

HSC Concern Committee Meeting Summary

Brian R. Tappen, Professional Delegate

The Statewide UUP HSC Concerns Committee met on the first day off the Fall DA, September 19, 2008. In attendance were professional and academic employees from the four SUNY Health Science Centers, including Dawn Leadley, Keith Munz, Carl Pettengill, Marty Toper & Brian R. Tappen from Upstate. Issues such as hospital staffing, discretionary salary increases, campus parking, tuition increases and the budget crisis filled the 90-minute meeting.

The Committee also formulated two resolutions for submission to and vote by the Delegate Assembly the next morning, which included 1) that UUP file a Freedom of Information request to discover the end use of NYS budget money filtered to private institutions of higher education through direct support and Bundy Aid funding, and 2) that UUP uses its resources and assets to ensure that Disproportionate Share (DSH) monies, which are crucial to HSC operations, are maintained and increased. Both of these resolutions were passed.

Fall Delegate Assembly Highlights

Dawn E. Leadley, Professional Delegate



SUNY Upstate was well represented at the UUP Fall Delegate Assembly September 19-20, 2008 in Albany, New York - pic by Brian R. Tappen

The Fall Delegate Assembly was held at The Desmond Hotel in Albany, NY September 19-20, 2008. Some highlights of this meeting include the following:

1. Academic delegates met with UUP Vice President for Academics Frederick G. Floss and a panel discussion was held to discuss tenure.
2. Professional delegates met with UUP Vice President for Professionals John J. Marino and two panel discussions were held to discuss the permanent appointment process and overtime.
3. Defeated Constitutional Amendments:
 - a. Establishment of a Retiree Chapter
 - b. Chapter Elections Every 3 Years instead of 2
4. Adopted Constitutional Amendment:
 - a. Extension of Date Windows for Delegate Assemblies
5. Adopted Resolutions
 - a. Establishment of GLBTQ Chapter Committees
 - b. UUP will distribute to members material that outlines the two Presidential candidates' views on disability policy.
 - c. UUP will remain active in family leave issues, including continued participation in the NYS Paid Family Leave Coalition and designating a specific advocacy day in Albany to address issues related to the Working Families Time to Care Act.

UUP members and their guests enjoy the 2008 UUP Clambake at Hinderwadels September 7, 2008

pics by Mark Buttiglieri



VICE PRESIDENT FOR ACADEMICS REPORT

Michael Lyon, VP for Academics

My Two Cents

In the last issue of *The Advocate*, I asked academics to let me know if there was anything that you would like addressed. I was overwhelmed by the incredible apathy that there is out there in academic land. I had zero, naught, nil, zilch requests. Perhaps my expectations were too high. I thought that there must be something out there that is troubling you or you would like more information about, BUT NO. Actually it may be that I'm being selfish because, if you had responded, I would have more to put into this column. Maybe it was because I told you I couldn't do anything about your parking situation? Wait a minute; I should thank you because, if you had responded, it would have meant more work for me. Wow, I sure dodged that bullet!

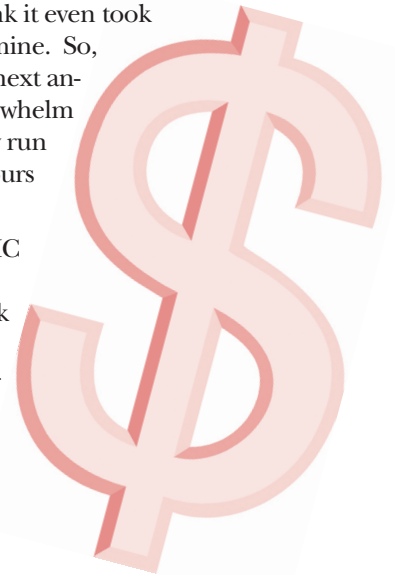
Importance of UUP

When I first came to Upstate (yes, it was called Upstate at the time) I must admit that I didn't care about the union. In fact, I was a bit upset that I had to pay dues even though I didn't belong. But after a number of years of budget issues etc. it became clear how necessary it is to have UUP. If not for UUP fighting Albany, things would be quite different here at UMU. Besides the budget, UUP helps with day-to-day "play nice in the workplace" and "hey, you guys aren't following the rules" issues. These are things that, after having been involved with UUP, you see happening on a frequent basis. No, we are not magicians and we can't do everything that you, or even we, would like, but I can tell you that things here are much better than they would be without UUP.

Free Money

Last time I told you about some of the grants that are available by virtue of our contract through the Joint Labor Management Committees. I am Co-Chair of our campus' Individual Development Award Committee, which just met to give out the awards. I have to say that I was glad to see more submissions from the academics, which were 41 of the 113 applications. I encourage others to do the same during the next round. Where else can you fill out a two-page application requiring mostly one-word answers, supply the necessary documentation, and get up to \$1000 for your trouble? I don't think it even took me 30 minutes to complete mine. So, keep your eyes open for the next announcement and please overwhelm us with applications. We may run out of money, but perhaps yours will get funded.

Don't forget to go to the JLMC web page <http://www.nysuup.lmc.state.ny.us/> and take a look at all the easy money that is out there in the form of campus and technology grants.



CNY Retiree Luncheon

Patricia Stempel, Retired Professional Delegate

CNY UUP retirees met for a summer luncheon on September 26, 2008 at the Steak and Sunday Restaurant. UUP President Phil Smith and Member Services Coordinator Anne Marine were the invited speakers.

Dr. Smith provided a state of the Union address, and stress that, in the light of the State deficit, it is imperative that public and local legislators be educated on how important SUNY is to the Central New York economy. He also thanked the retirees for their years of service and encouraged them to remain active.

Ms. Marine provided an overview of retiree benefits and provided handouts, including a discount travel program card. Copies of this information are available locally at the Syracuse Chapter Office or by e-mailing Ms. Marine directly at benefits@uupinfo.org.

Cortland Retiree Jo Schaffer mentioned that the proposed constitutional amendment to develop a Retiree

Chapter was defeated at the Fall DA and, therefore, retirees will remain associated with their local campuses and represented by the Statewide Retiree Committee.

Syracuse Retiree Pat Stempel stated that the NYS retirement fund is reportedly secure and information about this can be found on the UUP website (www.uupinfo.org). She also stated that she is advocating for additional retiree benefits at UMU, including a SUNY ID card and continued access to e-mail, internet, and library services.

Syracuse Retiree Horace Ivy discussed several problems facing retirees and encouraged utilization of the union-sponsored social work services.

The next luncheon is tentatively scheduled for April 17, 2009. If you are interested in attending, please contact the Syracuse Chapter Office at 422-5028.

Statewide Grievance Update

Brian R. Tappen, Professional Delegate

At the Fall DA in Albany, NY September 19-20, 2008, a Statewide Grievance Committee meeting and hearing were held. In attendance at both were UMU delegates, Robert Fluck and Brian Tappen.

Grievance Committee Meetings are closed to everyone except official Committee members. This group reviews grievances submitted by all SUNY campuses, and provides the President of UUP a list of cases they believe should go forward to arbitration.

Grievance Hearings are open to everyone who attends the DA, but the majority of the attendees tend to be past and present grievance officers and committee members. During this 90-minute hearing, a variety of topics were covered, including the following:

1. Outsourcing - Employees who work from home and how this work is compensated and monitored were discussed. For example, if radiographs can be read at any time of the day or night and images sent anywhere in the world, there is concern that our members' work could be outsourced.

2. Building Expansions & Staffing - Many parts of SUNY are undergoing a building expansion, such as the Children's Hospital at UMU, and there is concern that the building expansion is not being matched by a staffing expansion. SUNY is absorbing millions in budget cuts and the worry is that without staffing the buildings will remain fallow.
3. Privacy - There was concern among the group that privacy rights are being eroded as we move into the digital age. With the use of digital communication systems and large data storage capabilities that create a data file for every communication, who should have access and for what reasons? Questions concerning the ability of management to "wiretap" an employee's phone, search their desk, and read their e-mails were raised, but not definitively answered. Since this was a hot button topic, it was decided that answers to these questions would be researched and the topic revisited at the Winter DA. [SUNY Upstate employees can review Administrative Policy Manual policies C-22, E-10, and I-14 for further information on these topics.]

Statewide Outreach Committee Meeting

Brian R. Tappen, Professional Delegate

The UUP Outreach Committee met on Tuesday, October 14, 2008 the NYSUT Headquarters in Albany, NY. Approximately 30 members were in attendance, including 5 via teleconferencing. Dawn Leadley and Brian R. Tappen represented SUNY Upstate.

UUP President Phil Smith opened the meeting with comments about the NYS budget crisis and the heightened need for members to step up and advocate for SUNY. Committee Co-Chairs Glenn McNitt and Tom Tucker led the meeting that followed his introduction.

Tom Tucker reviewed the present status of Vote/Cope and the need for Chapters to find new contributors as well as to ask those already giving to increase their level of support. Without these funds, the union's advocacy activities, such as fighting future Berger Commission recommendations and potential layoffs, would be hampered.

The Committee went into executive session to review the 2009 Friend of SUNY Award nominations. A vote was taken, and a committee recommendation will be passed on to the UUP Executive Board for final consideration.

The 2009 UUP legislative agenda rough draft, which was originally formulated at an Outreach Committee meeting in Lake George in August, was reviewed, revised and approved for submission to the UUP Executive Board. Once approved by the Executive Board, Committee members will begin meeting with legislators, both in their local and Albany offices, to discuss the agenda topics. Anyone interested in attending these meetings are encouraged to contact the Syracuse UUP Chapter Office at 422-5028 or syracuse@uupmail.org.



UUP President Phil Smith addresses attendees of Fall Outreach Committee Meeting, October 14, 2008 in Albany, New York - pic by Brian R. Tappen

VICE PRESIDENT FOR PROFESSIONALS REPORT

Carl Pettengill, VP for Professionals/Grievance Officer

This is my first VP for Professionals Report since being elected in May to this position by special election. As you may recall, this vacancy was created when Carol Braun moved into the Chapter President position after Phil Smith moved to Albany to become the Statewide UUP President.

Since taking office, I have been very busy. I have attended several meetings to address various UUP issues, attended standing biweekly Labor/Management meetings, conducted an on-call survey, started work on a departmental representative system, and returned an average of three phone calls per day to our professional members who have called the Syracuse Chapter Office with grievance/general information questions.

At the biweekly Labor/Management meetings, the Chapter President and Vice Presidents meet with Hospital Management in order to hold two-way discussions on issues that affect UUP members. At a recent meeting, we discussed on-call parking. I shared with them the many complaints I had received in regard to the newest policy, which required on-call staff to park in R-lot after hours. I pointed out that this was inconsistent with past practice, which allowed on-call personnel after-hours garage access. As a compromise, it was decided that they could instead park in the open lot next to the new West Garage.

Although originally intended for Professionals only, the on-call survey was also sent to the Academic staff. Between the two groups, 485 surveys were returned, 263 reporting some form of on-call duties and 222 not. Several surveys included issues of which they wanted us to be aware. I have collected and tabulated all the information and we are currently in the process of reviewing the data. Once this review is complete, I will share the results with you.

Several members of the UUP Executive Board have graciously agreed to sit on a committee that will ultimately structure a new UUP departmental representative system. Once approved by the Executive Board, we will seek out volunteers who are interested in serving as departmental reps. In this position, these individuals will funnel union information to their co-workers and be a member of the Professional Concerns Committee, a campus-level group that discusses issues pertinent to our members.

In closing, please feel free to contact me at any time if you have any concerns or questions. I can be reached at 464-7878 or pettengc@upstate.edu.

Open Forum on Higher Education and Health Care

Brian R. Tappan, Chair, Syracuse Chapter Outreach Committee

UUP, in conjunction with SUNY UMU, held an Open Forum on Higher Ed and Health Care on Tuesday, September 16th in the 9th Floor Auditorium of the Weiskotten Hall Annex with NY-25th Congressional District candidates, Dan Maffei, Dale Sweetland, and Howie Hawkins. Carol Braund, UUP Chapter President, opened the forum; David Smith, M.D., SUNY UMU President, welcomed the candidates to the campus; and Ray Colton, PhD, former SUNY UMU Professor, served as moderator. State Senator John Defrancisco (S-50), a strong supporter of the institution, was also present in the audience.

Maffei, Sweetland and Hawkins, who were vying for the seat that will be vacated as a result of James Walsh's retirement at the end of the year, discussed many issues of concern to our campus and its employees, including basic science funding, abortion, and universal health care. All three were cordial, articulate, supportive and knowledgeable.

This was the first of many community forums these candidates held prior to Election Day. Ultimately, it was Dan Maffei who won the seat, receiving 52% of the vote.



Democratic 25th Congressional Candidates Howie Hawkins, Dan Maffei and Dale Sweetland address issues at the SUNY Upstate Open Forum September 16, 2008 - pic by Brian R. Tappan

EVENTS & ANNOUNCEMENTS

Did You Know?

Every year, the State of New York gives away millions of taxpayers' dollars (\$46,238,000 in 2007-08) to private colleges and universities, including LeMoyne and Syracuse University.

Aid to Independent Colleges and Universities (Bundy Aid) was started in 1967 by Governor Rockefeller. It allows private New York State institutions to apply for and receive unrestricted money to place in their general fund. This money can be used as they wish, and they do not have to report to the State how they spent it.

This means that money that could be redirected to save jobs and programs at SUNY during this budgetary crisis is instead going to private institutions, some of which already have million and billion dollar endowment funds.

You can learn more about Bundy Aid by going to <http://www.highered.nysed.gov/oris/bundy/index.html>

Nurses Score a Victory!

As of July 1, 2009, it will be illegal in New York State to require nurses to work longer than their regularly-scheduled shifts, except in the case of emergencies and health care disasters.

Some of New York State's most powerful unions, the AFL-CIO, PEF, and NYSUT, have worked closely with the New York State Nursing Association to ban this dangerous practice, and in June 2008 Governor Patterson and the Legislature came to an agreement on such a bill.

For more information on this topic, please visit http://www.ny.gov/governor/press/press_0619084.html

Welcome New Members!

Doreen Adams, Clin Path - Core Laboratory
Mary Ann Baker, PM&R Admin
Li-Shar Berry, Biochem & Molecular Biology
Melanie Brewer, Communication Disorder Unit
Kristine Brindack, Human Resources
Emily Buck, PM&R - Occupational Therapy
Kristine Burke, Financial Services - Patient
Francis Castelli, Physical Plant
Preeti Chaudhary, Internal Medicine
Wing Ming Chan, IMT - Educational Communications
Rhea Chilcoat, Patient Access Services
Steven Ciullo, Pharmacy
Kelly Costello, Clinical Pathology Admin.
Lynne Costello, Medicine - EP Lab
Jason Demlein, Radiology
Linda Dinu, Medicine
Megan Doctor, Financial Svcs - Patient
Michelle Dolphin, PT Educ
Darren Dumas, Radiology
Marsha Eggleston, PM&R - Occupational Therapy
Elizabeth Estera, HR - Org. Trng. & Development
Ashley Exner, OTD
Megan Fairbrother, PM&R - Rehab Therapies
Joshua Freeman, PM&R - Occupational Therapy
Lasonya Griggs, Student Affairs - Financial Aid
Christine Han, Pharmacy
Emily Hart, Library
Gregory A. Haveman, Otolaryngology
Brianna L. Hefty, Pharmacy
Felicia M. Hinant, Anesthesia
Carol Hughes, Human Resources
Yessar M. Hussain, Neurology
Paul J. Iskander, Radiology
Kelly E. Jacobs, Pharmacy
Bridgit James, Medicine
Michael James, Cell & Development Biology
Amy Jennings, PM&R - Occupational Therapy
Roy A. Jhagroo, Nephrology
Kristin A. Jones, ENT
Landon A. Jones, Emergency Med.
Peter Jones, Nursing - OR
David Kakhniashvili, Graduate Studies & Research
Mitu Karki-Maskey, Medicine
Keerthana K. Karumbaiah, Internal Medicine
Kalenda Kasangana, General Surgery
Harpreet Kaur, Internal Med.

Virginia Keenan, IMT - Clinical Data Services
Bharat Keshavaprasad, Cardiology
Esther Kim, Pharmacy
Patricia King, Nursing - Case Management
Brian J. Kistler, Orthopaedic Surgery
Brian Kloss, Emergency Room
Conrad Koller, Urology
Moha P. Kulkarni, Surgery
Abby LaHart, Pharmacy
Javier D. Lasala, Anesthesia
Mijung Lee, Medicine
Allen H. Leung, Pathology
Weidong Li, Radiation Oncology
Ryan F. Maine, Dentistry
Mark J. Mann, Urology
Divey Manocha, Internal Med.
Kiah D. Marshall, Emergency Med.
Wendy Meyer-Wilson, Admissions - Student Affairs
William Mitrus, IMT - Educational Communications
Haris Mobeen, Nephrology
Katharina B. Modes, Internal Med.
Amani G. Munshi, Surgery
Melissa Murphy, PM&R - Rehab Therapies
Daniel Nagle, Hospital Purchasing
Muhammad A. Naveed, Internal Med.
Christine Neville, CHP - Physical Therapy
Christopher G. Neville, Physical Therapy
Mohammad Nourmohammadi, Radiology
Karen J. Odrzywolski, Medicine
Jodi-Ann M. Oliver, Anesthesiology
Dawn Olmsted, Healthcare Teleservices
Mary E. Otoo, General Surgery
Kristine Otnod, PM&R - Rehab Therapies
Loretta Owens, Healthcare Teleservices
Judy Pan, ENT
Nishant D. Parekh, Radiology
Todd Patnode, Environmental Svcs - Hospital
Gene Louie Payumo, Anesthesiology
Stanley F. Penc, Neurology
Guy Perry, Medicine
Vuay A. Phalgoo, Psychiatry
Joshua D. Pinter, Medicine
Michael Praskey, Medical Staff Service
Barbara Race, Medicine
Vijaya Rao, IMT - Customer Support
Patricia Rector, Family Medicine - CNYOHCC

Maysa A. Ridha, Neurology
James Romano, IMT - Administrative Info Sys
Rong Rong, Pathology
Stephen Rusinko, Acctg & Budgeting
Karen Russell, Tumor Registry
Chutima Saipetch, Internal Medicine
Joanne Salvagno, IMT
Soma Sanyal, Pathology
Jay M. Scott, Emergency Medicine
Jonyshia Scruggs, PM&R - Rehab Therapies
Rajat Sekhar, Surgery
Ajitpal S. Sethi, Neurology
Stephen P. Sheffield, Dentistry
Avneet Singh, Internal Medicine
Mandeep Singh, Psychiatry
Stacie A. Smith, Surgery
Kristi A. Soash, Dentistry
Shelby Spagnola, Nursing - Case Management
Laura Stack, Ambulatory Services Admin
Chad R. Stadheim, Emergency Medicine
Jeffrey J. Stein, Surgery
Carol M. Stevens, Surgery
Sarah M. St. Louis, Surgery
Jeffrey Stone, IMT - Customer Support
Ross W. Sullivan, Emergency Med.
Venmathi Sundararaju, Internal Medicine
Allison R. Sweny, Surgery
Emily Tedesco, Radiology - Diagnostic
Scott M. Van Valkenburg, Orthopaedic Surgery
Jacob A. Vella, Surgery
Nicole G. Viccari, Radiology
Mary Wagner, Healthcare Teleservices
Sheri Walker, Joslin Diabetes Center
Harry J. Wallus, Emergency Medicine
Kerry Walsh, PM&R - Rehab Therapies
Jeanne Ware, Nursing - Surgical Svcs Admin
Kevin Warner, Radiology - Diagnostic
Caroline Watta, Microbiology & Immunology
Kim Weinheimer, Clin Path - Core Laboratory
Diane Wichert, Respiratory Care Services
Ian G. Wilkofsky, Orthopaedics
Theresa Wilson, Family Medicine - CNYOHCC
Margaret Wong, Obstetrics/Gynecology
Patricia Woodruff, Social Work
Renu Yadav, Internal Medicine



What's all the Buzz about?



You might have heard your colleagues talking about MAP, the Member Assistance Program available from NYSUT Member Benefits Trust. Or maybe you've already joined. But if you haven't, you may want to once you read about MAP's benefits.

By joining MAP, an e-mail based program, you'll be among the first to hear about new, endorsed programs and program updates. You'll receive special offers and reminders from Member Benefits or from providers of its endorsed programs. Your opinions will be solicited on new programs under consideration for endorsement. When possible, you'll help Member Benefits test potential new services and provide feedback.



Often, MAPers are entered into drawings for prizes donated by providers of endorsed programs and Member Benefits. Since MAP's introduction, MAPers have entered drawings for a Bose® Wave Music System, free admissions to the National Baseball Hall of Fame and Museum, 100 gallons of heating oil from Heat USA, a summer fun pack filled with a variety of items, a DVD player and OfficeMax gift cards. In addition, new MAP enrollees and existing MAPers are automatically entered into quarterly drawings; to date, prizes included digital cameras, a cross-cut shredder and an iPod nano.

MAPers receive e-mail communications from Member Benefits and occasionally from

its providers of endorsed programs. On average, a MAP e-mail alert is sent once every three weeks.

Rest assured, Member Benefits will only share your e-mail address with endorsed program providers and then only under controlled circumstances. Once a program provider receives approval from Member Benefits to send you an offer or information, the vendor will be required to destroy the e-mail listing after sending the communication.



This exciting program allows you to help shape future programs and services exclusively available to you and your colleagues.

Help make a difference. Become a MAP team member. Enroll on our secure page by logging on to www.memberbenefits.nysut.org and clicking on the "MAP Sign-up" navigation tool on the left-hand side of our home page.

For information about this program or about contractual expense reimbursement/endorsement arrangements with providers of endorsed programs, please call NYSUT Member Benefits Trust at (800) 626-8101, e-mail benefits@nysutmail.org, visit www.memberbenefits.nysut.org, or refer to your NYSUT Member Benefits Trust Summary Plan Description.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.



Fall Delegate Assembly Highlights *Continued from page 1*

- d. UUP Executive Board to adopt a common Grievance Report Form to be used at all SUNY campuses.
- e. UUP will file a Freedom of Information Act to determine how private colleges and universities use the money allotted to them on the NYS Budget through Bundy Aid.
- f. UUP will advocate for regular and increased Disproportionate Share Hospital (DSH) payments to the four Health Science Centers.
- g. UUP will work with NYSUT toward the national repeal of the Defense of Marriage Act, and support future acts that give members in same-sex relationships equal benefits.
- h. UUP will hold a part-time workers' retreat at the Winter DA.
- i. UUP will investigate the trend of online classes and their impact upon host campuses.

Check out the UUP display cases!

You can find the current edition of *The Advocate* and other important UUP announcements at one of two UUP display cases on campus, one on the second floor University Hospital (behind the main elevators) and another one in the basement of Weiskotten Hall right after you exit the UH connection bridge.



Chapter President Carol Braund speaks with Dan Maffei and his wife, Abby, at the New York State Fair Labor Day Parade, September 1, 2008 - pic by Brian R. Tappen



CNY UUP members attended Advocacy Training Day at the UUP Chapter Office October 7, 2008 - pic by Brian R. Tappen

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The editor welcomes member submission of letters, articles, pictures and comments of interest to the Syracuse Chapter.

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