

DEADLINES AND COMMITMENTS

July

- 18 . . .Proposed constitutional amendments due to UUP by 5 p.m.
- 19-21NYSUT LAP Conference, Lake George
- 21-22International Labor Comm. Assoc. Convention, Chicago
- 25-28National AFL-CIO Convention, Chicago
- 25-29NYSUT shutdown; UUP remains open
- 31-Aug. 5NYSUT Leadership Institute, Ithaca



August

- 11-12Chapter Presidents Retreat, Syracuse
- 12-13 . . .Legislation, Political Action committees meeting, Syracuse

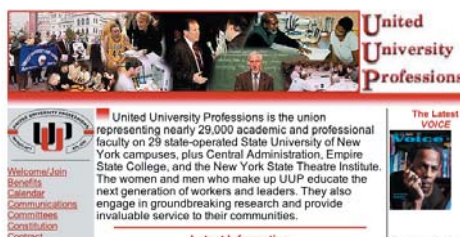
WEB SITES OF INTEREST

www.ncpssm.org

National Committee to Preserve Social Security and Medicaid's site offers vital information on the Bush administration plans, as well as ways interested Americans can join the fight to keep Social Security intact.

www.poynter.org

Want to know what reporters think of themselves? For a new take on keeping up with the news, check out Jim Romenesko's Web site on the home page of the Poynter Institute for Media Studies (click on ROMENESKO under the COLUMNS link). The Romenesko site is a fascinating look at how journalists view their profession, and is packed with letters and opinion pieces exploring the ethics, trends and foibles of journalism. With journalists from all over the nation and from different perspectives offering their views on how a particular newspaper handled a controversial story or ethical scandal, the Romenesko site offers a rare insider's view of reporting the news.



www.uupinfo.org



THE VOICE

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UUP is Local 2190 of the American Federation of Teachers (AFL-CIO) and is affiliated with New York State United Teachers.

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The VOICE is a member of the American Federation of Teachers Communications Association and the International Labor Communications Association.

READING LIST

Labor and the Environmental Movement: The Quest for Common Ground
By UUPer Brian Obach

This book (MIT Press, 2004) by New Paltz unionist Brian Obach argues that the labor and environmental movements—historically distinct and often at odds—share more similarities than differences. The book is available for \$27. To order, call (800) 405-1619 or visit <http://mitpress.mit.edu>.

(Editor's note: The Voice welcomes contributions to WEB SITES OF INTEREST and READING LIST, as well as your letters. Send your suggestions and letters to UUP Director of Communications Denyce Duncan Lacy at ddlacy@uupmail.org or to Publications Specialist Karen Mattison at kmattiso@uupmail.org.)

'FAMILY LEAVE' STORIES WANTED

Have you ever taken a family leave?

If so, *The Voice* would be interested in hearing your story. Tell us why you took it, whether it helped you and if so, how. Please send your responses to UUP Director of Communications Denyce Duncan Lacy at ddlacy@uupmail.org.

Edited responses may be reproduced in *The Voice*.

UUP sets sights on part-timers' needs

A group of more than two dozen chapter presidents, UUP officers, UUP/NYSUT labor relations specialists and part-time UUP members came together in June to develop strategies on the best way to improve the working life of the state university's most exploited workers—part-timers.

"We're calling this the 'Year of the Part-timer' because we're putting our energy and resources into getting SUNY to improve the pay of our part-time colleagues, who have been exploited by the University for far too long," UUP President William Scheuerman said.

And when the union sets its sights on something, it is—more often than not—successful in achieving it, he added. Case in point: UUP has negotiated for its part-time members one of the best benefits packages in the nation, including full-year health benefits and contractual salary increases for eligible employees.

UUP now has better pay in the crosshairs, Scheuerman said: "It's all about the money. The state has it and we want it."

Some significant steps already have been taken at the campus level, from Albany to Plattsburgh, Buffalo to Long Island. Using the contractual labor/management forum, various chapters have been able to secure evaluations for appointments, on-base salary increases, year-long appointments, recognition of seniority and right of first refusal for courses they've previously taught or are qualified to teach.

According to statewide Executive Board member Glenn McNitt, chapter president at SUNY New Paltz, the union this spring secured a 20 percent, on-base increase in part-timer salaries at New Paltz, a jump of \$400 per three-credit course.

On other campuses, union and management have agreed to



LEFT: Warren Randall of SUNY Stony Brook outlines some strategies to increase the pay of his part-time colleagues.

BELOW: Kris Bendikas, Albany, says her chapter has won many benefits for part-timers.

appoint adjuncts as assistant professors—not as lecturers—clearing the way for part-timers to be promoted to associate professor or professor with salary increases.

"These are great successes and important first steps," Scheuerman said, "but we need to do more."

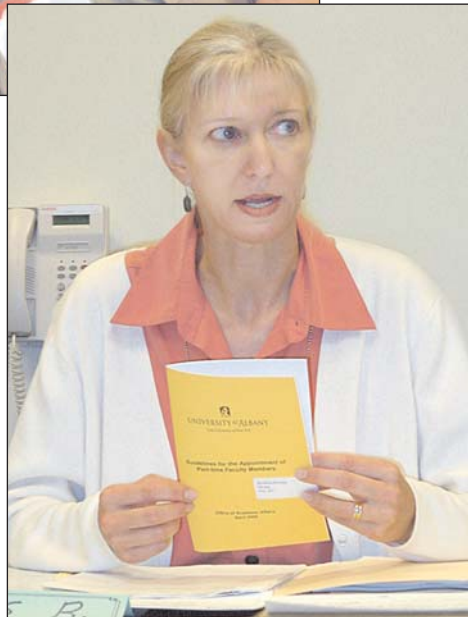
UUP hopes to use its powers of persuasion to convince the state that part-timers' salaries must be increased. The union plans to spend the summer hammering away at SUNY system administrators, reminding them that UUP has stepped up to the plate for the University in the past.

"We help SUNY get the money it needs to operate," Scheuerman said. "All we're asking for is our fair share."

The group expects to meet again in the fall.

Watch for upcoming issues of *The Voice* for more coverage on "The Year of the Part-timer."

— Karen L. Mattison



KAREN L. MATTISON PHOTOS

KAREN L. MATTISON PHOTOS



Iraqi labor leader reaches out

When UUPers found out U.S. Labor Against the War (USLAW) was sponsoring a U.S. tour of Iraqi labor leaders, they knew they'd do whatever it took to get the travelers to stop at SUNY Stony Brook. And they did.

So, when six Iraqi leaders from three of the country's major unions embarked on a whirlwind tour of 25 cities in 10 days, one of them made his way to the Stony Brook campus to build "worker-to-worker, union-to-union solidarity" for his country's trade unionists.

The event—co-hosted by USLAW, the local UUP chapter and the university's Center for the Study of Working Class Life—aimed to educate American unionists about the working conditions in war-torn Iraq. It also sought to garner support for Iraqi workers "in creating a democratic,

secular society," according to Michael Zweig, UUP vice president for academics at Stony Brook and center director.

The Iraqi labor leaders divided into pairs to visit the East, West and Midwest in mid-June. The first leg of the trip included the delegation consulting with members of Congress in Washington, D.C., followed by a private meeting with AFL-CIO President John Sweeney. This was the first-ever delegation of Iraqi labor leaders to visit the U.S.

"It's appropriate that higher education members are concerned about interna-

tional labor rights," said John Schmidt, UUP chapter president at Stony Brook.

His colleagues couldn't agree more.

Dozens of faculty, staff, students and area unionists turned out to listen to the passionate assertions of Adnan Rashed, executive officer of the 400,000-member Iraqi Federation of Labor (IFTU).

CANDID CONVERSATION

Rashed—who spoke through an interpreter, UUP delegate Wajdy Hailoo of Stony Brook—sent a clear message: Labor unions and workers continue to struggle with unemployment and poor working

NOTEWORTHY

Iraqi labor leader hospitalized

One of the six Iraqi labor leaders touring the country was hospitalized in Baltimore after suffering an apparent aneurism. He was in critical but

PREVIOUS PAGE: IFTU leader Adnan Rashad stresses the difficult circumstances under which Iraqi workers must toil, while UUP delegate Wajdy Hailoo of Stony Brook waits to translate.

BELOW: UUPer Michael Zweig, director of Stony Brook's Center for the Study of Working Life, offers his thoughts during a press conference at the campus. The event was filmed by Jonathan Levin, a former student of Zweig's who is producing a documentary on the Iraqi leaders' tour, sponsored by U.S. Labor Against the War.

BOTTOM: Stony Brook Chapter President John Schmidt offers his insights for the documentary.

conditions, and occupation forces should leave the country immediately.

"The most basic need of the Iraqi people is to end the U.S. occupation," Rashed said. "Iraq now has enough security and police to keep the country under control. The national security forces—all of them—are more familiar with the country and are better able to deal with (what's going on in) the country than the outside forces."

Rashed continued: "Then we must solve the problem of unemployment in Iraq and the move to privatize industry and economy in Iraq."

RIISING UNEMPLOYMENT

Unemployment in his country has reached a staggering 50 percent. Of those who are employed, 80 percent work in the public sector—and are denied the right to be unionized.

"The law prohibiting public-sector unions still exists; the U.S. government has yet to remove any of the rules imposed by

Saddam Hussein," Rashed said. "So far, we have been able to bypass attempts to oppose labor unions."

LABOR UNION ACTIVISM

Rashed has long put himself in the crosshairs in the battle to build a labor movement. As a lathe operator, he was actively involved in organizing workers. As part of an "undercover union" that drew the ire of the Hussein regime, Rashed and his family in 1998 were



forced to flee to Syria.

"More than 150 workers were executed between 1980 and 2003 because of their labor union involvement," he said. "I was talking to people and handing out fliers, pushing people to go against the regime."

Rashed returned to Baghdad when the regime fell, and he continues to fight on behalf of working people.

That fight brought Rashed to the states, where he admitted he has learned a great deal about labor and about U.S. citizens.

"This visit gives us a firsthand chance to see—and convey to the Iraqi people—the real kindness of the American people," he said.

Watch for more on the Iraqi delegation visit in an upcoming issue of *The Voice*.

— Karen L. Mattison

stable condition as *The Voice* was being posted.

Abed Sekhi, a member of the IFTU Executive Council and the Agricultural Workers' Union, was visiting East Coast cities with Rashed as part of the USLAW-sponsored tour focused on bringing to light the difficult working conditions of Iraqi unionists.

Sekhi, 60, is a former leader of the General Federation of Trade Unions and a founding member of the IFTU.

Event gets coverage

Media coverage of the tour varied as much as the cities themselves.

At SUNY Stony Brook, the Associated Press, *Newsday* and the campus radio station sent reporters to cover the event.

UUP's newest delegates learn the ropes

UUP President William Scheuerman portrayed the vital role UUP plays when he addressed about 70 new delegates during an orientation session in Albany in mid-June.

“During the last several years, we’ve established ourselves as the player in higher education in New York state,” Scheuerman said. “By bringing you here for orientation, we say welcome. We want you to lead this union to bigger and better things. The future is yours.”

The newly elected delegates attended a full-day session that provided them with an overview of their responsibilities, and the resources and services available through the UUP Administrative Office. The delegates will be seated at the 2005 Fall Delegate Assembly Sept. 23-24 in Albany.

“We are not a staff-run organization,” Scheuerman impressed upon the delegates. He described how

delegates drive contract negotiations by contributing to an eventual list of issues UUP brings to the bargaining table.

Scheuerman explained that chapters have the power to resolve problems with their respective institutions on individual issues, but he quickly added, “If you have



Charles McAteer, Stony Brook

“Being a new delegate means being able to represent those in our chapter who might not be able to come to Albany, Delegate Assemblies and other UUP events to bring their points of view.”



Janie Forrest-Glotzer, Oneonta

“Being a delegate means I represent my members as well as help answer questions and solve problems, plus pass along what the union represents.”



Wendy Gordon, Plattsburgh

“Since I was just promoted to senior faculty, assuming the role of a delegate is consistent with my taking on more responsibility, both on campus and in the union.”

a problem, give one of us a call. We’re here as a resource.”

UUP’s successes this year include gaining additional funding for SUNY—despite the state’s lingering multibillion-dollar deficit—and stopping efforts to privatize the state’s teaching hospitals. But even while reflecting

Interim Chancellor John Ryan recently called him to ask that UUP promote the University’s agenda, which includes a push for more full-time faculty.

“That’s our agenda, too,” Scheuerman said. “We’re working together.”

— Donald Feldstein

on those victories, Scheuerman advised the delegates to adopt a realistic wish list.

“Let state legislators know what you want, but be aware they have limited resources,” he said. Scheuerman added that’s why UUP focuses on three or four legislative priorities, instead of a laundry list of 35.

He also stressed the importance of VOTE/COPE, which is UUP and NYSUT’s voluntary political action fund.

“If you have dollars, you’re on their (legislators) radar screen,” Scheuerman said.

The union is in a good position right now, Scheuerman told the new delegates. SUNY

SUNY to take a closer look at academic integrity

According to officials from the SUNY Office of University Life, about 60 percent of SUNY campuses have seen an increase in academic dishonesty during the last five years, marked by a rise in plagiarism involving the Internet.

That's what the SUNY Board of Trustees' Academic Standards Committee heard during its June 20 meeting.

The finding is based on the results of a straw poll of vice presidents for student affairs conducted by the office. Committee members were told that it's a matter that needs to be taken very seriously.

SUNY Potsdam UUP member Joseph Hildreth, outgoing president of the Faculty Senate and a union delegate, said, "Many students don't realize what constitutes academic dishonesty." He added that, while many SUNY campuses have honor codes, each school has its own policy.

The Rev. John Cremins, committee chair, said the issue of academic integrity

originally targeted plagiarism, but has since developed into a wider focus for the committee.

UUP delegate Janet Nepkie of SUNY Oneonta is also a committee member. She said representatives from every campus are being invited to the University Faculty Senate's symposium on academic integrity in Albany March 23-24, 2006.

"The intent is to share information about law, policy, and academic practice," Nepkie explained.

Following the presentations, the committee voted to create an advisory committee to look into the issue of academic integrity. The advisory committee is due to submit its report by the end of the 2006 spring semester.

It is not clear what role UUP members would play in any SUNY program that may be developed.

— Donald Feldstein



Hildreth



Nepkie



ABOVE: UUP President Bill Scheuerman addresses the union's newest leaders. Listening in is VP for Academics Fred Floss.

BELOW: UUPers Carol Braund of Upstate Medical University and Daniel Simmons of Potsdam focus on learning about their roles as new chapter leaders.

Chapter officers prepped to lead



You might call it Leadership 101.

Ten newly elected chapter leaders came to Albany in mid-June for a two-day orientation session. UUP President William Scheuerman addressed the role of chapters and the need

for political action, plus the function of UUP in the overall labor movement.

"We're a growing organization, and chapters play a vital role in our continued growth," Scheuerman said. "We work in partnership with the chapters."

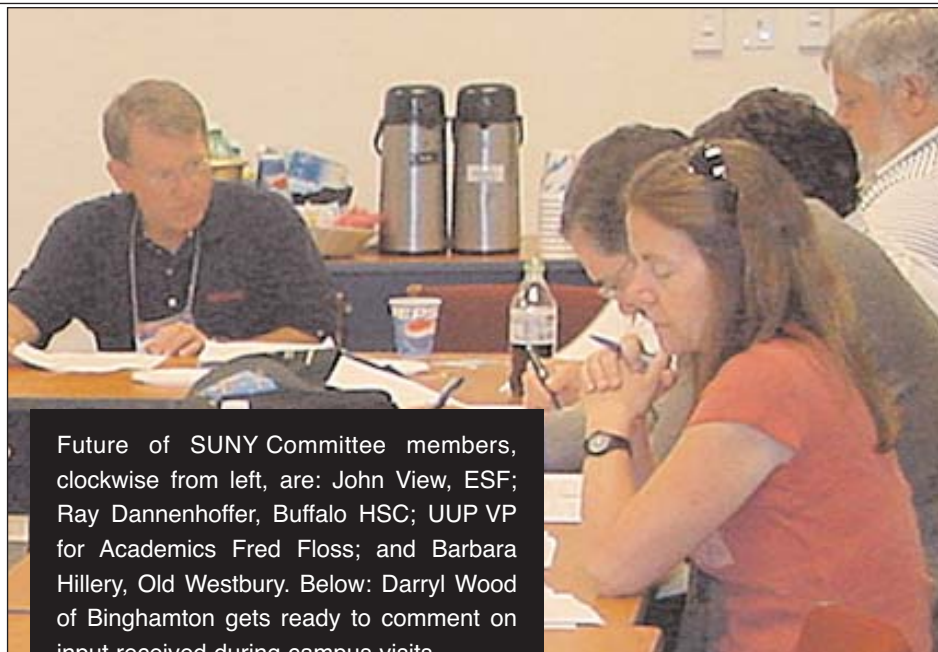
"We're not a top-down organization," Scheuerman said of UUP, explaining that he relies on input from chapter leaders to determine what initiatives need to be pursued. He also stressed that chapter leaders have the authority to work out individual issues with administrators on their respective campuses.

The new leaders were briefed on a variety of issues, including the concerns of part-time members, ethics policies, benefits and member services, and membership development.

The new leaders began their two-year terms June 1.

— Donald Feldstein

Closing in on the future of SUNY



DONALD FELDSTEIN PHOTOS

Future of SUNY Committee members, clockwise from left, are: John View, ESF; Ray Dannenhoffer, Buffalo HSC; UUP VP for Academics Fred Floss; and Barbara Hillery, Old Westbury. Below: Darryl Wood of Binghamton gets ready to comment on input received during campus visits.

Committee members prepare to draft recommendations, mission statement

The future may not be here just yet, but it's a lot closer, according to Stony Brook Chapter President John Schmidt, chair of the union's Future of SUNY Committee.

Charged with addressing the issues of change at SUNY, the committee met in June in Albany to explore a wide range of issues its final report will cover.

ZEROING IN ON THE ISSUES

After conducting campus chapter meetings to gain input from members at New Paltz, Potsdam, Plattsburgh, Stony Brook, Environmental Science and Forestry, and Empire State College, committee members are zeroing in on selected topics. They reviewed a list of recommendations from a 1990 report and selected those that need to be emphasized now.

Among them is the future of campus libraries. "Libraries are the one area that will undergo the most significant change," said Kenneth Kallio, statewide Executive Board member and a delegate from Geneseo. "We're moving from a physical to a virtual library. Funding is needed to foster this transformation rather than maintaining a budgetary status quo."

In support, Candace Merbler, Albany chapter president, pointed out that, "while libraries are central to the University, the budget for acquisitions is continuously cut."

A suggestion from 1990 calling on SUNY to restore a reason-



Wood

able ratio of full-time to part-time faculty drew the most response from the committee. Schmidt reflected on how visionary that proposition was 15 years ago, as it remains a central issue for UUP to this day.

SUNY INFRASTRUCTURE DISCUSSED

Bricks and mortar also drew the committee's attention. Schmidt said the report needs to address the state university's infrastructure.

"There's lots of crumbling concrete and leaking roofs at Stony Brook, but it's at every campus," he said. "It's a wonder why they don't do that which is so obvious."

While not disagreeing with the importance of maintaining SUNY's infrastructure, Darryl Wood, Binghamton chapter president, questioned whether such an issue belongs in the committee's report. "We should be careful we don't recommend something that's done by the time our report comes out," he said.

Recruiting future students for SUNY by forging partnerships with New York's K-12 teachers and institutions drew some discussion. Beth Kilmarx, the part-time concerns representative at Binghamton, said the key to keeping students in New York is to have strong recruitment programs in place.

The committee plans to present its final report to the 2006 Spring Delegate Assembly.

— Donald Feldstein

Geneseo chapter event fosters discourse

Geneseo UUP members are taking advantage of Project Gutenberg, an online electronic book provider with more than 16,000 manuscripts available for free download.

About 20 UUPers took part in a recent chapter meeting, where a Project Gutenberg manuscript was used to foster discussion. On the table: Rebecca Harding Davis's "Life in the Iron-Mills." The story, written for *Atlantic Monthly* in 1861, describes life in realistic terms just prior to the Civil War.

The discussion was led by Ed Gillin, a professor of English at Geneseo, who said he chose the article because, "It predated the labor movement and because social conditions are becoming the same as in the 1860s, as we rely less on labor unions."

Is this the end?

O Life, as futile, then as frail!

What hope of answer or redress?

And so begins the story about a furnace tender named Hugh Wolfe, who worked at the Kirby & John's rolling mills in West Virginia. Jim Swarts, an adjunct lecturer of history, discussed the theological implications in the story and the role of religion in society. Gillin pointed out that, at the time it was published, the article was used by Sen. James Henry Hammond of South Carolina to defend the use of Southern slavery as more humane than the Northern capitalists' use of laborers.

Geneseo Chapter President Meg Stolee said the chapter will send a donation to Project Gutenberg, "so that these types of events can continue in the future."

Project Gutenberg—which can be found on the Web at www.gutenberg.org—is the first and largest single collection of



UUPER KEN KALLIO PHOTOS

ABOVE: Ed Gillin, left, and Dave Tamarin, both Geneseo UUPers, discuss the 1861 story *Life in the Iron-Mills*.

RIGHT: Chapter President Meg Stolee said the union plans to make a donation to Project Gutenberg.

eBooks. All can be downloaded free for personal use by anyone living in the U.S.

"I thoroughly enjoyed the discussion," said UUP statewide Vice President for Academics Fred Floss. Floss helped the union institute a Working Paper Series as another way to foster discourse. The Working Paper Series can be found on the UUP Web site at www.uupinfo.org/communications/working.html.

"Whether a member submits a Working Paper or downloads a free Project



Gutenberg manuscript, the goal is the same: To inspire and share good ideas and good writing," Floss added.

The chapter discussions will start up again in the fall, when Dave Tamarin, an associate professor of history, will make the next selection.



SCHOLARSHIP TALKS

Trudy Butera of Alfred, a Link Scholarship Fund honorary trustee, offers some advice on how to raise more money, as VP for Academics Fred Floss listens in. Above, VP for Professionals John Marino adds his voice to a discussion on how the scholarship fund can grow. All of the UUP officers serve as fund trustees.



KAREN L. MATTISON PHOTOS



DARRYL MCGRAITH

CHAPTER CHALLENGES

Albany Chapter President Candace Merbler, center, wraps up year-end business at the chapter's standing-room-only June meeting. Gary Ruberti, UUP/NYSUT labor relations specialist, left, was also on hand during the meeting.

GIVING THROUGH GOLF

Stony Brook UUP members joined their campus colleagues for a June 1 golf tournament to benefit Habitat for Humanity. The university was the primary sponsor. Pictured, from left, are: Daniel Melucci, associate vice president; UUPer Ed O'Connell, chapter grievance chair for professionals; Richard Reeder, director of information technology; and UUP Chapter President John Schmidt.



PHOTO COURTESY OF UPSTATE MEDICAL CHAPTER

RALLY 'ROUND

UUP member Brian Tappen of the UUP chapter at Upstate Medical University in Syracuse juggles his union activities and community spirit by participating in a recent parade.



PHOTO COURTESY OF SUNY STONY BROOK CHAPTER

NY Senate honors Du Bois as disabilities advocate

UUP member David Du Bois of Empire State College (ESC) was one of 26 New Yorkers recently honored at the state's 25th annual Disabilities Awareness Day, sponsored by the New York State Senate.

"What you share is a vision, and the courage to get yourself out there and be the best that you can be," Senate Majority Leader Joseph Bruno told the honorees at the May 24 ceremony, prior to their receiving awards for their accomplishments. "We're proud of you."

Du Bois is an associate professor of business and educational studies who co-chairs UUP's Disability Rights & Concerns Committee. He is renowned for his expertise on disability issues and the history of the disability movement in the United States, and the combined efforts of his advocacy and teaching have reached students who might not otherwise have made it to college. Most recently, he initiated and coordinated a state-funded program that provides com-

puter training for disabled people planning on attending ESC.

Du Bois has a progressive muscle condition that may have been caused by an undiagnosed case of childhood polio, and he uses a motorized scooter. His extensive travels around the state as a speaker and board member of several disability rights organizations have highlighted the need for greater public awareness about accessibility, he said.

"You would be surprised to learn that many public buildings are still not fully accessible," Du Bois said. "These deficiencies persist, 15 years after the passage of the Americans with Disabilities Act, and more than 30 years after the federal government required colleges and universities to make their materials, programs and buildings accessible to students with disabilities."

State Sen. Joseph Robach, a Republican



DARRYL MCGRATH

State Sen. Joseph Robach, left, honors UUP member David Du Bois in May during the New York State Senate Disabilities Awareness Day.

representing Du Bois' home city of Rochester, presented the award to Du Bois. The recipients all were New Yorkers who have either overcome their disabilities, or have significantly contributed to a greater public understanding of disabled people through their advocacy.

— Jerome Garrett

AT THE CHAPTER

Run-off elections are nearly complete

Four of the five runoff elections for chapter offices are complete, said UUP Secretary Eileen Landy.

Election results are in for chapter offices at Buffalo, Brooklyn, New Paltz and Utica/Rome. Runoff ballots for VP for professionals and secretary at Delhi will be mailed July 28, Landy said.

Ezra B. Zubrow was elected Buffalo chapter president. At New Paltz, Peter D.G. Brown was elected VP for academics; at Brooklyn HSC, Mary C. Doherty was elected secretary; and at Utica/Rome, Michael E. Durr was elected secretary and Zhengnan Shi was elected part-time concerns representative.

JOINT STATEMENT

AFT, NEA comment on HEA reauthorization

The AFT, UUP's national affiliate, and the National Education Association (NEA) recently worked in concert to



develop and submit comments to the U.S. Senate Committee on

Health, Education, Labor and Pensions on the reauthorization of the Higher Education Act (HEA).

"Our primary goal is to speak as one voice for higher education professionals," said Gabriella Gomez, AFT assistant director for legislation. That voice, as the statement notes, is four million strong—the combined membership of the NEA and AFT.

While the higher education divisions of the NEA and AFT have collaborated on many fronts, this is the first time the two have done joint lobbying.

The document outlines the unions' legislative priorities for higher ed. The HEA, reauthorized every five years, has been under review for nearly two years by the House and Senate.

The AFT/NEA position paper encompasses issues of access, quality, accountability, student services, diversity, academic freedom and teacher education. It also offers specific language suggestions for how the law might be adapted and where current law should be retained.

Go to www.aft.org for a copy of the position paper.

NYSUT/NEA-NY

Unification efforts are moving forward

Talks continue between representatives of NYSUT and NEA-NY in preparation for a possible unification vote in April 2006, said NYSUT President Richard Iannuzzi.

Sixteen subcommittees have been formed to address specific topics related to unification. A NYSUT manager is responsible for each committee, and meetings are now taking place.

NEA-NY and NYSUT recently cleared a significant hurdle toward unification when delegates to the 2005 NEA Representative Assembly approved a bylaw amendment to exempt NEA-NY from the national NEA's secret-ballot requirement. The vote passed 4,943 to 2,664.

What's new

Members get online help, and military leave and vaccine coverage

There's a new program for members in the Empire Plan that kicks off this summer.

On July 1, Value Options—the Empire Plan's mental health and substance abuse program—introduced the award-winning Achieve Solutions. The new online program—which can be found at the Department of Civil Services' Web site at

www.cs.state.ny.us—provides information and resources on more than 200 topics covering depression, relationships, substance abuse, child care and communication.

Achieve Solutions is strictly confidential and highly customized to reflect individual clientele needs.

Members at immediate risk are to contact Value Options directly at (877) 769-7447 (Press 3).

POST-DISCHARGE HEALTH INSURANCE AVAILABLE

State executive-branch employees and their covered dependents can get contribution-free New York State Health Insurance Program (NYSHIP) health

insurance coverage while employees are on unpaid leave following discharge from a lengthy military activation related to the "War on Terror."

The benefit—for unpaid leaves pursuant to the Uniformed Services Employment



Doreen Bango, Manager Member Benefits & Services

and Reemployment Rights Act (USERRA) regulations—covers members enrolled in either an HMO or the Empire Plan.

Employees must request this benefit and must meet the following criteria:

- Be in the National Guard/Reserves and completing a period of active military duty related to the War on Terror that resulted in an absence from work in excess of 180 consecutive days;
- Be a NYSHIP contract holder before the beginning of the military activation in question;
- During the period in which this benefit is received, the employee must not be receiving pay from any state agency or public authority by virtue of working, charging leave credits or having leave-with-pay status;
- Employees must actually be discharged from military duty, i.e., they cannot be on "terminal leave" during an ordered period of duty; and
- Employees must notify the agency from which they will be taking unpaid leave during all or part of the 90-day post-discharge period provided by USERRA, and note that they wish to use this new benefit. Once eligibility is verified, coverage will be available immediately as of the date of discharge from military duty.

In cases where eligible employees request the benefit after the date of discharge, but within the 90-day period, coverage is retroactive to the date of discharge. Covered out-of-pocket expenses incurred by eligible employees between the date of discharge and the date on which coverage is

restored will be reimbursed. Coverage under this new benefit will be continued until (1) the employee returns to pay status; or (2) the employee fails to apply for re-employment within 90 days of the date of discharge, at which point coverage will be discontinued and the employee will be deemed to be on an unauthorized leave without pay. The maximum duration of this benefit is 90 days plus the time it takes for the agency to get an employee back to work. For additional information on this benefit, please contact your campus health benefits administrator.

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The maximum duration of this benefit is 90 days plus the time it takes for the agency to get an employee back to work.

For additional information on this benefit, please contact your campus health benefits administrator.

MENINGITIS VACCINE OFFERED

This vaccine is now considered a covered pediatric vaccine under the Empire Plan for ages 11, 12 and 17; and high school and college students living in residence halls. The change went into effect May 25.

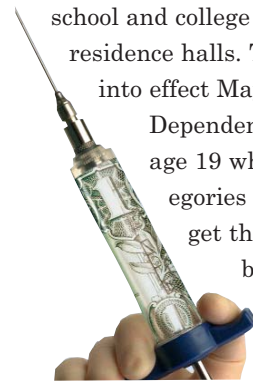
Dependent children up to age 19 who fall into the categories listed above can get the vaccine through both the participating provider and the basic medical components of the Empire Plan.

Full-time dependent students age 19 and older can get the vaccine through the adult immunization benefit, which is available through a participating provider only.

Please note: UUP members and their families who are covered by HMOs must contact their HMO for specific vaccination guidelines.

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'Red scare' resurfaces

Labor writer warns of return to McCarthyism on college campuses

(Editor's note: The following is an excerpt from a [truthout.org](http://www.truthout.org) commentary by award-winning labor writer David Bacon. The full article can be found at www.truthout.org.)

An older generation of teachers may remember the days of California's loyalty oaths and Red scares. During the Cold War's McCarthy era of the early 1950s, school systems drove out educators who were accused of being Communists or harboring left-wing views.

The latest attempt to return to the era of red-baiting is called, ironically, the Student Bill of Rights (a.k.a. Academic Bill of Rights). That has a fine, democratic ring to it. The phrase, however, is being used to restrict the ability of educators to introduce controversial or provocative ideas into their classrooms. The argument goes like this: Conservative students are offended when "liberal" faculty try to force them to consider ideas with which they don't agree.

If this sounds farfetched, consider the fact that 13 states have introduced legislation that would prohibit such "indoctrination." These bills, a project of ultra-conservative ideologue David Horowitz, aren't aimed at the many prestigious business schools around the country. There, instructors not only teach students that making profit is necessary and virtuous, but insist students learn to do so as efficiently as possible. Instead, these measures are directed against teachers who question such established ideas.

This spring in Santa Rosa, conservative students supporting the state's own version of the Bill of Rights demonstrated where this is headed. On

Feb. 25, leaflets quoting Section 51530 of the Education Code were anonymously posted on the doors of 10 faculty members at Santa Rosa Junior College (SRJC). The leaflet quoted the code: "No teacher ... shall advocate or teach communism with the intent to indoctrinate, inculcate in the mind of any pupil a preference for communism." Such "advocacy," the statute states, means teaching "for the purpose of undermining patriotism for, and the belief in, the government of the United States and of this state." Fifty years ago, when California hounded left-wing teachers out of the state's school system, this code was rushed through the legislature to make it legal.

A subsequent press release by the SRJC Republicans claimed responsibility. "We did this because we believe certain instructors at SRJC are in violation of California state law," it said. The same day, a news release was posted on the Web site of California College Republicans, titled "Operation 'Red Scare,'" saying the action targeted "10 troublesome professors." The organization's chair, Michael Davidson, told blogger John Gorenfeld that "a lot of the college professors are leftovers from the '70s and communist sympathizers."

When the campus Republicans found it hard to document the massive teaching of communism at the junior college, they retreated to general complaints of "leftist bias" by faculty members.

"I've never talked with any of the students who were involved in this," commented professor Marty Bennett, who was among the faculty singled out as a "communist sympathizer."

"But I do teach a lot of labor history

in my social sciences classes, and I'm identified in the community as someone involved in the labor movement," Bennet added. "That's probably why I was chosen."

On her organization's Web site, SRJC Republicans President Molly McPherson says the leaflet distribution was "just in time for one of our senators introducing the Bill of Rights in April." That bill, SB 5, introduced by Sen. Bill Morrow, (R-San Juan Capistrano), says, "faculty shall not use their courses or their positions for the purpose of political, ideological, religious or anti-religious indoctrination."

Horowitz's Web site warns that "while a professor is on campus or in an academic setting, he or she has professional responsibilities that make partisan political action unacceptable," and that "all too frequently, professors behave as political advocates in the classroom, express opinions in a partisan manner on controversial issues irrelevant to the academic subject."

On April 20, SB 5 failed to pass the Senate Education Committee. McPherson and her clubmates fared just as poorly in subsequent student body elections at SRJC, when the slate they supported lost by a 2-1 majority.

Nevertheless, bills similar to Morrow's have been introduced in 13 other states this year. Defending one in the *Columbus Dispatch*, Ohio state Sen. Larry Mumper warned that "card-carrying communists," whom he defined as "people who try to overregulate and try to bring in a lot of issues we don't agree with," are teaching at universities.

Isn't that what the free market of ideas is all about?