

REP RTER

OFFICIAL PUBLICATION OF PACE LOCAL 7-232

VOLUME 26, NO.1

APRIL 2005

Elections Held- Weber and Incumbents Merrill, Edwards and Schneider Win

The elections held on Friday March 4, 2005 produced 3 out of 4 incumbents winning. Strattec

department 735, first shift, finished fourth with 152 votes. The candidates that finished first and second



Strattec Rep
Karl Schneider



Briggs 2nd Shift
Rep Jesse Edwards



Briggs 1st and 3rd
Rep Mike Merrill



Briggs 1st and 3rd
Rep Greg Weber

incumbent Grievance rep, Karl Schneider won, narrowly defeating Richard Clark, 119 votes to 106 votes. Jesse Edwards, Briggs second shift incumbent rep, won by a wide margin defeating Department 735 Steward Ron Bober 124 to 68. Mike Merrill, incumbent first and third shift Briggs rep, led the field as he garnered 282 votes. Greg Weber, Trustee, had 279 votes. Barb Schuller, incumbent Briggs first and third shift rep, finished third in the voting with 166 votes. Fred Schmidt, current Vice-President and steward

are the grievance reps for this election, thus maintaining Merrill as one rep and making Weber the new grievance rep.

Due to Weber's election as Grievance rep, he will now step down as the Briggs Trustee and that position will be temporarily filled by an appointee until an election will be held. Since Greg Weber was also the Chief Steward of these plants and shifts, a new Chief Steward will be appointed until an election will be held amongst the stewards for this position.

May Membership Meeting

Sunday
May 15, 2005
9:30 a.m.

Frank Monreal's El Matador
9155 W. Bluemound Rd.

IMPORTANT BUSINESS

- Reports of Officers, Grievance Representatives and Committees
- Discussion and action on any other proper business for this meeting.
- Nomination and election for Briggs Unit Trustee

NOTICE:

Nominations and election will take place during the May Membership Meeting to be held at Frank Monreal's El Matador 9155 W. Bluemound Rd. on May 15, 2005 9:30 a.m. for the Briggs unit Trustee

President's Report by Scott Godshaw

Congratulations on Elections

Briggs chooses not to send letter

1000 Hours are Official for Retirement

First of all I would like to congratulate the Grievance reps for their successful elections and I would also like to commend those that participated. With the election of Greg Weber as a Grievance Rep, he gives up his Executive Board position as the Briggs Trustee and also his function as the Chief Steward. Bettie Burmester has been appointed as the Trustee for the Briggs Unit and Dan Badzinski was appointed as the Chief Steward. The election for Trustee will be held at the next membership meeting in May and the Chief Steward election will take place at the next Steward training session. I would also like to thank the election committee for a job well done. The election committee included co-chairs Vicky Black and Al Belanger and election committee members Lloyd Djordic, John Langford III, Ruth Merrill, Mike Perz, Linda Stein, Gwen Janowski, Dorothy Evans and Dave Bauer.



No Letter

At Briggs, the company informed the Union that they would not be sending a letter for a successor contract at this time. In turn, the Bargaining Committee, who would also have the right to send the letter, after extensive discussion, voted unanimously not to send the letter. The Committee determined that if the Company did not want to negotiate at this time, why would we force them. The contract remains in effect through July 31, 2006.

1000 Hours

It is now official at Briggs & Stratton, the

members with 1976 seniority that worked 1000 hours in 1976 will be eligible to retire this year in 2005 once they have completed 1000 hours in 2005. A letter was sent out to each eligible member informing them of their status. The company will now continue to calculate hours for members with 1977 seniority to see if they are eligible to retire in 2006.

Strattec

At Strattec, we had taken a grievance to arbitration on March 4, 2005. The grievance had dealt with a job the company unilaterally made a salaried position. We strongly felt that their salaried job posting was almost exact to our Union job description. The arbitrator will review the transcripts of the arbitration, along with the attorney's briefs and then make a determination. We should receive the results sometime this summer. Also at Strattec, we did receive a letter from the company to enter into contract negotiations. We will begin in May. The labor agreement expires on June 26, 2005.

Party Time!

Dept. 280 & 380 Retirees

Again we are having our annual Department "280" party. It will be held Wednesday, June 22, 2005 at Alioto's.

If you have not been there before and are interested in attending please contact one of these people:

Judy Eichstaedt, 262-538-4224

Dorothy Konkol 414-541-7424

Ray Mueller 262-628-3312

We will be sending out invitations to those who have been there before. We have extended our invitation to the department 380 people also.

Thank you,

**Dorothy Konkol
Judy Eichstaedt
Ray Mueller**



ASK YOUR LAWYER

by Thomas Flanagan

Previant, Goldberg, Uelman, Gratz, Miller & Brueggeman, S.C.

Your Legal Rights Are In Jeopardy – Again

Emboldened by control of the presidency and Congress, pro-business U.S. Senators will be introducing legislation that will curb your legal rights to recovery. The President has been sounding off about medical malpractice. You may not realize it, but your legal rights to recovery in this area were severely capped by the Wisconsin State Legislature in 1995. The President aims to nationalize medical malpractice claims and even further reduce your benefits. Historically, this has been an area governed by each individual State.

What you will be hearing more about is “no fault” auto insurance (“Auto Choice Reform Act”). Under this federalized auto insurance program, you will be given the choice to keep your traditional auto liability insurance or opt for “no fault” insurance. The bait will be lower premiums for those who choose “no fault.” Sounds good until you analyze what can happen: If you and the other driver both have traditional liability insurance, the at-fault driver is liable for all injuries (economic and pain and suffering).

If both drivers have “no fault” insurance, the driver at fault’s insurance pays only economic damages and nothing for pain and suffering regardless of the severity of the personal injury to the innocent driver. The “no fault” driver is given immunity from being sued. If the innocent person has “no fault” and the at-fault driver has traditional liability insurance, the innocent person collects from his “no fault” policy only economic damages and nothing for pain and suffering regardless of the severity of the injury. The innocent person cannot sue the other driver.

If the innocent person has traditional liability insurance and the at-fault driver has “no fault” insurance, the

innocent driver has to collect economic and pain and suffering damages from his own insurance company. The at-fault driver has immunity from suit for non-economic damages regardless of the harm caused.

In this last scenario, it would not be surprising to see the innocent driver’s insurance company raise that person’s rates or drop insurance for making the claim.

Under the right scenario, you or a loved one can be very seriously injured and receive nothing for pain and suffering.

Under this federalized plan, the insurance companies will probably realize greater profits, and the good drivers will be paying for bad drivers. No state has switched from a traditional system to a “no fault” system since 1976. Many states that had “no fault” laws have repealed them, and have seen lower premiums in the years immediately following repeal. This proposed legislation will not give you any better coverage than you enjoy today. It will put you in a potentially much worse position. The five states with the highest average auto rates are all “no fault” states. Seven of the lowest ten states have traditional insurance programs.

Expect to be lured by saving a few hundred dollars a year in premiums, but if you are injured, it won’t be worth it. Also expect to hear the often used and worn out phrase of “greedy trial lawyers.” The lawyer is not the person injured. The lawyer does not make the claim. The injured person makes the claim. Trial lawyers protect your rights when asked to do so. It is important that you contact your representatives in the U.S. Senate and House of Representatives. Let them know that you are not in favor of nationalized plans and that these laws should remain governed by Wisconsin law.

Membership Information

April 2005

1394 Members in Good Standing
1059 in Briggs & Stratton Unit
335 in Strattec Unit

March Dues Payments

940 Dues Paying Members at Briggs
287 Dues Paying members at Strattec
1227 Total Dues Paying Members
(Difference reflects members off work for lay-off, illness or other reasons)

Local 7-232 Legal Clinic

Do you have legal questions or problems facing you or your family? Have you suffered a major personal injury? If you have, or if you have any other legal problem, Local 7-232 is providing free legal consultations with lawyers from the law firm of Previant, Goldberg, Uelman, Gratz, Miller & Brueggeman at the Local 7-232 Union office, 8500 W. Capitol Dr. Legal clinic hours: 1:00P.M. to 4:00P.M. First Monday of the month. Call for an appointment 414-463-7425.

Membership Meeting Recap

by Tom Bishanell

The membership meeting was held on Sunday March 13, 2005 at Frank Monreal's El Matador at 9:30a.m. sharp. President Scott Godshaw presided over the meeting. Vicky Black gave the Trustee report for January and February. Ross Winklbaauer gave a combined financial report for January and February. Ross stated that at the end of February, we had 957 members at Briggs and 292 members at Strattec.

A motion was made and passed to dispense with the normal order of business. Delegate nominations then took place for the Las Vegas special PACE merger convention. Mike Merrill, Dennis Nowak, Greg Weber and Jesse Edwards were nominated. Election ballots were passed out and members could vote for 2 nominees to attend the convention.

Communications

- The annual meeting of the Wisconsin Labor History Society will be held on Saturday May 7, 2005 in Janesville, Wisconsin. Registration fee is \$20.

- The Milwaukee County Labor Council and MATC is holding Employment Law classes on Wednesdays March 23rd through April 20th. They are also holding Steward Training classes on Thursdays April 7th through May 5th. The fee is \$40.91.

- MCLC is sponsoring its Health and Hygiene drive for the Milwaukee area shelters. Miscellaneous toiletries can be brought to our Union office.

- The United Way of Greater Milwaukee thanked us for our \$100 gift donation.

- The HIRE Center is training experienced welders to pass Bucyrus Internationals' flux core certification test. They are looking to hire 60 skilled welders by the end of 2005.

- The Executive Board recommended the following motion that passed:

Send \$100 to the Health and Hygiene drive.

Reports of Officers

President Scott Godshaw congratulated the grievance reps on their successful elections and also to the candidates that participated.

At Briggs, the Service Division met with all the workers and the Bargaining Committee to give an update on the new building. Due to the acquisition of Murray, the Service Division will be adding several people in the next few months.

Scott stated that also at Briggs that the 1000 hour question is official. Members with 1976 seniority would be receiving letters from the company confirming their ability to retire in 2005. The company will then check members with 1977 seniority.

We continue to receive WARN notices from Briggs. There will be a permanent elimination of 6 members from department 243 and 2 members from

department 192.

As far as negotiating at Briggs, the contract states, "Either party may send a letter on or about April 1st". Scott noted that there is no truth to the rumor of a 1 year contract.

At Strattec, a grievance was taken to arbitration regarding the company's effort to make a bargaining unit job salaried.

Scott told members that Strattec did not want to recognize the ERISA law in regards to the 1000 hour eligibility for retirement. The Union was working on it and a policy grievance was written and ready if needed.

Scott ended by saying the Union received a letter from Strattec to start negotiations for a new contract beginning in May.

Mike Merrill gave a report on the outboard motor and the spray line. He also told members that Worker's Compensation claims were being denied because the injuries were not being reported. He ended by stating mule repair would be outsourced.

Jesse Edwards reported an update on the Service Division. He also reminded members who have a balance on their FLEX accounts that claims needed to be made by March 31st or the balance would be lost. He reported that the company also would not be scheduling any production during shutdown.

Greg Weber gave a breakdown on the plating department and also informed membership that bids were being taken to do the janitorial work.

Karl Schneider reported that at Strattec everything was presently a struggle with 4 grievances scheduled for 3rd stage. He felt maybe the company would come around and honor the 1000 hours in the ERISA law. Karl gave an update on the Die Cast layoff. He said any Hygiene Drive donation could be brought in to work and he will get them to the proper place.

The votes for the delegate election had now been counted. President Godshaw read the results as follows: Mike Merrill 26 votes, Jesse Edwards 19 votes, Dennis Nowak 17 votes and Greg Weber 17 votes. Merrill and Edwards thus became the delegates for the Special PACE merger convention.

Scott then informed the membership due to Greg Weber's election as Grievance Rep, it opened up his former Trustee and Chief Steward positions. Godshaw introduced Bettie Burmester as the appointed Trustee and Dan Badzinski as the appointed Chief Steward, respectively.

The next membership meeting will be held Sunday May 15, 2005 at Frank Monreal's El Matador, 9155 W. Bluemound Road at 9:30 a.m.

Grievance Rep Reports

Strattec Security

by Karl Schneider

No Shutdown

The Company has informed me that there will not be a vacation shutdown this year. ARTICLE VII Section 5 of the collective bargaining agreement states "the Company shall have the right to have a vacation shutdown of two consecutive weeks during the month of July which shall be considered vacation time for the employees to the extent of the employee's entitlement." Members should be checking their calendars and planning for the fiscal '06 vacation year. The 1st round of vacation requests ends BEFORE April 30, 2005. For members to be considered for the 1st round they need to have their vacation slips in no latter than Friday April 29. Also as a reminder you have 3 months left to use your fiscal '05 vacation.

Negotiations

The Company did send "written notice of desire to terminate or modify this agreement." This language is found in ARTICLE XIV Section 1. We are in the process of setting dates to start the negotiations.

ERISA

The other hot issue at Strattec has to be members with '76 seniority being eligible to retire under the current contract. I presented evidence that showed 9 of our members were working in January '76 through sometime in late March when they were laid off and lost their seniority. They were rehired in August of the same year. The Company took the position that since the pension plan year was based on July 1 (the fiscal year) any employment that occurred before July did not count in that year. I did some more investigating and your bargaining committee took the position that the 9 people in question were eligible I then wrote a policy grievance. After talking with President Scott Godshaw he convinced me to meet with a representative of the Company as she was willing to discuss the issue. After two weeks of investigating and meetings by the Company I am happy to report that the Company is agreeing with the Union on this issue. As I explained to the eligible people the most important part of this opportunity is getting the 1000 hours before the contract expires.

I checked on some of our members with '77 seniority that have the same issue (a loss of seniority then being rehired in the same year). In this case their hours are correct so we should not have this problem going forward.

Cameras

The company is installing many cameras throughout the plant. You can expect to be on camera anywhere on company property with the exception of places like the restroom and locker room where privacy should be expected.

Voluntary Layoff

The next window to return from voluntary layoff just started. ARTICLE VIII Section 8 (a) (2) states: "employees who volunteer for and are laid off, may volun-

Healthy Corner

Here are some important numbers for Briggs employees regarding your health:

Health-Link - Access to immediate, confidential, healthcare expertise.
1-888-228-7672

Patient Care - Helping you through the healthcare maze.
1-877-344-7474
www.patientcare4u.com

Here is an important number for Strattec employees regarding your health:

United Health Care -
Health care problems or questions, call toll-free
1-866-827-9025
www.myuhc.com

LOCAL 7-232 REPORTER

April 2005 Volume 26, Issue #2
LOCAL 7-232 PAPER, ALLIED INDUSTRIAL,
CHEMICAL AND ENERGY WORKERS
INTERNATIONAL UNION

Representing employees of Briggs & Stratton Corp. and
Strattec Security Corp.

Office 8500 W. Capitol Dr.

Phone 414-463-7425 Fax 414-463-7638

e-mail -office@pace7232.org Website- www.pace7232.org

Hours 7:00a.m.- 4:00p.m. Monday through Friday

The information contained herein is of informal nature
and is not intended to be final and authoritative.

Editors: Scott Godshaw, Ross Winklbaauer, Al Olivares
Officers: President: Scott Godshaw Vice President: Fred
Schmidt, Secretary-Treasurer: Ross Winklbaauer Sr.
Recording Secretary: Tom Bishanell, Trustees: Ralph
Schwieger, Vicky Black, Betty Burmester Guide: Debbie
Curro, Sergeant at Arms: Dennis Clark.
Briggs Bargaining Committee: Scott Godshaw, Mike
Merrill, Greg Weber, Jesse Edwards, Tom Bishanell
Strattec Bargaining Committee: Scott Godshaw, Karl
Schneider, Dennis Nowak, Al Olivares

teer for recall during the period starting April 1 and ending April 15." You will be returned to the job you volunteered out of, seniority permitting, on the first working day in May. If you do not have the seniority to get back to the job you volunteered out of you can change your status to involuntary layoff. Members must exercise this election between May 1 through May 15. At this point you will fall under plant wide layoff language where the Company has to recall you within 6 weeks. You would then bump the least senior of a job you can perform satisfactorily.

In Solidarity,
Karl Schneider



Was your Steward at the Meeting?

A steward training meeting was held at the Union office, 8500 W. Capitol Dr. on Thursday February 17, 2005. The following stewards were in attendance:

Daniel Turk (dept. 58-2), Roger Sorenson (dept. 780-2), Ron Bober (dept. 735-2), Nick Schrimpf (dept. 128-2), Tim Lex (dept. 716-2), Fred Schmidt (dept. 735-1), James Hale (dept. 192-2), Jan Trott (dept. 71-1), Randy Neiman (dept. 58-1), Greg Weber (dept. 206, 345), Bob Novak (dept. 780-1), Dan Koehler (dept. 945-1), Jan Parker (dept. 77-1), Dan Badzinski (dept. 797-1), Sue Mezouane (dept. 472-1), Bill Barnier (dept. 138-1), Al Evseichik (dept. 71-1), Gerald Plieth (dept. 85-1), Bill Dahl (dept. 192-1).

Was your steward at the meeting?

UPCOMING EVENTS

April 28- Worker's Memorial Day

May 8- Mother's Day

May 15- Membership Meeting

May 30- Memorial Day



June 14- Flag Day



June 19- Father's Day

July 4- Independence Day



Briggs Retiree Club

We had a good turnout at our March bingo and meeting. Now in April, we will have our bingo on Wednesday April 13th and we will have our breakfast brunch on Wednesday April 20th. Doors will open at 10 a.m. and the brunch will be served at 11 a.m. Door prizes will be given out following our brunch. Remember to bring your birthday and anniversary treats to our meetings.

On Sunday May 15th, we will have our luncheon and bingo. Cards will be sent out to all of our paid up members. Please return the cards as soon as possible. Remember you must include a 35 cent stamp on the card and also please fill it out as needed. Doors will open at 10 a.m. and the activities will start at noon. Once again, you must be a paid up club member to attend any of our club events. Dues are \$24 a year. If not a member, you can join our club by coming to our monthly meeting and see Delores Higgins, our Vice-President.

April will be our last bingo event until October. In June and July, we will have our summer picnics.

Remember our sick and shut-in members including: Marianne Schwear, Joe Werner, Nancy Bannach, Marcy Gocel, Charlotte Merkware, Catherine Heineman, Carolyn Wucherer and Fanny Heltand.

To see and read my report, you can go on a computer and go to the Local Union's website, which is www.pace7232.org or you may also pick up a copy of the **Reporter** at the Union office located at 8500 W. Capitol Dr. in the lower level. There will also be some copies of the **Reporter** at our monthly meetings. All of our meetings are located at 3345 N. 124th Street.

Don't forget every Tuesday you can play cards (sheepshead) also at the VFW Post 3345 N. 124th Street.

Please try and attend our monthly events. You retirees-COME JOIN-you get so much for so little-ONLY \$24 a year.

Hope to see you all at our next event.

Take care and God Bless You All
Frances P. Capello
Corresponding Secretary
262-251-7514

Grievance Rep Reports

Briggs & Stratton Second Shift

by Jesse Edwards

Vending Machines

If you lose your money in the vending machines, make sure you go to the security office and fill out a slip requesting a refund. The security office is located south of the cafeteria. Also, if the vending machine in your area is not working properly, make sure you report it.

Vacation / Pay as you take it

Employees, who have 1600 hours between April 1, 2004 and March 31, 2005, will be eligible for a full vacation check. You will also have the option to take pay as you take your vacation. If you choose pay as you take it, you will be paid in either 4 or 8 hour increments. If you have money left over, you will receive that money on the 3rd payday in May.

Chief Steward

The Union held an election for the 2nd shift Burleigh/ Menomonee Falls Chief Steward. Roger Sorenson won the election. There were 5 stewards present from this group (see page 6) and Roger won 4 votes to one. Roger is from department 780. Please join me in welcoming Roger.

Productivity Reward

The productivity reward period started October 25, 2004 and it will end April 24, 2005. If there is a payout you will receive it on June 8, 2005.

Group Change

Any member on layoff who made a group change by February 28, 2005 will be bumped back in within 6 weeks after April 1, 2005 seniority permitting.

Service Division

The company told the Union that orders should be picking up at the Service Division in the Falls because the growing season is fast approaching. They also stated that they will be shipping all of the Murray Service parts. They are adding 7 DC3s on second shift because of this new work.

Election

The election for the Bargaining Committee members was held on March 4, 2005. There was a large turnout for this election. I would like to thank all the members who voted.

In solidarity,
Jesse Edwards

Briggs & Stratton First & Third Shift

by Mike Merrill & Greg Weber

Building and Grounds

Building and grounds were taking bids from 3 outside contractors to see what time frames and costs Briggs is at compared to the outside contractor. We have a Letter of Intent in the contract that limits its' rights through August 1, 2005 as follows: No in plant subcontracting of traditional bargaining unit work will be performed when employees and equipment are available (i.e., janitorial services, etc.) except for skilled trades maintenance work as outlined elsewhere in the contract, and retirees who may be utilized for start ups, special projects and to fill employment needs when the company is hiring or training employees.

If a new successor contract is agreed to by July 31, 2005, this agreement shall continue in full force through at least July 31, 2006.

Plating

The plating department plans on eliminating 3rd shift by the end of April. This will affect 3 labor grade 20s, 2 labor grade 15s and 1 labor grade 19. Rack and barrel plating got grouped together. The company is willing to meet with the Bargaining Committee to discuss the possibility of a voluntary layoff when the time gets a little closer.

Burleigh North

On the Outboard engine, there are 6 assemblers and 2 dayworkers. They should be running until the end of the month. And at that point the Outboard engine will be done.

The spray line should be done by the end of May.

On the micro line, the company stated production of 500 engines a day should remain steady. As always this could be subject to change

Meeting

According to Jerry Stoisolovich, Dave Debaets should be holding a meeting by the end of April regarding state of the business.

Third Stage

The Bargaining Committee will be meeting with the company for a third stage grievance meeting on Monday April 4, 2005.

In solidarity,
Mike Merrill
and Greg Weber

Wellness Corner- "You can't live without it" Seasonal Affective Disorder: Blame it on Sunlight and Serotonin

by Urmila R. Parlikar, MS

The winter blues aren't just a frame of mind; they're also a state of mind. Seasonal affective disorder (SAD), also called winter depression, is characterized by a drop in energy level, fatigue, difficulty concentrating, irritability, weight gain, and carbohydrate cravings, among other things. It usually begins by late fall or early winter and ends by late spring or early summer. The neurotransmitter serotonin is believed to play a significant role in SAD. Now a new study in *The Lancet* provides further evidence for this relationship.

It Is (and Isn't) All in Your Head Although scientists have long suspected an important role for serotonin in SAD, concentrations of this neurotransmitter in the cerebrospinal fluid bathing the central nervous system (brain and spinal cord) of SAD patients appear to be normal. In an article published in the December 7, 2002 issue of *The Lancet*, researchers from the Baker Heart Research Institute in Australia sought to determine whether concentrations of serotonin and other neurotransmitters measured from blood vessels draining the brain (a more accurate measure of serotonin concentrations in the brain than cerebrospinal fluid) would provide evidence for the relationship between serotonin and SAD.

The researchers enrolled 101 healthy men between the ages of 18 and 79 years. None of the men included in the study had a history of major illness (including depression) or cardiovascular disease, were currently on any medications, or had previous psychiatric therapy.

Over the course of a year, the researchers gained access to blood draining from the brain of the volunteers by taking samples from their internal jugular veins, which are found in the neck. They then measured the blood concentrations of serotonin and two other neurotransmitters not believed to be directly related to SAD-dopamine and norepinephrine-to use as controls. The neurotransmitter concentrations were then correlated to seasonal factors (measured daily) such as highest and lowest temperatures, total rainfall, and hours of bright sunlight.

As expected, production of serotonin by the brain was lowest in winter and was strongly correlated with the amount of bright sunlight during the day.

Other than bright sunlight, no other seasonal factors had an effect on serotonin production. Concentrations of dopamine and norepinephrine were not influenced by these factors.

The major limitation of this study is that it was conducted on healthy volunteers, and it is not known whether environmental factors would affect people with SAD in the same way.

What Does This Mean For You? By solidifying the link between sunlight, serotonin, and SAD, these study results provide further support for light therapy and certain antidepressant medications to treat SAD.

Light therapy, also known as phototherapy, involves the use of light to stimulate the brain to produce neurotransmitters. You sit a few feet away from a special light box for a prescribed amount of time-usually up to 45 minutes-every day. This light is stronger than ordinary office or household lighting. If light therapy works for you, your symptoms will most likely improve significantly or disappear altogether.

If light therapy does not work for you, or if your depression is very severe, your doctor may prescribe a type of antidepressant called selective serotonin reuptake inhibitors (SSRIs). SSRIs increase the level of serotonin activity in the brain. Though SSRIs are already used to treat SAD, this study further validates their use by supporting the relationship between serotonin and SAD.

RESOURCES:

Aurora Health Care
<http://www.AuroraHealthCare.org>

American Academy of Family Physicians
<http://www.familydoctor.org>

National Mental Health Association
<http://www.nmha.org>

SOURCES: Lambert GW, Reid C, Kaye DM, et al. Effect of sunlight and season on serotonin turnover in the brain. *The Lancet*. 2002;360:1840-1842.