance Abuse Pre-certification</i>)</p> <p>Press 4. Express Scripts (<i>Prescription and Mail Order Pharmacy</i>) -----</p> <p>Press 5. Nurseline (<i>Health Information, Education and Support 24 Hours a Day</i>)</p> <p><b>HMO PARTICIPANTS</b> -----</p> <p><b>RETIREMENT SYSTEMS</b> (<i>Pensions</i>)</p> <ul style="list-style-type: none"> <li>• NYS Employees' Retirement System -----</li> <li>• NYS Teachers' Retirement System -----</li> <li>• Optional Retirement Program <ul style="list-style-type: none"> <li>◆ ING -----</li> <li>◆ TIAA-CREF -----</li> <li>◆ Metropolitan -----</li> <li>◆ VALIC -----</li> </ul> </li> </ul> <p><b>TAX DEFERRED RETIREMENT SAVINGS</b></p> <ul style="list-style-type: none"> <li>• ING Opportunity Plus 403(b) -----</li> <li>• New York State Deferred Compensation Plan 457(b) -----</li> </ul> <p><b>NEW YORK STATE UNITED TEACHERS (NYSUT)</b></p> <ul style="list-style-type: none"> <li>• General Information -----</li> <li>• Member Benefits -----</li> </ul> <p><b>AMERICAN FEDERATION OF TEACHERS (AFT)</b> -----</p> <p><b>WORKERS' COMPENSATION / SOCIAL SECURITY DISABILITY</b></p> <ul style="list-style-type: none"> <li>• Legal Representation -----</li> </ul> <p><b>FLEX SPENDING ACCOUNT</b> -----</p> <ul style="list-style-type: none"> <li>• Dependent Care Advantage Account (DCAA) -----</li> <li>• Health Care Spending Account (HCSA) -----</li> </ul> <p><b>NEW YORK STATE DEPARTMENT OF CIVIL SERVICE</b>  Division of Employee Benefits, State Campus, Albany NY 12239</p> <ul style="list-style-type: none"> <li>• Benefits Hotline -----</li> </ul> <p><b>NYS/UUP JOINT LABOR/MANAGEMENT OFFICE</b> -----</p> <p><b>NEW YORK STATE TAX INFORMATION</b></p> <ul style="list-style-type: none"> <li>• Pensions and Annuities -----</li> </ul>	<p>----- <a href="http://www.uupinfo.org">www.uupinfo.org</a> ----- 800-342-4206</p> <p>----- <a href="mailto:benefits@uupmail.org">benefits@uupmail.org</a> ----- 800-887-3863</p> <p>----- <a href="http://www.cigna.com">www.cigna.com</a> ----- 800-481-1213</p> <p>----- <a href="http://www.cigna.com">www.cigna.com</a> ----- 800-481-1213</p> <p>----- <a href="http://www.davisvision.com">www.davisvision.com</a> ----- 800-999-5431</p> <p>----- 800-584-2866</p> <p>----- <a href="http://www.uupinfo.org">www.uupinfo.org</a> ----- 800-887-3863</p> <p>----- 877-769-7447</p> <p>----- <a href="http://www.cs.state.ny.us/ebd">www.cs.state.ny.us/ebd</a></p> <p>----- <a href="http://www.empireplancam.com">www.empireplancam.com</a></p> <p>----- <a href="http://www.express-scripts.com">www.express-scripts.com</a></p> <p>----- <b>Call your HMO</b></p> <p>----- <a href="http://www.osc.state.ny.us">www.osc.state.ny.us</a> ----- 866-805-0990</p> <p>----- <a href="http://www.nystrs.org">www.nystrs.org</a> ----- 800-348-7298</p> <p>----- <a href="http://www.INGretirementplans.com/custom/suny">www.INGretirementplans.com/custom/suny</a> --- 800-677-4636</p> <p>----- <a href="http://www.tiaa-cref.org">www.tiaa-cref.org</a> ----- 800-842-2776</p> <p>----- <a href="http://www.metlife.com">www.metlife.com</a> ----- 800-638-5433</p> <p>----- <a href="http://www.valic.com">www.valic.com</a> ----- 800-448-2542</p> <p>----- <a href="http://www.INGretirementplans.com/custom/nysut">www.INGretirementplans.com/custom/nysut</a> --- 800-677-4636</p> <p>----- <a href="http://www.nysdcp.com">www.nysdcp.com</a> ----- 800-422-8463</p> <p>----- <a href="http://www.nysut.org">www.nysut.org</a> ----- 800-342-9810</p> <p>----- <a href="http://www.memberbenefits.nysut.org">www.memberbenefits.nysut.org</a> ----- 800-626-8101</p> <p>----- <a href="http://www.aft.org">www.aft.org</a> ----- 800-238-1133</p> <p>----- <a href="http://www.foalaw.com">www.foalaw.com</a> ----- 866-362-4887</p> <p>----- <a href="http://www.flexspend.state.ny.us">www.flexspend.state.ny.us</a></p> <p>----- 800-358-7202</p> <p>----- 800-342-8017</p> <p>----- <a href="http://www.cs.state.ny.us/ebd">www.cs.state.ny.us/ebd</a> ----- 800-833-4344</p> <p>----- <a href="http://www.uup.lmc.state.ny.us">www.uup.lmc.state.ny.us</a> ----- 518-457-1198</p> <p>----- 800-CALL-TAX/800-225-5829</p>
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\* Employee must be eligible for enrollment in the New York State Health Insurance Program.

# Join the UUP VOTE/COPE Drive



## Your contribution shifts UUP's Political Action Agenda into high gear

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This month, I'm taking the opportunity to talk about a fun benefit, a benefit that allows you to relax and enjoy.

UUP bargaining unit members can take advantage of the "friends and family" buy-one-get-one-free ticket discount offer to the 2003 Radio City Christmas Spectacular.

The 2003 edition of the Radio City Christmas Spectacular, starring the world-famous Rockettes, returns for its 71<sup>st</sup> season at Radio City Music Hall. You can be part of New York's favorite holiday tradition and experience such show-stopping scenes as the "Parade of the Wooden Soldiers" and "Living Nativity," as well as be a part of Santa's return to the Music Hall in an exciting 3-D sleigh ride.

The buy-one-get-one-free discount available to UUP members is a substantial savings on tickets. The sections and prices through this discount offer are as follows:

Orchestra, \$32.50 per ticket (the price without the discount is \$65); first mezzanine, \$32.50 (\$65); second mezzanine, \$24 (\$48); and third mezzanine, \$19 (\$38).

There are a total of 53 performances this holiday season of which you can take advantage using this special offer. The discount will be available on most shows in November and all shows in January.

There are four easy ways for you to purchase tickets to the show:

- Via the Internet at [www.radiocity.com](http://www.radiocity.com);
- By calling the Ticketmaster Christmas hotline at (212) 307-1000;
- By visiting either the Radio City or Madison Square Garden box offices; or
- By visiting any Ticketmaster outlet.

**UUP members may take advantage of this discount offer by requesting the unique code "JUUP" when ordering tickets over the phone, at Radio City or MSG box offices, or at any Ticketmaster outlet. When purchasing tickets via the Internet, you must type in the code "JUUP" on the purchase page.**

**Enjoy the show!**

## State Employee Holiday Schedule

Dec 2003 through September 2004

**Christmas Day** Thursday, December 25, 2003

**New Year's Day** Thursday, January 1, 2004

**Dr. Martin Luther King, Jr. (observed)**

Monday, January 19, 2004

**Lincoln's Birthday\*** Thurs., February 12, 2004

**Washington's Birthday\*** (observed) Monday,

February 16, 2004

**Memorial Day** Monday May 31, 2004

**Independence Day** Monday July 4, 2004

**Labor Day** Monday, September 6, 2004

- \*Classes will be in session and offices will remain open on Columbus Day, Election Day, Veteran's Day, Lincoln's Birthday, and Washington's Birthday.
- Part-time employees who are eligible to observe holidays are entitled to observe only those holidays that fall on days when they are regularly scheduled to work or are directed to work.

### UUP:

- Election Day is a fixed holiday
- The day after Thanksgiving is observed as a holiday
- Lincoln's Birthday is not an observed holiday

**Office:** HSC Level 5, Room 572, Zip 8553

**Hours:** Mon. - Thurs., 8:30 a.m. to 3:30 p.m.

**Telephone:** 444-1505; FAX 444-7566

### OFFICERS

<b>President</b> - Ed Drummond.....	444-1505
<b>Vice President (Academic)</b> - Michael Silverberg.....	444-2347
<b>Vice President (Professional)</b> - Donald Pisani.....	444-1505
<b>Secretary</b> - Tina Maria E. Manning.....	444-1505
<b>Treasurer</b> - Edward W. Hines.....	444-1505
<b>Affirmative Action Cmte</b> - Ed Drummond.....	444-1505
<b>Grievance Chair (Professional)</b> - Carol Gizzi.....	444-1505
<b>NYSUT Field Representative</b> - Dawn Hopkins.....	273-8822
<b>Newsletter Editor</b> - K. Rhatigan & J. Israel.....	444-2245
<b>Professional Evaluation Review</b> - Mary Hoch.....	444-1252
<b>Professional Promotion Review</b> - Bruce Kube.....	444-2377
<b>Part Time Concerns Representative</b> - Carolyn Kube.....	444-1505
<b>Administrative Assistant</b> - Sharon Hines.....	444-1505

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The opinions expressed in *Bridges* 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: Joel or Kim at 4-2245 or 4-1505.

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