



Volume XVII, No. 1

October 2010

## PRESIDENT UPDATE



Carol Braund, UUP Chapter President

## SUMMER AT UUP

Summer is here in Syracuse! We have had our 'traditional' hot and humid days - Mother Nature's way of reminding us not to complain too much about the snow and ice of 'that other season'. Upstate Medical University is a busy, productive environment that employs nearly 8000 people - 2690 of whom are UUP members. The hospital census is running 97 percent occupancy, our dedicated researchers are looking for new answers to medical questions, and the process of merging/buying Community General Hospital is being thoroughly explored. We are financially solvent, hiring new employees and supporting the state initiative for retirement. We are organized, committed and moving forward.

Contrast this with the news reports of our dysfunctional state government. Our elected officials cannot communicate with each

Continued on page 6

# CONGRATULATIONS!



Pictured left to right: Brian Tappen, Dawn Leadley & Colin Massulik. Photo by Courtney Klunder

## WE WON!

At the Spring Delegate Assembly meeting at The Desmond in Albany, New York May 14-15, 2010, *The Advisor* won the following Class III awards:

- **Best Art/Photo:** SUNY Upstate Medical University's *The Advisor*, "General Membership Meeting" (November 2009 Edition) by Brian Tappen
- **Award of Merit for Editorial/Column:** SUNY Upstate Medical University's *The Advisor*, "Should *The Advisor* Go Paperless?" (November 2009 Edition) by Colin Massulik
- **Award of Merit for Website:** SUNY Upstate Medical University, Colin Massulik, Webmaster

Of note, Brian Tappen also won a **Best in Class II Award** for Best Art/Photo for a picture he took that was included in SUNY Cortland's *Cause*.

**Congratulations Brian, Colin and *The Advisor* Editor, Dawn Leadley!**



## Kudos to Our Members!

### Mark Buttiglieri, Social Work

**Mark Buttiglieri, LCSW-R** was elected to a two-year term as treasurer on the NASW-NYS Board of Directors effective 7/1/2010. Buttiglieri just completed a four-year term on the board/central division director and served on the Executive, Program, Ethics and Bylaws (chair) committees.

### Paul Stasior, Social Work

**Paul Stasior, LMSW** was elected to the National Association of Social Work (NASW) - NYS Chapter Board of Directors and Central Division Director effective 7/1/2010 for a two-year term. Stasior also serves on the Chapter Ethics Committee.

*Send Kudos to Dawn E. Leadley, Editor, The Advisor, [leadleyd@upstate.edu](mailto:leadleyd@upstate.edu)*



## Welcome New Syracuse Chapter UUP Members!

Mourad Abouelleil, Surgery - General  
 Stephanie Acker, PM&R – Rehab Therapies  
 Nancy L. Andrews, Radiology - Interventional  
 Robert S. Antoniou, Medicine  
 Kaete A. Archer, ENT  
 Alan E. Arnold, IMT - Hospital Info Systems  
 Jason Back, Pathology  
 Elaine S. Barnard, Nursing - Case Mgmt  
 Winter S. Berry, Pediatrics  
 David G. Bertrand, IMT – Admin. Info Sys.  
 Pankaj Bharati, Medicine  
 Richard K. Bilharz, Clinical Engineering  
 Judith Birunegh, Surgery  
 Venkata Subbarao Boppana, Int. Med.  
 Meaghan E. Bovaird, Nursing - Case Mgmt  
 Scott Bradley, PM&R  
 Kelly T. Bradley, Radiology  
 Allison G. Brenner, Ob/Gyn  
 Lauren A. Busekroos, ENT  
 Steven Cai, General Surgery  
 Marissa J. Cavaretta, Pharmacy  
 Mandeep Chahil, Medicine  
 Maria M. Chaudhry, Int. Med.  
 Toskhan J. M. Cooper-Shelton, Medicine  
 John D. Cullen, Medicine  
 Pratik K. Dalal, Int. Med.  
 Liviu G. Danescu, Endocrinology  
 Scott L. Davis, Radiology  
 Jodi Dix, Clin Path - Cytogenetics  
 Jerome R. Doyen, Anesthesia  
 Pearl K. Dy, Endocrinology  
 Bujanna M. Emr, Surgery  
 Bradley A. Ertel, PM&R  
 Glenn M. Flanagan, Anesthesiology  
 Kimberly A. Frechette, Patient Relations  
 Katherine J. Fry, Pediatrics  
 Mike A. Galgano, Neurosurgery  
 Joseph C. Gianfagna, Pediatrics  
 Nicholas E. Glass, Surgery  
 Michael R. Glover, Orthopedic Surgery  
 Vinod K. Gundu, Int. Med.  
 Matthew Haldaman, Clin Path - Blood Bank  
 Jessica Hanmer, Nursing - Utilization Mgmt  
 Charles R. Harris, Psychiatry  
 Matthew J. Hess, Medicine  
 Emily K. Hollywood, Emergency Medicine

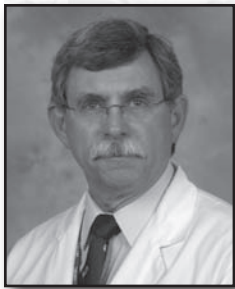
Gaylyn J. Hosmer, Family Medicine - CNYOHCC  
 Robert E. Huckle, Family Medicine - CNYOHCC  
 Larissa A. Huryon, Ophthalmology  
 Chinenye O. Iwuchukwy, Surgery  
 Sidharth Jogiani, Int. Med.  
 Shahnawaz Karim, Neurology  
 Dilpreet Kaur, Int. Med.  
 Astha Khanna, Pediatrics  
 Lovedeep K. Khara, Medicine  
 Patrick Kohlitz, Medicine  
 John H. Kolh, Environmental Svcs - Hospital  
 Lisa M. Lai, Surgery  
 Hope Lang, Nursing - Case Management  
 Christopher Lau, Medicine  
 Esther Lee, Radiology  
 Tristan P. Lindberg, Pediatrics  
 Jarem B. Lloyd, Emergency Medicine  
 Carol N. Lopes, Ob/Gyn  
 Amy W. Macher, Emergency Medicine  
 Amir A. Maheedi, Diagnostic Radiology  
 Radhika Malhotra, Emergency Medicine  
 Akshiv Malhotra, Medicine  
 Tamar Margolis, PM&R Rehab Therapies  
 Allison K. Martin, Pediatrics  
 Amanda E. Mathey, Radiation Oncology  
 Chris J. Murgans, Orthopedics  
 Timothy A. McCartney, Radiology - Diagnostic  
 Kathryn L. McNamara, Emergency Medicine  
 Michael Vincent S. Mendoza, Medicine  
 Ashley E. Meyer, Pediatrics  
 Gary E. Mitrevolis, Int. Med.  
 Usman S. Moghal, Medicine  
 Sravani V. Mudumbi, Int. Med.  
 Abhishek K. Nemani, Ophthalmology  
 Tri C. Nguyen, Pediatrics  
 Loan N. Nguyen, Ob/Gyn  
 Kimberly Oles, Nursing - Utilization Mgmt  
 Adrienne M. O'Quinn, PM&R  
 Jennifer Paladino, Nursing - Utilization Mgmt  
 Pramod Pantangi, Int. Med.  
 Naomi Park, Pediatrics  
 Caitlin B. Parks, Ob/Gyn  
 Christopher D. Parks, Orthopedic Surgery  
 Sruti K. Patel, Surgery  
 Dhruval H. Patel, Medicine - Nephrology

Meeta S. Patel, Anesthesia  
 Bethany A. Pelky, Nursing - Case Management  
 Donald J. Pilch, Psychiatry  
 Aravind Pothinmez, Med/Pulmonary  
 Ian S. Pratt, Medicine  
 Erik K. Quilty, Surgery  
 Amine Raji, Dental  
 Yousef Reda, Medicine  
 Judith A. Reed, IMT - Operations & Networking  
 Lisa A. Renihan, Radiology - Administration  
 Wesley D. Roberts, Radiology  
 Jessica Roberts, Pharmacy  
 Dafni A. Sadler, Psychiatry  
 Raya Safa, Pediatrics  
 Gayathri Sathiyamoorthy, Medicine  
 Kunal B. Sawale, Pediatrics  
 Susan M. Schreffler, Emergency Medicine  
 Jennifer Selvarajah, Psychiatry  
 Sana Shafqat, Medicine  
 Balram Sharma, Anesthesiology  
 Shana Singh, Medicine  
 Pahul Preet Singh  
 Maheshwaran Sivarajah, Surgery  
 Lindsay Sobin, ENT  
 David C. Spence, Pathology  
 Diane St. Fleur, Psychiatry  
 Abhilasha Tangada, Surgery  
 Jennifer M. Thibert, Pharmacy  
 Patricia Tooley, Radiation Oncology  
 Pallawi Torka, Int. Med.  
 Asad Ullah, Neurology  
 Nishant K. Vaidy, Surgery  
 Sridhar Vallabhaneni, PM&R  
 Nancy van den Heever, Nursing - Utilization Mgmt  
 Divyashree Varma, Int. Med.  
 Jamie G. Vizcarra, Psychiatry  
 Paula J. Vrooman, Upstate Connect  
 Leah T. Walter, PM&R - Occupational Therapy  
 Nishant K. Warikoo, Psychiatry  
 Michael Waters, Orthopedics  
 Stephanie M. Wiemeier, Pharmacy  
 Shelly-Ann Williams, Pediatrics  
 Yonyuan Xu, Pathology  
 Brandon J. Yaeger, Psychiatry  
 Arthur Yegorov, Radiology  
 Elizabeth C. Yoo, Surgery



## VICE PRESIDENT FOR ACADEMICS REPORT

Michael Lyon, VP for Academics



## Negotiations

Hey boys and girls, guess what time it is? That's right, it's the beginning of the negotiations season. And I bet you thought we forgot! Well NOOOOOO, we didn't. As you can imagine, this is an intense process for our union. There is the formation of the negotiations team and committee which consist of members from all the campuses across the state as well as the different employment categories. You likely didn't know that we are the only state labor union to work in this manner and I can tell you it is a lot of work. Imagine having to travel to all the campuses and meet with the members within a 2-3 month period. Don't forget that after these visits, the data from the visits, the surveys, as well as the member suggestion forms (these are given out at the visits) must be tabulated. As Billy Fucillo would say this is "HUGE-A".

Please try to attend the campus visit if you can. These are extremely important to the negotiations team in formulating a proposal to give the

state. In other words, letting the state know what we want included in the contract. Also, don't forget the suggestion forms and, if you have a particular anecdote to demonstrate your point, please include this information. The state doesn't like generalities. Talk to your local chapter leaders and convey your suggestions. Obviously, with such a diverse membership, we can't get everything we want; but that doesn't mean we won't try. The timeline for these campus visits, as well as meeting with the State, is being formulated as I write this article, so I can't give you any specifics other than the visit to our campus is scheduled for Oct. 26; and they will meet at two different times in hopes of getting to many of our members.

The last word in that sentence is key to all of this procedure. You can only have input into this process and vote on the proposed contract if you are a member. You must have signed the membership card. If you don't know whether or not you are a member, contact the chapter office and we will let you know (*Madison Towers, 60 Presidential Plaza, Syracuse, NY 13202, 315-422-5028*). That's it for now.

## How Does the Contract Negotiation Process Work?

By Carol Braund, UUP Chapter President

Article X of the UUP Constitution requires that UUP establish a Negotiations Committee. The members of this committee shall be responsible for compiling and presenting the concerns of the membership of each Chapter, each type of institution, and each category of membership for consideration. The work of this committee is a crucial part of the process of soliciting member input.

The process of learning about the UUP member concerns includes visitation to each chapter by the Negotiations Team to hear directly the concerns of the members. This year will be a very challenging year to negotiate a new contract for our members. With the budget issues and financial constraints within New York, the hope for a significant percentage increase may not be realistic and the process of negotiating a contract may be long and protracted. This may be the year to look for non-financial gains in the contract for our members.

We are inviting you, our members, to attend the visit by the Negotiations Committee October 26th. We have scheduled two meetings - one at 8:00am - 9:00am and a second from 3:00pm - 4:00pm. Upstate Medical is a 24/7 institution and we hope that these times will allow representatives from all shifts to share their concerns, ideas and wishes.

## UUP Contract Negotiations Team Open Meeting with Chapter Members

**Date:** Tuesday, October 26, 2010**Time:** Session I: 8:00-9:00am

Session II: 3:00-4:00pm

**Location:** 2231 Weiskotten Hall

The **2007-2011 Agreement Between the State of New York and United University Professions** expires July 1, 2011. UUP's extensive preparations to negotiate the successor contract are in progress. As many members of the Negotiations Team as possible will travel to all UUP Chapters during the statewide listening tour - an *in person* means of communication with members for UUP's needs assessment phase.

Negotiations Team members will be here to listen to your ideas, thoughts, and concerns. Information about the entire negotiations process can be discussed as well.

Please don't miss this unique opportunity to express your views and offer ideas, suggestions, and recommendations directly to members of the UUP Negotiations Team. They'll be here in person to meet YOU - the members!

### Make sure your voice is heard!

**Jamie Dangler, Chief Negotiator**, UUP Statewide Executive Board Member and Cortland UUP Chapter President

**Mike Smiles, Associate Chief Negotiator**, UUP Statewide Executive Board Member and Farmingdale UUP Chapter Executive Board Member

Other visiting UUP Negotiations Team members will be announced before the meeting.



## EVENTS &amp; ANNOUNCEMENTS



## Anti-Furlough Rally

May 10, 2010

*Brian R. Tappen, UMU Outreach Committee Chair*

An anti-furlough rally, organized by PEF and CSEA, was held on Monday, May 10 in front of the Senator John H. Hughes State Office Building in downtown Syracuse. About 150 union members from all across Central New York walked up and down East Washington Street carrying signs and chapter banners in protest to Governor Patterson's plan to furlough State workers. Signs carried by the protesters included "Cut the Waste, Not the Workers", "We do our Jobs, You do Yours", "No Furloughs" and "Furlough You" with a picture of Governor Patterson.

The 30-minute rally on a cool and sunny day ended with two short speeches from PEF Region 4 Regional Coordinator Don Kehoskie and CSEA Local 1000 Regional President Colleen Wheaton.

UUP was represented by six members from both the UMU and Oswego Chapters. The following UUP members deserve special thanks for participating in the rally: Carol Braund, Pat Clark (Oswego), Maureen Curtin (Oswego), Patricia J. Duffy, David Peckham, & Brian R. Tappen.

Any member who would like to join us and meet with their legislators to advocate for SUNY or participate in rallies or parades should contact the Chapter office at 422-5028 or [syracuse@uupmail.org](mailto:syracuse@uupmail.org).



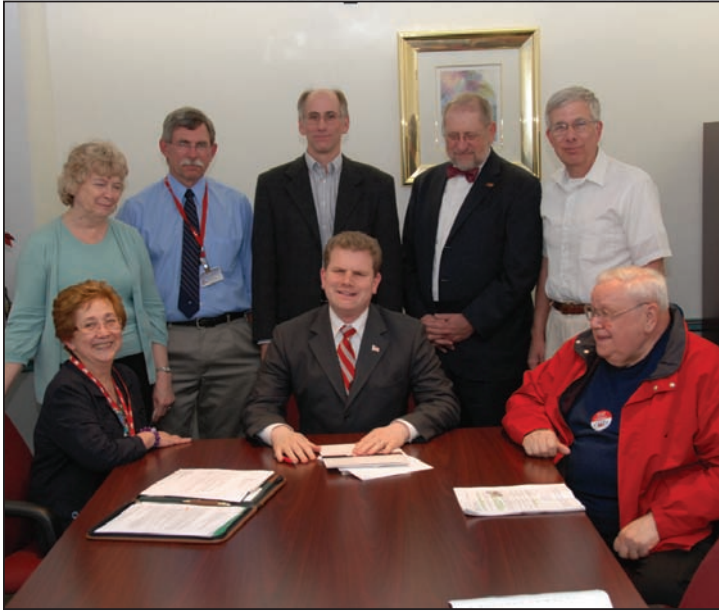
Upstate's Carol Braund and David Peckham (middle and right) attended the **UUP Statewide Outreach Committee Retreat** on August 12, 2010 at the Saratoga Springs Hilton, Saratoga Springs, New York.

*Picture by Brian R. Tappen*





## EVENTS &amp; ANNOUNCEMENTS



**Front Row Left to Right:** Violeta Cuenca (UMU), Dan Maffei and Frank Maraviglia (ESF). **Back Row Left to Right:** Carol Braund (UMU), Mike Lyon (UMU), Rich Veenstra (UMU), Jim Engle (Morrisville) and Bob Fluck (UMU). Picture by Brian R. Tappen.

## Congressman Dan Maffei Local District Visit

**May 7, 2010**

by Brian R. Tappen

In early May, UUP members from Upstate Medical University, ESF and Morrisville met with Congressman Dan Maffei (NY-25) at his local district office in downtown Syracuse at the Federal Building. The agenda for the meeting included:

1. Education Jobs Fund (Emergency Supplemental Package for Defense)
2. Local Jobs for America Act (HR 4812)
3. Keep our Educators Working Act (S. 3206)
4. Educations Layoffs in the 25th Congressional District
5. Health Insurance Reform Bill – Disproportionate Share (DSH) payment reductions to UMU
6. American Recovery & Investment Act (ARRA) – UMU Health IT funding
7. Medicare and GME Reductions at UMU
8. NIH Funding Issues
9. Thanks to Congressman Maffei for his voting record and support for UMU

Items 1-4 can be summed up as jobs, jobs, jobs. When the team met with Congressman Maffei the New York State Executive Budget reduced Higher Education by \$312 million and K-12 Education by \$1.4 billion. It should be noted then when the economy is poor the demand for SUNY climbs and, therefore, the State University currently needs more funding. These federal funds would help militate against education job losses across the state and the nation.

## Higher Education & Health Care Candidate (NY-25 & A-119) Open Forums

Brian R. Tappen, UMU Outreach Committee Chair

UUP and UMU will host two Candidate Open Forums on Higher Education & Health Care in the fall. One will be for NY-25th Congressional district with Congressman Dan Maffei, and any challengers who make the ballot. This will be the second time we have hosted this event. Two years ago in September 2008, Dan Maffei (D), Dale Sweetland (R), and Howie Hawkins (G) opened what we hoped would become the first of a series of these events, when they spoke on Higher Education & Health Care to fill the seat of retiring longtime Congressman Jim Walsh.

The second Candidate Open Forum on Higher Education & Health Care will be for the candidates of the 119th NY Assembly district who will be vying to replace Joan Christensen, a long time friend to this campus and UUP.

The Open Forums will be moderated 90-minute Q&A sessions that are open to the public. The dates for these Candidate Open Forums on Higher Education & Health Care will be announced via e-mail in early fall.

## VOTE COPE

### What is Vote Cope, what's in it for me, and why should I contribute to it?

- Vote Cope is a nonpartisan political action committee of New York State United Teachers (NYSUT).
- Vote Cope is solely funded by non-tax-deductible voluntary contributions from its union members, and regulated by Statewide union committees and Federal and State Law.
- Vote Cope funds are used for educational, labor and health care initiatives that regular union dues cannot fund, like fighting the Berger Commission recommendation to merge Upstate and Crouse.
- Vote Cope is an effective means by which we communicate our strength and solidarity in Albany and at the bargaining table.
- Vote Cope is the collective voice of our union members, and the best weapon we have to guarantee and protect our rights and benefits.
- Vote Cope contributions are automatically withdrawn from your paycheck, and even a dollar per pay period can go long way!

**For more information, e-mail the chapter office  
at [syracuse@uupmail.org](mailto:syracuse@uupmail.org).**

## EVENTS &amp; ANNOUNCEMENTS

## UUP Community Service

## I-481 Adopt-a-Highway Clean-Up Krewe

by Brian R. Tappen, UUP Adopt-a-Highway Coordinator



Pictured left to right: Bob Fluck, Dawn Leadley, Carol Bruand and Rich Veenstra. Picture by Brian R. Tappen.

On Saturday, June 19, 2010, members of Upstate Medical University's UUP Chapter I-481 Clean-Up Krewe worked to clean the organization's Adopt-a-Highway section on I-481 near Rock Cut Road. The I-481 Clean-Up Krewe cleans the mile long stretch two to four times a year from mid-April to mid-October on Saturday mornings. Those UUP I-481 Clean-Up Krewe members who should be recognized include Carol Bruand, Bob Fluck, Dawn Leadley, Paul Staisor, Brian R. Tappen and Rich Veenstra.

The NYSDOT's Adopt-a-Highway Program was formalized in 1990 with legislation to both encourage and recognize those who volunteer to clean up the roadsides of New York. It was first started as a result of governmental cuts in the 1980s that limited resources for roadside beautification. Currently, all 50 states have either this or a similar program in place.

Any member who would like to join us next time should contact the Chapter office at 422-5028 or [syracuse@uupmail.org](mailto:syracuse@uupmail.org) for further information. UUP employees who join us can claim some hours of Community Service on their evaluations.

## PRESIDENT UPDATE

*Continued from page 1*

other or with the governor. The budget when finally passed was four months late. It included about \$1.5 billion in new taxes and fees and cuts of greater than \$580 million dollars to healthcare and education. The Chancellor's PHEEIA (Public Higher Education Empowerment and Innovation Act) just wouldn't die- it 'remorphed' as the NYS Public Higher Ed. Fairness Act (\$8440) and then as a bill on SUNY flexibility that ultimately did not have enough votes to pass.

Our many outreach/advocacy efforts were focused on talking with our local elected assembly persons and senators here and in Albany - trying to help them understand the UUP perspective on PHEEIA. We support

the concept that procurement of equipment for the individual campuses would be more efficient if the pre-audit was eliminated and we were willing to look at some Public/Private Partnerships on our local campuses if there was adequate oversight. We were greatly concerned about the flex/differential tuition proposals that could authorize different rates of tuition up to 8 percent by campus and program type. The proposal to let campuses raise tuition annually during the state's lagging economy was potentially bad for middle class voters and defeated the goal of providing affordable education for all New Yorkers. UUP saw these proposals as the first step in the potential process of privatization of our

SUNY institutions. With the governor and the Chancellor joining forces to support the flexibility issue it is critical that we remain 'tuned' into any discussion or 'agreement'.

As issues move forward we will be reaching out to you our members. Electronic messages and/or made calls to our elected officials sharing your concern is a quick way and let them know that our intent is to keep them accountable. Upstate Medical University is the largest employer in Syracuse and in Central New York and non-support of education and healthcare has potentially huge implications for this area. It is our goal to 'heat up' the discussion and keep the growth of UMU continuing.



## Use TripMark.travel for all your travel needs!

Next time you're making travel plans, be sure to check out the newest travel discount program endorsed by NYSUT Member Benefits Corporation, TripMark.travel.

When you plan your next vacation, flight or cruise with TripMark.travel, you can enjoy great deals on the most beautiful vacation spots in the world. This program provides NYSUT members and their family and friends with online and offline (toll-free travel agents) leisure travel benefits.

TripMark.travel allows you to effortlessly book flights, hotels, vacation packages, car rentals and cruises online for personal and business travel needs. With a simple interface and advanced encryption technology, your information is safe and secure, giving you peace of mind as you plan your next trip. Your information will never be shared or sold to any third parties.

Offline, toll-free agents are standing by, waiting to assist you if you prefer speaking to an agent. Agents can be reached between 8:30 a.m. and 5:30 p.m., ET. Please note: At this time, travel agents cannot book airline flights. You can either book flights online or call the airline directly.

To help in your planning, TripMark offers destination guides. These guides offer recommendations for top-rated attractions,

restaurants and hotels, as well as providing general information for thousands of destinations.

Maybe you'd just like to plan a road trip, but you aren't sure where to go. The TripMark.travel site presents you with many options, anywhere from one hour to six hours away from a specified zip code, in any direction you choose.

Planning a family reunion?  
Vacationing with friends?  
TripMark.travel can help you with group travel.

To get started, visit [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org) and click on TripMark in the Featured Discounts section on the home page. There, you'll find toll-free numbers for reservations, cruises and group travel, as well as a link to a NYSUT member-specific TripMark website. Or give Member Benefits a call at

**800-626-8101.**

TripMark.travel provides you with one-stop shopping for all your travel needs:

- Reserve hotels and rentals, flights, cruises, car rentals and vacation packages,
- Browse destinations,
- Plan road trips, and
- Book group travel.



TripMark.travel is a NYSUT Member Benefits Corporation (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 25% of net revenue for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

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

# Changes to SUNY Would Hurt System

*In an opinion column, UUP President Phil Smith exposes the truth behind the so-called Empowerment Act.*

You may have read about the lofty promises attached to the proposed Public Higher Education Empowerment and Innovation Act.

It's been touted as a bold idea that will return New York to greatness, one that will generate 2,000 new SUNY faculty positions and 10,000 jobs across the university system, plus 65,000 construction jobs for capital projects. But when you look beyond the hype, such grandiose promises are empty and are intended to fool you, the public.

Supporters of the act say it will produce new revenue to fulfill such promises. But where will this new-found revenue come from? It would come from students and their parents in the form of higher tuition.

The act would allow SUNY to hike tuition by as much as 10 percent. But it could increase even more, because individual campuses would be permitted to set their own "differential" tuition rates above 10 percent. That costly combination would put a higher education out of reach for thousands of New York families. According to a state Assembly committee report, if the tuition mechanism proscribed in the act were in effect in 2003, tuition would have risen by 92 percent.

SUNY's mission statement promises a quality education with the "broadest possible access," and tuition "which most effectively promotes the university's access goals." But skyrocketing tuition rates would leave the University's mission by the wayside.

Proponents promise that allowing SUNY to freely engage in partnerships with minimal oversight would unleash a new source of revenue. This prospect is based more on wishful thinking than reality. History shows that most such partnerships

have not proven to be lucrative. Some have even lost millions of dollars. There is no new evidence to suggest that SUNY can raise revenues from such joint ventures.

The land the state has purchased for SUNY campuses is meant to serve the needs of students first and foremost. But the act contains a provision permitting developers to use university property for purposes outside the campuses' academic mission. That provision opens the door to individual campus presidents making deals with private developers for the primary purpose of making money rather than serving the best interests of students. Because any such construction would be on state-owned property, developers would get a real property tax exemption. Financially strapped localities lose tax revenue - placing more of a tax burden on homeowners - while private developers get a free ride.

What happens if and when these joint ventures don't work out? SUNY campuses would be left to pay for the maintenance and upkeep of vacant buildings, using funds that could better be spent on student services.

The act also would repeal provisions of the law that require pre-approval of SUNY contracts for services without the approval of the attorney general and comptroller. Instead of pre-contractual approvals, post audits would be substituted. That would leave SUNY with no accountability for its spending decisions. Transparency of SUNY operations would be virtually eliminated.

If the act is approved, it would give the state the opportunity to walk away from its responsibility to financially support SUNY. Why do we think that would happen? In years that the Legislature has approved a tuition increase for SUNY, the level of state support declined. By allowing SUNY to

freely boost tuition on its own, lawmakers would not place a high priority on funding SUNY since it would theoretically have alternative revenue sources.

SUNY would become a state university in name only. It would effectively proceed down the perilous path toward privatization. In these difficult economic times, New York families need help in educating their children so that they can become productive citizens. Many of them can't afford to send their children to private institutions. If they can't afford SUNY, where do they turn for a college education?

The act does have one saving grace. It contains language allowing SUNY to purchase goods without the state's pre-audit process. Campuses wouldn't be hamstrung in buying machinery or have to jump through needless bureaucratic hoops.

But the rest of the act is not good for SUNY, not good for New York, not good for New York's working families. Don't be fooled by its backers who promote the act as a way to create new educational and economic opportunities. Rather, it would have just the opposite effect.

I strongly urge you to contact the state Assembly member and senator who represent you and tell them to just say no to the act. Or, you can visit [savesuny.org](http://savesuny.org) to register your opposition.

<http://uupinfo.org/communications/letters10/100410.html>

*Phillip H. Smith of Manlius was elected president of United University Professions in February 2008. UUP is the largest public higher education union in the nation and represents more than 35,000 academic and professional faculty on the State University of New York's 29 state-operated campuses.*

*Similar versions of this column also appeared in the Daily Gazette (Schenectady), Press Republican (Plattsburgh), Oneida Daily Dispatch, the Citizen (Auburn), Palladium-Times (Oswego), Poughkeepsie Journal, Daily Freeman (Kingston) and the Batavia Daily News.*



# Know Your Rights

## Uniformed Services Employment and Reemployment Rights Act

**T**he Uniformed Services Employment and Reemployment Rights Act (USERRA) was signed into law Oct. 13, 1994. It is intended to minimize any disadvantages to individuals who temporarily leave their civilian jobs to serve in the Armed Forces.

UUP members who leave and return from military service are entitled to the same rights under USERRA.

Before employees deploy, they should talk to their supervisor and a human resources representative about these rights. That way, there will be few surprises when the employee returns to the campus.

The discussion should include, as a *minimum*, the following topics:

- ★ performance evaluation program and job responsibilities;
- ★ the timing of tenure or obtaining permanent appointment;
- ★ promotions/salary increases and DSI while on military service; and
- ★ returning to work once your deployment ends.

Also, contact your chapter president and Human Resources Department concerning pay status, accruals and tenure.



Barry Morgan, director of the U.S. Department of Labor's Veterans' Employment & Training Service in Albany, delivered a presentation at the 2009 Spring DA on the rules employers must follow under USERRA.

"The law is written with a slant toward the veteran," Morgan said. He said the law protects union leaders against retaliation by their employers if they assist members who are trying to exercise their USERRA rights.

For more information about USERRA and other VETS programs and services, go to:  
**[www.dol.gov/vets](http://www.dol.gov/vets)**

Or write:  
**Veterans' Employment and Training Service  
U.S. Department of Labor  
200 Constitution Avenue, NW, Room S-1325  
Washington, DC 20210**




**United University Professions**

The union that makes SUNY work

Phillip H. Smith, President



## Partnership

HP has teamed up with United University Professions to offer you the opportunity to purchase award-winning HP and Compaq consumer products at discounted prices. As an HP Academy customer, you can take advantage of exclusive education discounts and HP Academy-only deals (typically up to 10% below starting price). Look for the HP Academy tag (  ) throughout the store to see your member savings.

## Participation

HP offers you two ways to select and purchase your HP and Compaq consumer products:

1. Online at the HP Academy Store
  - a. You're **UUP PIN Code is AP5077**. You will need this code to enter the site.
  - b. Go to the address: <http://www.hpdirect.com/academy/uup>
  - c. **Fill out the sign-in information with your name, e-mail address, a password of your choice, and enter your UUP PIN Code: AP5077.**
2. By phone
  - a. Call **1-800-632-8251** to order by phone (8:30 a.m. to 2 a.m. EST; 7 days a/week).
  - b. Identify yourself as a UUP Member or Dependent at United University Professions and provide your **UUP PIN Code: AP5077**.

## Eligibility

The HP Academy is currently available to:

- Current or incoming Members and dependents of United University Professions and UUP Staff.
- Alumni of United University Professions living in the continental United States.

## Customer Service

We want your shopping experience to be quick and easy. If you have questions or feedback about HP Academy, please call **1-866-433-2018**. Our contact center is open from 7 a.m. to 2 a.m. (EST) Monday through Friday and from 8 a.m. to 11 p.m. (EST) Saturday and Sunday.

For technical product support please call **1-800-HP-INVENT** for HP products and **1-800-OK-COMPAQ** for Compaq products.

**Once you've entered the HP Academy Store through your HP Academy account, don't forget to sign up for our HP Academy email newsletter to get updates on hot products and special offers.**

### HP ACADEMY OFFERS EXCLUSIVE MEMBER BENEFIT FOR UNITED UNIVERSITY PROFESSIONS

As a partner with United University Professions, **HP** is proud to extend eligibility and access to the **HP Academy Store** to all UUP members. The HP Academy Store provides members with a significant education discount on HP's consumer computing and printing products.

For a limited time, HP is offering a special benefit on top of the education discount: UUP members can save an additional **\$25** on HP's most popular laptops. Enter coupon code **NBV793986** during check out to get your extra savings on the dm4t, dv5t, dv6t, and dv6z Pavilion notebooks.

\* Offer valid 8/23/10—11/19/2010. Go to [www.hpdirect.com/academy/uup](http://www.hpdirect.com/academy/uup) or call 1-800-632-8251 to order yours today use PIN code AP5077. After linking to the website, register to gain exclusive access to your discount by selecting the **"Sign Up and Save"** blue button.

\*Valid for HP Direct (hpdirect.com) internet and call center purchases only. Coupon valid while supplies last. Any unused portion will be forfeited. Each coupon code is limited to one usage per customer; one coupon code per checkout. Offer void where prohibited, taxed or restricted by law. Non-transferable. Not valid retroactively on previously purchased items. Not valid for any resale activity as defined by HP Direct. Coupons may not be used to purchase gift cards. May not be permitted with certain bundle offers. Products and support acquired by Customer under these Terms are solely for Customer's personal use and not for immediate resale or sub-licensing. Not valid on: Refurbished products. Offer is combinable with Instant Rebates. For complete coupon conditions, see "Coupon Information" in the "Customer Service" section at [www.hpdirect.com](http://www.hpdirect.com).





# Discretionary Salary Increases

## Administrative Guidelines

The consideration of UUP represented employees for Discretionary Award recommendations shall be based on the following criteria. This consideration shall be made by the Supervisor/Department Chairman/Department Administrator; and may, as appropriate, involve consultation with secondary sources familiar with the employee's performance and achievement.

Recommendations, in accordance with procedural instructions, will be forwarded to the Dean/ Senior Vice President for review.

1. Employees shall be allowed to recommend themselves to their Supervisor/Department Chairman/Department Administrator for Discretionary Award consideration. Self-recommendations must include reference to the CRITERIA for consideration but will not specify a dollar amount.
2. If an employee is not recommended for a Discretionary Award, he/she shall be able to request feedback including constructive guidance for professional development and performance improvement from his/her supervisor.

| Discretionary Considerations Criteria  |  |
|--|--|
| Professional   | Academic   |
| Performance  |  |
| <b>A. Effectiveness of Performance</b><br>As demonstrated, for example, by success in carrying out assigned duties and responsibilities, efficiency, productivity, and relationship with colleagues.   | <b>A. Mastery of Subject Matter</b><br>As demonstrated by such things as advanced degrees, licenses, honors, awards, and reputation in the subject matter field.   |
| <b>B. Mastery of Specialization</b><br>As demonstrated, for example, by degrees, licenses, honors, awards, and reputation in professional field.   | <b>B. Effectiveness in Teaching</b><br>As demonstrated by such things as judgment of colleagues, development of teaching materials or new courses, and student reaction, as determined from surveys, interviews, and classroom observations.                                     |
| <b>C. Professional Activity</b><br>As demonstrated, for example, by invention or innovation in professional, scientific, administrative, or technical areas: i.e., development or refinement of programs, methods, procedures, or apparatus.   | <b>C. Scholarly Activity</b><br>As demonstrated by such things as success in developing, acquiring funding for, and carrying out significant research work in the subject matter field, contribution to the arts, publications and reputation among colleagues.                  |
| <b>D. Continuing Growth</b><br>As demonstrated, for example, by continuing education, participation in professional organizations, enrollment in training programs, research, improved job performance and increased duties and responsibilities.  | <b>D. Continuing Growth</b><br>As demonstrated by such things as reading, research or other activities to keep abreast of current developments in their fields and being able to handle successfully increased responsibility.   |
| <b>E. Overall Effectiveness</b><br>As demonstrated, for example, by relationships with colleagues, patients, clients, etc., and by activities within the department which reflect cooperation, sensitivity and leadership.   | <b>E. Overall Effectiveness</b><br>As demonstrated by relationships with colleagues, patients, clients, etc., and by activities within the department/unit which reflect cooperation, sensitivity and leadership.  |
| Disparity / Affirmative Action   |  |
| As demonstrated, for example, by such things as salary inequities for comparable duties and responsibilities within as well as among the awarding units and comparable institutions, and discrimination of any kind based on sex or sexual preference, race, color, creed, or national origin. | As demonstrated by such things as salary inequities for comparable duties and responsibilities within as well as among the awarding units and comparable institutions, and discrimination of any kind based on sex or sexual preference, race, color, creed, or national origin. |
| Effectiveness of University Services   |  |
| As demonstrated, for example, by such things such as college and university public service, committee work and involvement in college or university related student or community activities.   | As demonstrated, for example, by such things such as college and university public service, committee work, administrative work, and work with students or community in addition to formal teacher-student relationships.  |

## Tips for Requesting a Discretionary Salary Increase (DSI)

1. **Develop a plan.** The most important thing you can do is develop a plan. Don't blindside your boss in the hallway and ask for a DSI; schedule an appointment to speak with your boss in private. A verbal discussion (versus a written request) opens up the possibility of two way communication and dialogue.
2. **Be ready for the Meeting:** Take the time to put together talking points for the meeting. Be prepared to talk about your value, accomplishments and contributions to your department and our organization. Use specific examples such as:
  - Levels of customer satisfaction achieved
  - Tight deadlines you've met or exceeded
  - Solutions and cost-saving measures you have implemented
  - Services you have improved
  - Extra initiative you have demonstrated
  - New projects taken on or new skills acquired
  - Continuing education related to your position
3. **Don't focus on why you need a DSI** (new home, new car, college tuition, etc.). The focus of your discussion should be based on concrete reasons which show why you should be considered for a DSI – how you have added value to the department and our organization.
4. **Be realistic.** Even if you are a superstar, most supervisors don't have the DSI funds to push you to the top of your salary range in one shot.
5. **Focus on the future.** While you want to focus on your many accomplishments and contributions to date, you also want to show how you plan to continue contributing to helping your boss, your department, and our organization.
6. **Take the time to say thank you.** We're all busy. Make sure your boss knows that you appreciate their having made the time to speak to you regarding a DSI.
7. **Follow Up.** If, despite your efforts, you do not receive a DSI, schedule a time to follow up with your boss to ask for suggestions on how to increase your chance for consideration next year.



EVENTS & ANNOUNCEMENTS

# Syracuse Chapter UUP General Membership Meeting & Picnic

Weiskotten Hall • June 9, 2010



*Above: Standing room only in the Medical Alumni Auditorium at the UUP General Membership Meeting*



*UUP Chapter President Carol Braund (right), UUP President Phil Smith (above) and SUNY UMU President David Smith (bottom) reflected on past accomplishments and outlined future goals and challenges of both UUP and the campus.*





EVENTS & ANNOUNCEMENTS

# Syracuse Chapter UUP General Membership Meeting & Picnic

Weiskotten Hall • June 9, 2010



*After the General Membership Meeting, UUP members moved out into the courtyard for good company and delicious BBQ.  
All photos by Brian R. Tappin.*





A few of your  
co-workers would  
like you to know  
how they support  
the Community  
Giving Campaign...



Listen to their inspirational stories on [www.upstate.edu/cgc/](http://www.upstate.edu/cgc/)!  
Please remember that these agencies, and many more, are counting on us.



# BECOME A UUP DEPARTMENT REP!



- ☒ Are you considered the "go to" person in your department?
- ☒ Do you like keeping informed about important issues in the workplace?
- ☒ Do you want to have a voice in UUP issues on campus and learn what more can be done?
- ☒ Have you always wanted to become more involved with UUP, but did not want to have to run for an official elected position?

If so, please consider joining our Department Representative Committee.  
We're looking for members like you to help us get the word out,  
as well as getting memberships concerns to us.

Please contact the UUP Chapter office at 422-5028 for more information.





# TWO GREAT INCENTIVE PROGRAMS!

## THE COMMUNITY GIVING CAMPAIGN!

### 1. UPSTATE'S INCENTIVES

*Turn in your pledge form by November 5th to be eligible!*

**\$250 Cash** for donors using payroll deduction

**\$100 Cash** (3 prizes) for all donors

**\$100 Cash** for new donors

**\$100 Cash** for donors who use e-pledge

**Upstate Gala** Two tickets

**SU Basketball** signed by the 2010 SU team and a Jim Boeheim commemorative plate

### 2. SEFA/UNITED WAY STEP UP CHALLENGE

#### CHOOSE YOUR FAVORITE GRAND PRIZE

1. **Dream Card** \$3,000 debit card for anything your heart desires. Donated by Alliance Bank, N.A.
2. **Home Makeover** \$3,000 in furnishings for any room in your home. Donated by Raymour & Flanigan Furniture.
3. **Fill Your Fridge** \$3,500 gift card good for food and merchandise at any store location. Donated by Wegmans.
4. **Dream Vacation** \$3,000 vacation package to get you where you want to go. Dream big! Donated by SRC, Inc. and SRCTec, Inc.
5. **High Tech Home** A new large-screen HDTV with one year of Road Runner and digital cable. Donated by TimeWarner Cable and Visual Technologies.

*New!* Wild Card Wednesdays, Fun Fridays and Loyal Donor Thank You prizes!

## 2009 Winners!

#### UPSTATE INCENTIVE WINNERS:

Robin Wensel  
Cindy Paikin  
Christopher Finley  
Susan Burke  
Nancy Nye  
Nancy Clasen  
Michael Wendell  
Mary Meier

#### STEP UP CHALLENGE WINNERS:

Gary Nieman  
Mary Nelson

**UPSTATE**  
MEDICAL UNIVERSITY

For a complete list of prizes and sweepstake rules, go to [www.upstate.edu/cgc](http://www.upstate.edu/cgc)

The Advisor • Syracuse Chapter Newsletter  
Volume XVII, No. 1

Editor: Dawn E. Leadley  
leadleyd@upstate.edu • 464-7433

An official publication of the Syracuse Chapter of the United University Professions, Local 2190 of the American Federation of Teachers, AFL-CIO, and affiliated with the New York State United Teachers.

The opinions expressed in this newsletter are those of the authors or of the Syracuse Chapter and are not necessarily the opinions of United University Professions. The editor welcomes member submission of letters, articles, pictures and comments of interest to the Syracuse Chapter.

UUP Chapter Officers

Carol Braund, President

*braundc@upstate.edu*

Michael Lyon, Vice President for Academics

*lyomm@upstate.edu*

Carl Pettengill, Secretary

Vice President for Professions

Robin Nichols, Secretary

315-422-5028

Rosemarie Bundy, Treasurer

*bundyvr3@verizon.net*

Syracuse UUP Chapter Office

Madison Towers, 2<sup>nd</sup> Floor

60 Presidential Plaza • Syracuse, NY 13202  
*syracuse@unpmatl.org • 422-5028*