

THE BRIDGES

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

October 2001

NYSUT, Cornell, learning and finally — graduation

Lydia L. Johnson
Delegate for Professionals

What an awesome experience we packed into one week with a common goal of learning the art of unionism and leadership. The need to keep our union strong through solidarity and leadership was the week's focus at the Cornell Leadership Workshop. Class schedules were packed and intense but, thanks to all the great instructors from Cornell and NYSUT, they kept us focused and motivated. Just mention the words Cornell t-shirts and they had our undivided attention.

Every day began with a brisk 20-minute walk to the Cornell Institute of Labor Relations Conference Center. There we had breakfast and immediately began classes from eight thirty in the morning until twelve noon. Under a tent in a beautiful campus setting, we had a break for lunch from twelve to one at which time classes resumed again until five in the afternoon.

Thirty years ago, NYSUT was organized by the merger of two unions and it has grown ever since and thus UUP became one of its local unions. Collective bargaining enabled by the Taylor Law (1967) is one of its greatest features toward building strength and unity that benefits our educators and health care workers across the state. The importance of leadership involvement helped create a grass roots movement in order to restore public confidence in the public school system.

Small and large groups worked together in an effort to envision the past and how it contributes to building the present. By being a part of this, we pledge to continue the movement toward a stronger foundation for future generations. It all depends on us as a union united with one goal in mind - to strengthen our voice through

membership growth and having our voice heard in the state legislature.

Sunday evening's speech by Prof. Jim Gross, a labor relations expert, addressed human rights that we have simply by being a human being making moral choices, and being able to choose the way things ought to be.

Monday's session highlighted events that changed and shaped union strategies such as the great depression and WWII that brought about union growth and thus a need for administrative guidelines. The ups and downs of unionism as a result of vast economic changes impacted the loss of blue-collar manufacturing jobs and expanded white-collar jobs in both the private and public sector.

Tuesday's agenda was interesting because it dealt with leadership and organizational transformation. What makes a good leader and how to determine directive or participative leadership was the primary focus. Transactional leadership vs. transformational leadership and what is required to lead was also discussed. Did we do a lot of internalizing? You better believe we did. We asked ourselves do we strongly agree, generally agree, generally disagree or strongly disagree when we are confronted with difficult situations. I think we all agreed to some self adjustment on leadership practices, keeping in mind that a good leader develops everyone under them to produce effective change.

On Wednesday attention was given to planning for the future. What can we take back to our local and strategies

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Message from the president

Dear brothers and sisters,

My message to you today does not deal with the usual issues that normally concern us as UUP members here at the Stony Brook HSC. I will not discuss streamlining of positions, salary issues, time and attendance, or any of the other complaints that we have with management.

On September 11, 2001 four hijacked planes delivered blows of death and destruction that rocked the American people. Two of these planes destroyed the Twin Towers of the World Trade Center in New York City. As I write this message over 5,000 people are missing, over 200 dead. Another plane destroyed a portion of the Pentagon in Washington D.C. and over 200 lives were destroyed in this deplorable act. Yet another plane crashed outside of Pittsburgh as it was on still another mission of death and destruction. Thanks to brave passengers on this flight, its destination was not realized, although 44 persons lost their lives as well.

We, the members of Stony Brook HSC Chapter, join the nation and other people of the world in expressing our sorrow and sympathy to the families and friends of those who lost their lives or were injured in this diabolical deed.

We join our city, state, and federal leaders in hoping that the people responsible for these acts will be caught and brought to justice.

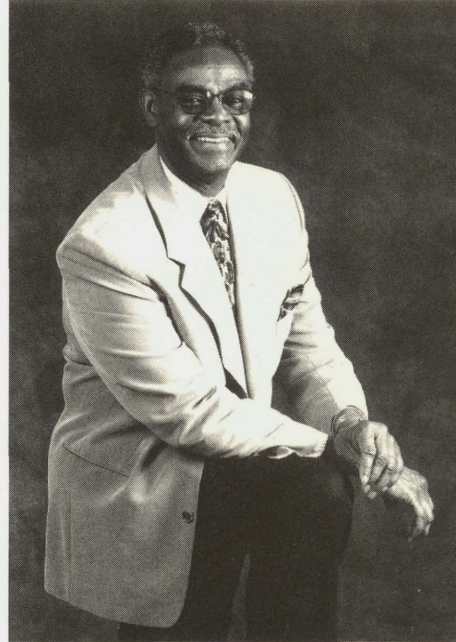
As a civilized nation, I only hope that we will not attack innocent people of the same ethnic or religious background as those accused of these horrific crimes. Let us not become what we are fighting against.

My hat is off to the men and women of our fire and police departments, hospitals, and all healthcare personnel. Let us not forget the clergy and ordinary people volunteering to help in any way that they can. Three cheers for others who collected clothing, supplies, and monetary donations.

We have shown the world how quickly we can come together as one people in a crisis. Hopefully we can stay together as one people after we mend from this tragedy.

God Bless America and All the People.
While the storm clouds gather far across the sea,
Let us swear allegiance to a land that's free,
As we raise our voices, in a solemn prayer.
God bless our great country.
May freedom ring forever!!!

Ed Drummond
Chapter President



The New York City Central Labor Council brings together more than 375 local unions from every trade, occupation, and sector of the New York economy. They represent one million workers: teachers and truck drivers, sewing machine operators and train operators, dock workers and doctors, nurses and orderlies, construction workers and cooks, janitors and jazz musicians. They are men and women of every race and creed, from every land. They are the voice of the AFL-CIO in New York City, representing the unity of New York's unions.

We would urge you to contribute to their emergency disaster fund that the Central Labor Council has established as a result of the terrorist attacks.

Make checks payable to NYC Central Labor Council Disaster Fund and mail to:

New York City Central Labor Council
386 Park Avenue South, 6th Floor
New York, NY 10016

<http://www.nycclc.org>

In Memoriam

They Will Not Be Forgotten

Our hearts and prayers go out to the families and friends of our union brothers and sisters who were injured or killed during the World Trade Center attack on September 11, 2001.

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on planning for this was creatively explained. Our instructors demonstrated how to use efficient processes that consist of the planning stage and the execution stage. Groups were formed with a mission and vision in mind of these basic principles as a guideline to get our local unions where we want them to be in the future.

Thursday's subject was on prioritizing goals and tasks by using a grid to determine priority ratings. The evening ended with a more relaxing atmosphere of music and dancing to sooth the mind. It was a moment to exhale that was well deserved.

Friday, with our bags packed with more than we came with, we faced the bittersweet moment of knowing we neared the end of a fantastic week. Now our reward of graduation began with the presentation of certificates from NYSUT and the prestigious Institute of Labor Relations at Cornell and farewells until we meet again in Saratoga Springs.

I proudly end this article with a quotation by Eleanor Roosevelt that I find so apropos and hope that you do too. "You gain strength, courage, and confidence by every experience in which you really stop to look fear in the face. You must do the thing which you think you cannot do."

VOTE/COPE Q and A



Kathy Southerton
VOTE/COPE Committee Chair

Do you still have questions about VOTE/COPE? The following answers to a few commonly asked questions may help you understand why it is so important for UUP members to contribute.

WHAT IS VOTE/COPE?

VOTE/COPE (Committee on Political Education) is the non-partisan political action arm of UUP and our statewide affiliate, NYSUT — New York State United Teachers. It is funded entirely by voluntary contributions.

HOW ARE VOTE/COPE FUNDS USED?

They are used so the issues of concern to UUP members, as expressed in the UUP legislative program, can be shared with the New York State legislators, the governor, and members of Congress. These issues are shared through letter writing campaigns as well as lobbying visits to Albany and to the local legislative offices.

VOTE/COPE monies are also used to support candidates who support education, health care, and labor issues important to our members.

WHY SHOULDN'T I CONTRIBUTE DIRECTLY TO THE CANDIDATE OF MY CHOICE, RATHER THAN THROUGH VOTE/COPE?

The primary objective of VOTE/COPE is to support those candidates who generally support the NYSUT and UUP legislative programs. It is essential that the elected officials and candidates for office clearly recognize the link between the union's political arm and its legislative program.

VOTE/COPE yields considerably more influence than any individual because on a statewide basis it represents 460,000 UUP and NYSUT members.

WHAT ARE SOME OF THE ISSUES THAT DIRECTLY AFFECT ME AS A STONY BROOK EMPLOYEE THAT VOTE/COPE FUNDS ADDRESS?

State budget issues such as:

- the outrageous bare-bones budget passed by the legislature in August, 2001
- the need to restore money to resolve the deficit at the SUNY teaching hospitals
- the need to restore money to hire additional full-time faculty at SUNY campuses
- Optional Retirement Program (ORP) pension equity legislation for those UUP members with TIAA-CREF, Aetna, Metropolitan or VALIC.

UUP's political clout with the legislature also benefits our members at contract negotiation time.

IF I HAVE MORE QUESTIONS ABOUT VOTE COPE, HOW CAN I GET THE ANSWERS?

Please stop by the UUP office on Level 5 or call 444-1505.

HOW DO I START CONTRIBUTING TO VOTE COPE?

Stop by the UUP office and fill out a payroll deduction card or drop off a check. Thank you for your support, and please contribute generously.

2001-2002 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.

Active Retired Membership Committee

Frank Goldsmith

Affirmative Action Committee

Ed Alleyne

Ed Drummond

Charles Hines

John Marino (Officer Liaison)

Benjamin Williams

Committee of Chapter Presidents

Ed Drummond

Elections & Credentials Committee

Jeanne Galbraith

Carol Gizzi

Finance Committee

Ed Drummond

Ed Hines

Grievance Committee

Darlene Ernest

Lucille Protosow

Benjamin Williams

HSC Concerns Committee

Ed Drummond

John Marino (Officer Liaison)

Darcy McGuire

Michael Silverberg

Legislation Committee

Tina Manning

Donald Pisani

Michael Silverberg

Kathleen Southerton

Membership Committee

Bruce Kube

Part-Time Concerns Committee

Darcy McGuire

Political Action Committee

Charles Hines (District Lobbying)

Lydia Johnson

Tina Manning (Voter Registration)

Doris Weisman

Professional Issues Committee

John Marino (Chair)

Donald Pisani

Women's Rights and Concerns Committee

Ora James Bouey

Darlene Ernest

Susan Hogan

Carolyn Kube

Lucille Protosow

Doris Weisman

The Link Scholarship

The Eugene P. Link College Scholarship Trust Fund was created to recognize a half century of devotion to the pursuit of knowledge, service to youth, and leadership in academic unionism demonstrated by Eugene Link, a professor emeritus from SUNY Plattsburgh. Scholarships of at least \$650, for two semesters a year, are given annually to qualified SUNY students who maintain a 3.75 grade-point average and who exhibit a dedication to the goals of the labor union movement. We have never had a scholarship recipient from our chapter for this competitive and prestigious award. Don't forget to tell your students they can get a full list of scholarship requirements and an application from the union office or at www.uupinfo.org.

The application deadline for the 2002 scholarship is March 1, 2002. Students interested in applying should call the office at 444-1505 or call 800-342-4206, ext. 418 to request an application.

Members can make memorial donations to the fund, as well as gifts in the name of individuals for job promotions, anniversaries, retirements, and other commemorative events. Checks or money orders—made payable to the Eugene P. Link College Scholarship Trust Fund—may be sent to the attention of Katherine Trudeau, UUP Comptroller, c/o United University Professions, 159 Wolf Road, Albany, NY 12205-1177. Contributions are tax deductible.

Legislative Retreat Highlights

Donald Pisani
Vice President for Professionals

This past Aug. 8-10, the UUP Legislation Committee held its annual retreat to review the past year's legislative activities and to devise a new legislative program for the year 2001-2002. Approximately 60 representatives from the Legislation and Political Action Committees arrived in Lake Placid to work on a new agenda for the upcoming year. This year's retreat was faced with the knowledge that New York State had just passed a basic budget, which did not provide for any of the initiatives that were outlined in the Legislative Program of 2000-2001. Our agenda for the retreat was broken into three main areas: a review of the budget and its implications for SUNY, initiatives for the upcoming year, and federal legislative issues that affect higher education.

President Bill Scheuerman outlined for members the events that lead up to the passing of a basic budget by both houses of the Legislature. This budget passed one day short of a record for lateness, yet still has to be signed by the Governor. The Legislature had left out of its basic budget most of the Governor's programs, but included enough money to run the government until it met to pass a supplemental budget and member items. Over this past legislative season, the Governor had submitted his budget to the Legislature, but then did not participate in any discussions with the two houses. It was very noticeable that he was absent from the process — something both parties commented on regularly. The basic budget did not include any of the initiatives from UUP's Legislative Program, which were:

- Rebuild full time academic and professional faculty
- Rebuild the fiscal foundation of the teaching hospitals
- Fully fund campus budget priorities
- Restore an open and public dialogue at SUNY
- Restore funds to the New York State Theatre Institute
- Pass the sweatshop code of conduct (passed by both houses, yet needs to be signed by the Governor)

This year's retreat was faced with the knowledge that New York State had just passed a basic budget, which did not provide for any of the initiatives that were outlined in the Legislative Program of 2000-2001.

President Scheuerman then outlined for us a political action plan to deal with the budget. Our plan calls for a massive letter writing campaign to Governor Pataki, Senate Majority Leader Joe Bruno, Assembly Speaker Sheldon Silver, and Chairs of the two Higher Education Committees — Senator Ken LaValle and Assemblyman Edward Sullivan. Sending email or faxes through NYSUT's web site is also available. Many other routes are being planned to achieve our goals including resumption of Albany and district lobbying, a full advertising campaign that will target specific regions of the state, potential use of phone banks, and joining with other campus groups, especially NYPIRG, to help put pressure on the Legislature and Governor. There are also potential student/faculty rallies, and getting the Alliance for Excellence at SUNY to join in the letter writing campaign.

This campaign will be a short one—approximately 6 - 8 weeks, but very intense. If we do not make our needs known at this time, the Legislature may not include our program in its supplemental budget. It's imperative that our members across the state help with this action plan. It is well known in Albany that those who yell the loudest usually get heard, and now is the time for us to yell very loudly.

Fred Floss, Chair of the Political Action Committee, outlined the initiatives that we will undertake for the upcoming year. First and foremost will be the strengthening of our district lobbying program. Even though it is very good, it needs to be made better, so more of our members can get involved in the process. He will be calling on chapter presidents, to have them appoint a political action coordinator. It will be their job to set up local district lobbying in conjunction with the statewide effort. They will also be responsible for recruiting new volunteers to help with lobbying. Fred also discussed setting up five regional lobbying events to train new members, to be held sometime in mid-October. Any member who is interested in getting involved in this effort please come by the union office to let us know.

The next major push will be focused on VOTE/COPE. When Eileen Landy was elected to the office of statewide secretary, she had to step down as statewide VOTE/COPE

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Is slavery a thing of the past?

Colleen Kenefick
Delegate for Academics

In June, the International Labour Office in Geneva issued its report on forced labor from information compiled by the United Nations. While there are no exact numbers of individuals abducted into slavery, debt bondage, bonded labor, along with other forms of servitude, the ILO does acknowledge that forced labor has not been eliminated. Forced labor is increasingly exacted in the illicit, underground economy that tends to escape any national statistics gathering attempts.

In 1930, at the first ILO Convention on the subject they agreed that "The term 'forced or compulsory labour' shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily." After World War II, new issues emerged with freedom of employment in the Communist bloc countries, some newly independent states, and developing countries that had to replace unpaid labor systems with free wage labor systems. Certain groups, such as women, ethnic or racial minorities, children, and the poor are particularly vulnerable to denial of freedom.

Europe has seen an explosion of trafficking since the breakup of the former Soviet Union. Men and women from the Balkans and Eastern Europe are the majority of those trafficking unwillingly across borders. Only one country, Myanmar, has ever been officially sanctioned for widespread and systematic state-sponsored forced labor. Even in this egregious case, the government claimed it was necessary as a contribution to rapid economic development. Cambodia, Central African Republic, Kenya, Swaziland, United Republic of Tanzania, and Viet Nam still provide for some form of compulsory labor or service.

The numbers of women and children trafficked across national borders, and then forced into activities including

The report questions why trafficking in drugs is punished more severely than trafficking in human beings.

sweatshop labor, domestic service, and prostitution has dramatically increased in the last ten years. Very often it is not the state that is responsible for this, but rather private individuals and groups acting with impunity from any law enforcement agencies. The report questions why trafficking in drugs is punished more severely than trafficking in human beings.

Think that this is interesting, but it really doesn't have any application to us here in the United States? The report cites a U.S. federal court in which traffickers forced 70 women from Thailand to work in a clandestine garment factory surrounded by sentries and high walls topped with razor wire. The defendants were given prison sentences of up to seven years and the court awarded \$4.5 million to the victims. Since coercion is at the very heart of forced labor, few cases will ever reach a courtroom as victims are afraid to report for fear of retribution.

Consumers are now becoming aware that their diamonds may be 'conflict diamonds' and were mined by unwilling workers forced into virtual slavery in Sierra Leone. Supporting measures to stop the trade in diamonds extracted by miners who are pressed into service by parties to the conflict, may help achieve a lasting peace and the liberation of these slaves quickly. Prison labor is another serious concern of the ILO as prisoners are forced to work either for the State or for private, commercial purposes. They also are concerned with the trend towards privatization of prisons in the U.S. and other nations. The full text of *Stopping Forced Labour*, is available at <http://www.ilo.org/declaration>

Retirees to Meet at Stony Brook

On Wednesday, October 31st, the Long Island Region of UUP Retirees will be having their yearly luncheon meeting. The location will be the Alliance Room, Melville Library on West Campus. Starting at noon and continuing for about two hours, the agenda will include Bill Scheuerman speaking about UUP and the role of retirees. Anne Marine, UUP, will speak on developments in health benefits and retirement preparation. VOTE/

COPE and making every vote count will be Doris Weisman's topic.



Everyone is invited, but you must pre-register. There will be a small charge for luncheon and the program.

To your health: “Have you ever thought about racing, II?”

Steven Jonas, MD, MPH, MS
Academic Grievance Chair

KINDS OF RACING

In the July issue, I started talking with you about racing for the regular exerciser. There is a wide variety of running, walking, cycling, swimming, and multisport races to choose from. Most common are the running road races (in which you can participate by either running or walking). Roadracing is, simply, running or walking in a race on the road. Roadrace distances range from one mile to 100 miles. The most common are the 5 kilometer (3.1 miles); 5 mile; 10 kilometer (6.2 miles); 10 mile; 20 kilometer (12.4 miles); half marathon (13.1 miles) and marathon (26.2 miles). There is an occasional running roadrace with a special category for sport/exercise walkers. However, most running road races, even without that special category, will happily welcome entrants who plan to walk the event, happily collect their entry fees, and happily provide them with a racing number and souvenir t-shirt as well.

Masters swim meets (the lower end of the age range is 25-30) and bike racing events sponsored by the United States Cycling Federation are also held frequently. There are also quite a few multisport races around, duathlons (formerly called biathlons, usually combining cycling with running or walking), and triathlons (usually combining cycling and swimming with running or walking).

HOW TO FIND OUT ABOUT RACES

Running, cycling, and walking races as well as the multisport events can be located through local running shoe, cycling, and sporting goods stores; running, walking, and cycling clubs—which you can locate through stores and also through local government recreation departments, “Y’s,” and the recreation department at our and other universities and colleges. National, regional, and local running, walking, cycling, and multisport magazines and newsletters can be found through those same stores and have extensive race listings. Increasingly, there are web sites such as: www.nyroadrunners.com; www.mastersswimmers.com;

www.activesport.com; www.nytc.com (New York Triathlon Club) and www.usatriathlon.com. Also, many events are advertised in the sport-specific print media.

DOING YOUR FIRST RACE

There are number of factors that you have to think about and prepare to do for your first race: choosing the right one; getting an entry blank and sending it in correctly filled out, with the correct fee, with an SASE if requested, and on time; training properly; dressing and equipping yourself appropriately; having some knowledge of the course (other than for swim races, it’s a good idea to walk, run, cycle or drive it before the race); and developing the proper mind-set. The most important thing is to look at racing as a new, learning experience. If you open your mind to the possibilities of racing, the possibilities for your further development as a person may well be beyond the present limits of your imagination. That is certainly what happened to me.

Racing is obviously not for everyone. Indeed there are many long-time regular exercisers who never have raced and never will race. It is hardly essential for becoming and remaining a regular exerciser. But it surely has worked well for my body—and even better for my mind. Without racing, I doubt that I would still be exercising regularly 21 years after I first started. I started racing in 1983 and still do duathlons and triathlons. I take it slow, always racing for the enjoyment of it. Over 120 duathlons and triathlons later, I still have fun. I will continue to race as long as I continue to have fun.

Finally, if you have never raced before, be sure to remember your first one. I certainly do mine. Doing that first one is an experience you will never have again, and it is special. “I did it,” “I did it,” “I did it,” is something you will be saying over and over again to yourself when you finish. However many more races you do, however many other memorable experiences you will have in racing, that first one is special. So treasure it.

The Teamsters union has mounted an intensive campaign to persuade the Bush Administration to end 12 years of federal supervision of the union, once considered the nation’s most corrupt. Teamsters president, James P. Hoffa, has indicated that his union might support Republicans if they back the union on several crucial issues. Teamsters officials say the government supervision should end not as a political favor but because the union has been cleaned up extensively.
(New York Times)

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.

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coordinator. Replacing her is Thomas Tucker from Buffalo who discussed his ideas and over the past 2-3 weeks has helped in signing up 150 new contributors. UUP's VOTE/COPE contributions are now approximately \$150,000 per year, while NYSUT's contributions reach approximately \$4,000,000. VOTE/COPE dollars convert into power, which helps us get our message across in Albany. It's crucial that anyone who does not contribute to VOTE/COPE start now when we so urgently need the power to get our message heard. Please stop by the union office to sign up and regularly contribute.

The last initiative is strengthening and expanding the Alliance for Excellence in SUNY. They are a group of individuals, businesses, community groups not affiliated with SUNY, but who have a stake in SUNY, wanting it to excel and be a force in the state and nationally. SUNY has tremendous economic impact in all communities, and if it isn't funded properly there is a ripple effect across the state. SUNY trains the workforce of tomorrow, citizens who live and work in our communities and pay taxes, which helps the state's economy.

Invited for the first time were representatives from two different national unions - AFT and AAUP. Representing AFT was Matt Morrison and Gabriella Gomez, both associates in the Dept of Legislation for AFT. Representing AAUP was Mark Smith, Director of Governmental Relations. They both presented issues that are currently active in Congress focusing on higher education and the Bush administration's stance on education in general and specifically higher education. There are currently 13 different appropriation bills in Congress related to student aid as well as research, each with their own problems. The

fate of these bills is unknown at the present. Also outlined were some major issues which could be problems for those of us in higher education - intellectual property rights, distance education, civil rights issues - ADA, age discrimination, FLSA, and the 11th Amendment (which has to do with states rights and public employees).

The consensus was that higher education will not be in trouble this year but will be a major focus next year when the Higher Education Act needs to be renewed. There will need to be a full push by all associated with higher education to see that this vital legislation is passed. AFT and AAUP will be taking the lead with UUP joining this battle. As a result of the presentation by AFT and AAUP, the Legislation Committee has started a subcommittee focused on federal legislation issues. Henry Steck (SUNY Cortland) and I will be heading up this subcommittee to coordinate UUP's efforts in this arena. Volunteers for this committee will be gladly welcomed.

After hearing all the information that was presented, representatives from the Legislation and Political Action Committees turned their attention to developing a Legislative Program for 2001-2002. That program is currently in a draft stage, but will be finalized for review of the Statewide Executive Board for their November meeting. Once the Executive Board approves the program, it will then be published for all members to review. Chapter members of the Statewide Legislation and Political Action Committees are: Charles Hines, Lydia Johnson, Tina Manning, Donald Pisani, Michael Silverberg, Kathy Southerton, and Doris Weisman, We look forward to serving our members and welcome any help that you wish to give.

Union members respond to tragedy

From the State Employees Federated Appeal and the United Way: The September 11th Fund has been established to help the victims of the terrorist attacks. The purpose of this fund is to mobilize financial resources to respond to the pressing needs of the victims and their families and all those affected by the tragedy. The fund will provide immediate support to established emergency assistance agencies, such as the American Red Cross. It will also bring together resources of other nonprofit health and human service agencies.

Those wishing to contribute to The September 11th Fund may send their financial donations in care of United Way

of New York City, 2 Park Ave., New York, NY 10016, (212) 251-4035. Donors may specify the community (New York City, Washington, D.C., or other affected areas) where they would like their contributions to help. Contributions are also being accepted on United Way of New York City's Web site at www.uwnyc.org. UUP President Bill Scheurman is co-chair of this year's SEFA campaign.

For all state employees: The following resources are available to UUP members and all state workers who might need support in the aftermath of Tuesday's tragedy - Employee Assistance Program (1-800-822-0244) and Ciridian Resource and Referral Service (1-800-847-5437).

Health stitches: to triumph over breast cancer

Doris R. Weisman, NP, MS
Delegate for Professionals

October is Breast Cancer Awareness Month. It's a time for introspection and a time for action. The "tri" in triumph is the key to your war against breast cancer, by using the Triple Touch Early Detection Practice:

1. Breast self-exam monthly
2. Clinical exam annually
3. Mammogram annually after age 40

Look into your lifestyle as you spend each day. There are things you can do to reduce your risks by simply making changes in your lifestyle. Stop smoking, avoid high fat foods, eat more fruits and vegetables and less meat, limit alcohol use, lose weight, and exercise. There are other risk factors we can't change, but we can work against them by monitoring with the Triple Touch Early Detection Method. These risks include:

- early menarche
- late menopause
- aging increases risks
- late childbearing
- no childbearing
- first degree relative with breast cancer

The American Cancer Society estimated in 2000 that there would be 180,000 new breast cancer cases and 41,000 deaths, a 3% reduction in deaths. This was due in part to the increased use of mammography in partnership with clinical exams and breast self-exam. Next to lung cancer, which is the number one killer of both men and women, breast cancer is the second cause of cancer deaths in women.

Useful web sites on labor

AFL-CIO www.aflcio.org
Association of Union Democracy
www.uniondemocracy.org
Equal Employment Opportunity Commission
www.eeoc.gov
Labor Notes Publications
www.labornotes.org
LabourStart (daily labor news)
www.labourstart.org
National Labor Relations Board
www.nlr.gov

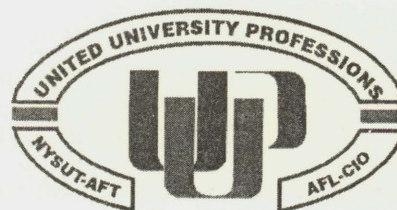
There are things you can do to
reduce your risks by simply
making changes in your lifestyle.

Breast Self Exam (BSE) is for all women, and men should also check because they are a statistic too. It is performed at the end of one's cycle. Women who have no cycle (e.g., pregnant, post-menopausal, or amenorrhea) should do a BSE at the same time every month, on any date one picks. Any findings are worth reporting to your health care provider. Lumpy areas should be clarified by your health care provider so ongoing BSE is effective.

Mammograms start at age 40 unless there is a lump found and/or a first degree relative had breast cancer. The procedure should be performed at a suite certified by the American College of Radiologists. They will need previous films for comparison of the findings. It is best to schedule a mammogram after the cycle ends for maximum comfort.

Seeing your gynecologist annually and having a pelvic and breast exam is the third part of early detection and an important bridge between findings review and further testing by a breast surgeon.

We have no means to prevent breast cancer, but if found at an early stage, one can have as high as a 97% chance of cure. Invest in yourself. It only takes a little time and can help you live a longer, healthier life and triumph over breast cancer.



New Caucus of the PSC/CUNY
www.newcaucus.org
New York Committee on Safety and Health
www.nycosh.org
United University Professions
www.uupinfo.org

YOUR BENEFITS AT A GLANCE

MEMBER BENEFITS

As a member of the UUP bargaining unit, you enjoy a host of benefits, some sponsored by your employer and others by your union.

Union Negotiated Benefits

- Contractual Benefits Related to Leaves:
 - Vacation Leave
 - Sick Leave
 - Holiday Leave
 - Sabbatical Leave
 - Disability Leave
- Retirement Systems
 - NYS Employees' Retirement System
 - NYS Teachers' Retirement System
 - Optional Retirement Plan
 - TIAA-CREF
 - Aetna
 - Metropolitan
 - VALIC
- NYS Health Insurance Plan (Empire Plan or HMO)
- Flex Spending Account (Dependent Care/Health Care)
- Pre-tax Contribution Program (Health Insurance)
- Sick Leave Exchange Program (SLEP)
- Group Long-Term Disability Insurance Program
- Public Officers Law (Professional Liability Insurance)
- 403(b) Tax-Deferred Investments with TIAA-CREF
- Survivor's Benefit Program
- Staff Relocation Expenses
- Statewide Employee Assistance Program (EAP)
- State Employees Federated Appeal (SEFA)
- Direct Deposit
- Credit Unions
- Tuition Waiver/Reimbursement Program
- Use of Campus Facilities

UUP Benefits

- Dental and Vision Care Plans*
- Benefit Fund Scholarship Tuition Program*
- Retiree Dental Plans
- Retiree Discount Vision Plan
- Free \$6,000 Group Life Insurance for Bargaining Unit Members
- Free \$1,000 Group Life Insurance for Retired Members
- 403(b) Tax-Deferred Investments with ING Aetna Financial Services Opportunity Plus
- Eugene P. Link Scholarship Program
- Free Tuition on "Space Available" Basis
- Six Flags Funseekers Club

* Employee must be eligible for enrollment in the New York State Health Insurance Program (Bargaining Agreement Articles 39 and 40).

UUP/NYS Labor-Management Awards

- Retraining Fellowship Program
- Nuala McGann Drescher Affirmative Action Leave Program
- Individual Development Awards Program
- Grants for Employees with Disabilities
- Herbert N. Wright Memorial Safety and Health Training Award Program

NYSUT Benefits

(May require purchase by member)

- Payroll and Pension Deduction Benefits: *(Payroll deduction may be available for some members)*
 - Financial Counseling Program
 - Term Life Insurance
 - Short- and Long-Term Disability Insurance
 - Automobile Insurance
 - Boat Insurance
 - Homeowner's/Renter's Insurance
 - Personal Excess Liability (Umbrella) Insurance
 - Legal Service Plan
 - Retiree Legal Service Plan
 - \$2,000,000 Catastrophe Major Medical Plan
 - Long-Term Care Insurance
 - Variable Universal Life Insurance
 - Senior Term Life Insurance
 - WrapPlan® Term Life Coordination Program
 - Lifestyle Security Protection®
- Free Accidental Death & Dismemberment Insurance
- Financial Building Blocks® (educational workshops)
- Car Rental Discounts
- Consumer's Guides
- Defensive Driving Program
- Discount Buying Service

AFT PLUS Benefits

(Require purchase by member; available to all bargaining unit members)

- AFT MasterCard
- Mortgage/Real Estate Program
- Additional Insurance Protection
- AFT Loans
- Dining Discount Card
- Flowers
- AFT PLUS Bookstore
- Discount Online Shopping
- Discounted Magazine Subscriptions
- Motor Club Program
- Car Rental Discounts
- Hotel Discounts
- Discounted Theme Park Admissions
- Ear Care Discounts

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.

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
Memorial Day	Monday, May 27th
Independence Day	Thursday, July 4th
Labor Day	Monday, September 2nd
Columbus Day	Monday, October 14th
Election Day	Tuesday, November 5th
Veterans Day	Monday, November 11th
Thanksgiving Day	Thursday, November 28th

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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: Colleen Kenefick at 444-3995 or 444-1505.