



Volume XVIII, No. 1

September 2011

## PRESIDENT UPDATE



*Carol Braund, UUP Chapter President*

Thursday, July 7th was the official ceremony to mark the joining of Community General Hospital with Upstate Medical University and the renaming of the hospital to Upstate University Hospital at Community General. This is an exciting and challenging time for all of our members. There will be approximately 270 new UUP employees at UUH/CGH. These members are from Physical Therapy, PM&R, Radiology, Quality, Nursing Administration, Marketing, and others. For some of this group, this is the first time for them to be a union member and for most this is their first time to be a part of Upstate Medical University. Welcome!

On July 1, 2011, the 2007-2011 collective bargaining agreement between the State of New York and UUP expired. Under the Triborough Amendment to the Taylor Law, all contract articles in the expired agreement continue until a new agreement is

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## WELCOME COMMUNITY GENERAL!

### Upstate University Hospital at Community General Transition Ceremony

*Brian R. Tappan, Executive Board Member*

At 0000 hours on Thursday July 7, 2011, Community General Hospital transitioned to become Upstate University Hospital at Community General. UUP welcomes approximately 270 new members to our bargaining unit.

Master of Ceremonies, John McCabe, MD, opened the ceremony, with talks by: David Smith, MD, President UUP; Tom Quinn, President CGH; State Senator John Defrancisco; State Senator Dave Valesky; Assemblyman Bill Magnarelli, and ending with the Rev. Terry Culbertson.

The speeches were followed by the Upstate University Hospital at Community General flag raising and ended with John McCabe and David Smith unveiling Community Hospital's new sign highlighting the institutions new identity.

Any new members who have questions are encouraged to visit the Chapter website at [www.uupinfosyr.org](http://www.uupinfosyr.org), call the office at 422-5028, or email [syracuse@uupmail.org](mailto:syracuse@uupmail.org).

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*Photo by Brian R. Tappan*



# Welcome New Syracuse Chapter UUP Members!

Russell Acome, Radiology - Diagnostic  
 Aakasu Aggarwal, Internal Medicine  
 Sandra M. Ahlers, Pt. Accounting  
 Ahmad Ahmed, Neurology  
 Marwan S. Al-Aswad, Pediatrics  
 Laura A. Alexander, Radiology  
 Amy C. Allen, CHP - Arts & Sciences  
 Muaz Alwan, Pediatrics  
 Carolyn E. Amedro, Respiratory Care  
 Brian Amidon, Designated AIDS Center  
 Mohsena F. Amin, Medicine  
 Sonia Anand, Neurology  
 Christine M. Arabik, Business Develop.  
 Clare H. Arezina, Pediatric Administration  
 Lois W. Ayer, Nursing  
 Antoine Azar, Medicine  
 Kevin Baber, Biomedical Engineering  
 Alexa B. Badman, Neurosurgery  
 Catherine W. Bailey, Ob/Gyn  
 Valda Ballantyne, Radiology  
 Emerald R. Banas, Internal Medicine  
 Ryan M. Barbeau, Patient Relations  
 Mary A. Barclay, Radiology - CT  
 Brett Barricle, Ortho  
 Randy Barros, Emergency Medicine  
 Shruthi Bazarisuna, Anesthesiology  
 Diane R. Beattie, Wellspring Breast Ctr  
 Glenda S. Bennett, Patient Accounting  
 Janet G. Bentley, Medical Radiography  
 Donna M. Berry, HIM  
 Daniel A. Besansun, Radiology  
 Susan Betts, Cardiology  
 Maureen E. Blackmer, Social Work  
 Mary C. Blatz, Physical Therapy  
 Julie S. Borsz, 4E PM&R  
 Joan M. Bozogian, Radiology  
 Sicily A. Bradley, Internal Medicine  
 Daniel L. Bragg, Sleep Center  
 Ilya Bragin, Neurology  
 Puneet S. Braich, Medicine  
 Gabriel T. Briggs, PT - Camillus  
 Rachel A. Brown, OR  
 Gail M. Bucher, Respiratory Therapy  
 Julie A. Burgess, Health Information Mgmt  
 Gail S. Buswell, Upstate Connect  
 Garth O. Jr. Button, Biomedical Engineering  
 Terri L. Byrnes, Finance/Pt. Accounting  
 Juan C. Cabrera, Dental  
 Daniel J. J. Cameron, Marketing  
 Maureen F. Capoto, Med. Rec  
 Donna M. Carelli, Purchasing  
 Melanie A. Caro, Case Management  
 Patricia A. Casey, Pharmacy  
 David J. Catalano, Care Management  
 Susanne M. Chamberlain, Infection Control  
 Mary S. Chase, OB  
 Omair A. Chaudhary, Internal Medicine  
 Prasad K. Cherian, Cardiology  
 Hyun Joo Cho, Neurology  
 Kenneth S. Choi, Internal Medicine  
 Drin Y. Chow, Anesthesiology  
 David S. Clapper, Accounting  
 Pamela R. Colangelo, OP Physical Therapy  
 John R. Connor, Health Information Mgmt  
 Stephen P. Connor, Pharmacy  
 Cynthia A. Cook, PM&R  
 Cindy Z. Cress, Radiology  
 Kathryn Cross, Communication Disorder Unit  
 Krishna K. Das, Radiology  
 Sara E. Davies, Electrocardiology  
 Mary Beth Davis, DCP/Case Mgmt  
 Gerard P. DeCastro, General Surgery  
 Michael V. DeMarco, Environmental Services  
 Aaron M. Dembeck, Outpatient PT Velasko Rd  
 Mary A. Demichiel, Tumor Registry  
 Amanda Demperio, Scheduling &

Verification  
 James A. Dermott, Central Services  
 Anthony S. Desa, Internal Medicine  
 Pratik A. Desai, Surgery  
 Suzanne M. DeSantis-Ball, Physical Therapy  
 Darcy J. DiBiase, Marketing & Comm  
 Margaret E. Dienst, Physical Therapy  
 Yvonne M. Dirk, Wellspring Breast Ctr  
 Forrestall O. Dorsett, Surgery  
 Donald J. Jr. Drum, Contract Management  
 Joyce A. Duck, OB  
 Lindsay A. Dudeck, Pediatrics  
 Terry L. Dudman, Purchasing  
 Erik M. Dunn, Clin Path - Micro & Virology  
 Barbara Durand, HIM  
 Dawn M. Edwards, HIM  
 Mirret M. El-Hagrassy, Neurology  
 Tiffany C. Ellison, Financial Services  
 Darren A. Farrington, Internal Medicine  
 Denise E. Feeley, Finance  
 Susan Felter, Community General  
 Tracy L. Fenner, HR - OTD  
 Vasil Fentsor, Data Processing  
 James M. Ferguson, Accounting  
 David M. Ferrone, Neurosurgery  
 Cynthia E. Fetcho, PACU  
 Danielle Frazer, Financial Services - Patient  
 Susan L. Fry, Pharmacy  
 Adindyl O. Garba, Pharmacy  
 Matthew J. Garman, Emergency Medicine  
 Sarah L. Garvey, Financial Services - Patient  
 Simeon N. Garvin, Radiation Oncology  
 Anita L. George, Pt Accting  
 Sharon George, Medicine  
 Michelle L. Gerace, Respiratory Care Services  
 Mark J. Geremia, Patient Access  
 Robyn M. Giebler, Dental  
 Sonja Gill, Medicine  
 Elizabeth K. Gonzales, Radiology  
 Viral V. Goradia, Psychiatry  
 Dolores M. Grace, HIM  
 Tirisham V. Gyang, Medicine  
 Nasser Hajan, GI/Medicine  
 Line Hajar, Pediatrics  
 John E. Hall, Purchasing  
 Colin A. Hardin, Medicine  
 Thomas J. Harrell, General Surgery  
 Joshua W. Harrison, Medicine  
 Javad T. Hashmi, Emergency Medicine  
 Cynthia J. Heap, Respiratory Care  
 Maryellen Hemstreet, OR  
 John J. Hennessy, Information Systems  
 Tracy L. Hilderbran, Nursing  
 Denise L. Hiser Ruddick, NP - OB/GYN  
 Catherine D. Hitchcock, Obstetrics  
 Elizabeth A. Hoffman, Biochem/Mol Biology  
 Kaelynn E. Hoole, PM&R - Rehab Therapies  
 Tricia E. Horsford, Pharmacy  
 Hana Hoyt, Cardiology  
 Joseph T. Huber, IMT  
 Theresa M. Humez, Nurse Practitioner  
 Stephanie Hung, Pediatrics  
 Jennifer J. Hunter, Med Rec  
 Nell Hurley, Social Work  
 Mark A. Ilko, Surgery  
 Aamer Imdad, Pediatrics  
 Patricia A. Jackson, Respiratory Therapy  
 Janet A. Jaworski, Health Information Mgmt  
 Ivy John, Pathology  
 Carol J. Johnston, Staff Development  
 Samantha Jones, Emergency Medicine  
 Erica A. Jorgensen, Women's Health Services  
 Badal Kalamkar, Internal Medicine  
 Arundeeep S. Karlon, Internal Medicine

Satpal Kaur, Radiology  
 Bruce Kemp, Health Information  
 Sara E. Kerns, Health Information Mgmt  
 Arman Khorasani-Zadeh, Medicine  
 Wendy A. Kieb, Outpatient PT  
 Tristan B. Klosterman, ENT  
 Jill D. Knepel Zens, Outpatient Education  
 Jane Ann Kogut, Administration  
 Kathleen A. Kohanski, Labor & Delivery  
 Michaela C. Kolusch-Singule, General Surgery  
 Susanne M. Kompf, Nursing  
 Sowmya Korapati, Internal Medicine  
 Andra O. Kovalovsky, Pathology  
 Judith M. Kress, Respiratory Care  
 Linda M. Kunkel, 5W Psychiatry  
 Pam L. Lamare, IMT - Clinical Data Services  
 Larry L. Lamb, Data Processing  
 Pam J. Lamoureux, CG - Endo Surgery Center  
 Paula G. Landeche, Wellspring Breast Ctr  
 Frederic Laporte, Emergency Medicine  
 Christina Lee, Cardiac Cath Lab  
 Lioubon Leontieva, Psychiatry  
 June M. Leo-Randazzo, 4E PM&R  
 Marjorie Libling, Social Work  
 Bryan Lighton, Data Processing  
 Jenny Lin, Pediatrics  
 Ellen Lockwood-Cook, Anc & Support Svcs  
 Jeremy Lowry, Anesthesia  
 Ann Marie Lozito, Radiology  
 Jun Lu, Radiation Oncology  
 Elizabeth A. Lühr, Radiology  
 Mary J. Lupole, Health Information Mgmt  
 Shari L. Lustrinelli, Radiology  
 Nancy Ly, Surgery  
 Peter Ma, Anesthesia  
 Robyn M. MacMaster, Psych  
 Arkadiy Makaron, Pharmacy  
 Bentley Makkar, Medicine  
 Christopher L. Malabanon, Pediatrics  
 Alberto Maldonado, PM&R  
 Florence Mandebvu, Nursing - Qual & Safety A  
 Brian J. Manfredi, Internal Medicine  
 James F. II Mangano, ED  
 Amy L. Marciakowski, Radiology  
 David J. Martin, PM&R  
 Melissa A. Martin, Nursing - ICU/ IVT/ Endo  
 Viktor Masnyj, Data Processing  
 Brandon S. Mathieu, Student Affairs/ Union  
 Luis Maturana, Ob/Gyn  
 Rebecca A. Mazuryk, Environmental Services  
 Temika R. McClarin, Ped & Adolescent Center  
 Michael F. McConnell, Radiology  
 Barbara M. McConnell, Urology  
 Cynthia V. McCormick, Accounting  
 Kevin McCoy, Orthopedics  
 Kathryn L. McDaniel, Radiology - Intvtl  
 Traci J. McLaughlin, PM&R  
 Eleanor P. McLees, Staff Education  
 Kelly Melfi, PM&R - Rehab Therapies  
 Nancy A. Miller, Data Processing  
 Ryan Miller, Pharmacy  
 Sean E. Mott, Radiology  
 Trisha Murdock, Respiratory Therapy  
 Elysa K. Mykytyn, Patient Accounting  
 Sravanthi Nandavaram, Internal Medicine  
 Catherine Narcavage-Bradley, Inservice Educ.  
 Amit S. Nat, Medicine  
 Amritpal S. Nat, Internal Medicine  
 Rahul Nayyar, Radiology  
 Sonia Nayyar, Medicine/Neuro

Joshua I. Nelson, Emergency Medicine  
 Shristi Neupane, Medicine  
 Ifeyinwa Nzeako, Medicine  
 Michael R. Oakley, Surgery  
 Christine M. O'Brien, Operating Room  
 George H. Olson, Nuclear Medicine  
 Anna Orellana, Medicine  
 Cesar E. Orellana, Internal Medicine  
 Wendy C. Osgood, NSG  
 Anthony J. O'Shea, Psychiatric Unit - 5 West  
 Helen Otteno, Ob/Gyn  
 Vicki L. Overend, Outpatient PT Velasko Rd  
 Julia Paige, Nursing  
 Cheryl D. Palmer, Designated AIDS Center  
 Subodh Pandey, Internal Medicine  
 Dana V. Papatheodorov, Medicine  
 Kunal R. Parikh, PM&R  
 Veeral B. Patel, Radiation Oncology  
 James F. Peterson, Biomedical Engineering  
 Janet E. Petrou, Social Work  
 Margaret A. Phelps, Social Work  
 Curtis Phillips, Psychiatry  
 Kathryn W. Phillips, HIM  
 Susan E. Pierpoint, Health Information  
 Michelle M. Pisik, Wellspring Breast Ctr  
 Ann W. Plum, Otolaryngology  
 Kiran Pokhrel, Internal Medicine  
 Kamal Poovalingam, Psychiatry  
 Thomas S. Pope, Clin Path - Cytogenetics  
 Mary P. Praskey, Emp. Health  
 Mary B. Prendergast, Nursing  
 Peggy Ann Presblyla, Medical Records/HIM  
 Cynthia G. Price, Cardiology  
 Thomas R. Purdy, Pharmacy  
 Bhavya Rajanna, Internal Medicine  
 Archie Ramaswami, Pediatrics  
 Bhuvaneshwari Ramkumar, Hem-Onc  
 Sally M. Ramsden, Quality  
 Meghan J. Rane, Medicine  
 Clare E. Rauch, Library  
 Christopher L. Redmond, Radiology - CT  
 Myra K. Reeves, Staff Education  
 Laura A. Reichert, Radiology  
 Tammy L. Revoir, PM&R  
 Nima Rezaei Abbass, Ophthalmology  
 Terra A. Rice, PM&R - Rehab Therapies  
 Jeni L. Riddle, Pharmacy  
 Laurena N. Riedl, Upstate Med Foundation  
 Tom M. Rivard, PT - Camillus  
 Michele A. Rivoli, Business Develop.  
 Mary B. Robbins, Care Coordination/ Nursing  
 Bethany E. Roberts, Comm. Disorder Unit  
 Kathryn Rosenblatt, Anesthesia  
 Adam P. Rufa, CHP - Physical Therapy  
 Linda Ryan, Hospital Purchasing  
 Susan M. Ryan, Nursing  
 Nellie Sadaghiani, Pediatrics  
 Mohammed O. Sadat, General Surgery  
 Taimur Saleem, Surgery  
 Karen E. Samul, Operating Room  
 Rajbeer S. Sangha, Neurology  
 Suzanne L. Sass, Physical Therapy  
 Roxanne M. Saumier, Respiratory Therapy  
 Joanne Scandale, PM&R - Rehab Therapies  
 Robert W. Seabury, Pharmacy  
 Jessica K. Secreti, Medical Staff Service  
 Beth A. Sellers, Medical Admin Services  
 Michelle E. Senn, Wellspring Breast Ctr  
 Danielle M. Sereluca, Med - Stress/ Echo Lab  
 Amy R. Serzanin, Quality Services  
 Ashwini Shadakshari, Rheum  
 Donna L. Shannon-Jones, 4 East  
 Amit M. Sharma, Medicine  
 Sameer Sharma, Medicine  
 Ghanshyam S. Shastri, Pulm/Critical Care

William A. Shea, University Police  
 Mary M. Sheehan, Case Management  
 Jenna N. Shepard, Radiology  
 Kristina D. Sherman, Respiratory Care  
 Khan Z. Shirani, ED (Hyperbaric Med)  
 Archana B. Siddalingappa, Radiology  
 Nabil Siddiqi, Psychiatry  
 Amanda J. Sigona, Financial Services - Patient  
 George P. Slavinski, Operating Room  
 Donna A. Smith, Nuclear Medicine  
 Mary I. Smith, Patient Accounting  
 Kristen D. Songer, Upstate Connect  
 Renee A. Sorel, Rehab/PT  
 Gordon P. Southard, Bio-Med  
 Laura A. Spector, OB/GYN  
 Penny J. Squadrito, Upstate Connect  
 Murphy Steiner, Ortho Surgery  
 Cynthia Stewart, Nurse Practitioner  
 Michael D. Stolicke, Contract Management  
 Pamela R. Stone, Respiratory Care  
 Meghan Stott, Radiation Oncology  
 Elana Sukert, Medical Staff Service  
 Parikshith A. Sumathi, Anesthesia  
 Jason A. Swaby, ED  
 Frances I. Swiecki, Electrocardiology  
 Jhapat Thapa, Medicine  
 Randeep S. Thiara, Emergency Medicine  
 Richard L. Thompson, Radiology  
 Susan P. Tibby, Nuclear Medicine  
 John S. Tierney, IT  
 Marie Tillie, Labor & Delivery  
 Martha L. Tiss, Nursing  
 Brian P. Tran, Pediatrics  
 Kong Truong, Neurology  
 Shuja Uddin, Psychiatry  
 Ramona V. Untanu, Pathology  
 Ned G. Urbiztondo, Anesthesia  
 Sheryl E. Uyeda, Surgery  
 David Van Wie, IMT - EdComm  
 Dona Varghese, Internal Medicine  
 Lisa Marie Vigliotti-Bane, Wound Care  
 Jennifer A. Villnack, ENT  
 Melonie M. Vincent, Decision Support  
 Abbie L. Walker, Dentistry  
 Christie L. Walker, OB/GYN  
 Kristin M. Wallace, IMT - EdComm  
 Sally A. Ward, Sleep Center/Respiratory  
 Michelle Ware, Radiology - Diagnostic  
 Jason A. Weigold, PM&R - Rehab Therapies  
 Michael G. Weiss, IMT - Clinical Data Services  
 Suzanne M. West, Health Information Mgmt  
 Maria Whaley, PM&R - Rehab Therapies  
 Lisa E. Whitbread, Health Information Mgmt  
 Kathy J. Whitehead, Nurse Practitioner  
 Lisa M. Williams, Internal Medicine  
 David R. Wilson, Biomedical Engineering  
 Kurtis W. Wilson, Radiology - Nuc Med  
 Michelle A. Wilson, Nursing - Qual & Safety  
 Joy V. Wisniewski, PM&R - Rehab Therapies  
 Loretta A. Wojak, Wellspring Breast Ctr  
 John M. Wolkenstorfer, Respiratory  
 Edward J. Wortley, Pharmacy  
 Qi Li Ye, PM&R  
 Michael Yip, Ortho  
 Stephanie L. Zarochowicz, Health Info. Mgmt  
 Osama M. Zaytoun, Urology  
 Steven M. Ziemba, Decision Support  
 Michael W. Zink, Environmental Services



## EVENTS &amp; ANNOUNCEMENTS

## UUP Says Good-Bye to John Marino

Brian R. Tappen, Executive Board Member



After 11 years as the elected UUP Vice President for Professionals, John Marino has taken a new job with NYSUT as the Associate Director of Staff for UUP. NYSUT Director of Staff for UUP, Susan Jones, said she was thrilled when John applied for the position, citing that his UUP experience will provide a sound foundation for his new role. UUP President Phil Smith responded to the news by stating that John has served UUP admirably and will continue to do so in his new position at NYSUT.

The Syracuse UUP Chapter wishes to thank John for his many years of service to UUP and to wish him and his family the best as he moves on to his new endeavors.

## New Acting UUP Vice President for Professionals

Brian R. Tappen, Executive Board Member



On July 8, 2011, the UUP Executive Board elected Philippe Abraham of SUNY Albany to the position of Acting UUP Vice President for Professionals. Philippe is currently a statewide UUP Executive Board member and is participating, for the second time, on the contract negotiations team. At the University of Albany campus, he has served as the Vice President for Professionals for three consecutive terms and more recently was elected to the SUNY Faculty Senate. He has also chaired, co-chaired or been a member of the following local, statewide and national committees: Affirmative Action, Legal Defense, Task Force on Emerging Issues of Diversity, EOP, Outreach, VP for Professionals and AFT Civil and Human Rights.

Philippe Abraham will hold the position on an acting basis until a special election can be held at the Fall Delegate Assembly, Saturday, September 24th. At that time, the delegation will elect a permanent candidate to serve out the rest of the term. Then, at the 2012 Spring Delegate Assembly in April 2012, a regularly-scheduled election will be held for this position for the next full term.

## Jack Procita Retires from NYSUT

Brian R. Tappen, Executive Board Member

After 15 years as a NYSUT Labor Relation Specialist (LRS), the last four of which assigned to Upstate, Jack Procita has decided to retire. Prior to working for NYSUT, Jack served as the Director of Respiratory Therapy here at Upstate and was quite active in UUP, serving as a delegate, vice president for professionals and chapter president. As chapter president, he built the bridge between Upstate Human Resources and UUP, advocating for the bi-weekly joint management meetings that still occur today. Jack took to his NYSUT position invaluable insight and experience and, because he was still around, continued to nurture new campus officers.



Rich Veenstra presents Jack Procita with a cake at a recent retirement dinner. Photo by Brian R. Tappen

Susan Jones, UUP's NYSUT Staff Director, stated "Jack has been a valued member of the NYSUT/UUP LRS staff for over 15 years. Besides being a wonderful colleague, we will miss his wealth of knowledge and experience, particularly in the area of health science center issues. We hope he has a happy, healthy and productive retirement."

Carol Braund, UMU UUP Chapter President, recently wrote of Jack "It has been a privilege and a pleasure to have had Jack Procita as our LRS at the Upstate Medical University chapter of UUP for the past four years. Jack's challenge was to follow Fred Wooley, our much loved and highly valued 'legendary LRS' of many years-not a small task! Thank you, Jack, for all you have given to the Upstate Medical University UUP chapter. Our best wishes for a great retirement and know that your replacement has even bigger shoes to fill than you did!"

The Upstate UUP Chapter would like to thank Jack for his many years of service to both the campus and the union, and to wish him and his family the best in retirement.

## Upstate's New NYSUT Labor Relations Specialist



Peter Ludden has replaced Jack Procita as the SUNY Upstate Medical University NYSUT/UUP Labor Relations Specialist. Peter will also cover the ESF, Oswego and Utica/Rome Chapters.

Susan Jones, UUP's NYSUT Staff Director recently stated that "Pete brings with him, to his new LRS position within UUP, over 20 years of experience as an LRS in the NYSUT K-12 world. He has been active with the Professional Staff Association, the union for NYSUT LRSs, for many years both as President and as a regional Vice President. We are delighted to welcome him to the NYSUT/UUP LRS staff."

The Upstate UUP Chapter wishes to welcome Peter to his new role!



## EVENTS &amp; ANNOUNCEMENTS



All photos by Brian R. Tappen

Clockwise from top: UUP Members Dave Peckham and Carol Braund hold glow sticks at the NYSUT Vigil for Education; UMU members Dave Peckham and Carol Braund talk with Senator John Defrancisco (S-49) and other NYSUT K-12 advocates about higher education issues; UMU member Dave Peckham of Upstate talks with Assemblyman Bill Magnarelli (A-120) and other NYSUT K-12 advocates about higher education issues.



## NYSUT Committee of 100

Brian R. Tappen, Executive Board Member

Several Upstate Medical University UUP members attended the NYSUT Committee of 100 on May 9-10, 2011 in Albany, New York. This is an annual event designed to bring supporters of education to Albany in order to advocate for the students of New York State. UMU UUP Chapter President Carol Braund and Executive Board Members Dave Peckham and Brian Tappen were in attendance for this event. They met with legislators on behalf of not only our students but our patients, since our mission is so delicately intertwined.

On the eve of this committee, Carol, Dave and Brian also joined more than 1,000 educators, citizens and community groups at the NYSUT Vigil for Education on the West Capital Steps. Glow sticks replaced the traditional candles, giving the vigil a steady yellow-green phosphor while a solo bagpipe played in the background. The speakers at the rally included NYSUT President Dick Iannuzzi, NYSUT Executive Vice President Andy Pallotta, UUP President Phil Smith and several area legislators. They spoke of the billions of dollars in budget cuts that have already been enacted that have hurt our kids, schools and communities. They also spoke about the need to find other ways to close the budget gap in the future, including revisiting the institution of a progressive income tax structure.



Photo by Brian R. Tappen. Pictured: Bob Fluck, Dave Peckham, Congresswoman Ann Marie Buerkle, Carl Pettengill, and Rich Veenstra.

## Visit with Congresswoman Ann Marie Buerkle (NY-25)

Brian R. Tappen, Executive Board Member

Five UUP members met with Congresswoman Ann Marie Buerkle on April 28th at her office within the Hanley Federal Building in downtown Syracuse. Several topics were discussed, including how important Pell Grants and NIH funding are to our students and researchers. Also discussed was the importance of continued direct federal and state support, including GME and DSH payments, in order to continue to provide vital and unique services to the public. The Burn Unit, Poison Control and Trauma Services were mentioned, including the fact that these are provided to patients who live as far away as Albany.

Any member who would like to join us on our legislative visits is encouraged to call/e-mail the UUP Chapter Office at 422-5028 or [syracuse@uupmail.org](mailto:syracuse@uupmail.org)



## EVENTS &amp; ANNOUNCEMENTS

## UUP Upstate at Community General New Employee Orientation

Brian R. Tappen, Executive Board Member

UUP Chapter President Carol Braund and UUP Member Benefits Supervisor Karen Dombrowski held a series of new employee orientations at Community General Hospital in July. They reviewed the UUP New Hire Kit, which included a letter from UUP President Dr. Phil Smith and information on UUP and NYSUT benefits, VOTE/COPE, group life insurance and UNUM Worldwide Emergency Travel Assistance. Also discussed were topics of importance to the union, including ensuring a sound pension plan, enforcing workplace safety, protecting tenure and employment, and promoting legislation that addresses the needs of our campus, including lobbying for the best possible SUNY budget each year.

Members who have questions about benefits are encouraged to contact the Benefit Trust Fund at (800) 887-3863 or [www.uupinfo.org](http://www.uupinfo.org) (click on "Benefits") or the Syracuse Chapter Office at 422-5028, [syracuse@uupmail.org](mailto:syracuse@uupmail.org) or [www.uupinfosyr.org](http://www.uupinfosyr.org)



Photo by Brian R. Tappen

## DID YOU KNOW?

The following are two of the lesser known benefits that our UUP members have:

### Leave for Breast Cancer Screening

Legislation enacted in August 2002 (Chapter 362, Laws of 2002) entitles State employees (male and female) to take up to four hours of paid leave annually (without charge to leave credits) for breast cancer screening. Breast cancer screening includes physical exams and mammograms for the detection of breast cancer. The four hours of paid leave includes travel time. Absences beyond four hours must be charged to leave credits.

Employees are entitled to paid leave (up to four hours) when the breast cancer screening is scheduled during the employee's regular work schedule. Breast cancer screening done outside the employee's regular work schedule, i.e. on a pass day or holiday, is on the employee's own time and compensatory time is not granted. Leave for breast cancer screening is not cumulative and expires at the close of business on the last day of each calendar year.

### Leave for Prostate Cancer Screening

Legislation enacted in July (Chapter 237, Laws of 2004) amended the Civil Service Law to entitle State employees to take up to four hours of paid leave (without charge to leave accruals) annually for screening for prostate cancer. There is no requirement that employees be subject to the Attendance Rules in order to be eligible for this benefit.

Prostate cancer screening includes physical exams and blood work for the detection of prostate cancer. Travel time is included in the four hours of paid leave. Absence beyond four hours must be charged to leave accruals.

Employees who undergo prostate cancer screening outside their regular work schedule (pass day or holiday) do so on their own time. Leave for prostate cancer screening is not cumulative and expires at the close of business on the last day of each calendar year.



UUP Campus Presidents Carol Braund (Upstate), Jamie Dangler (Cortland) and Jim Engle (Morrisville) showed their support at the PEF Fair Contract – No Layoff Rally in front of the Hughes State Office Building in downtown Syracuse, NY on June 20, 2011. A layoff of more than 1,000 PEF workers was avoided later in July when a tentative agreement was reached with the Governor. Members are scheduled to vote on this proposal in September.

Photo by Brian R. Tappen



EVENTS & ANNOUNCEMENTS

*Upstate University Hospital at Community General Transition Ceremony*

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*All photos by Brian R. Tappen*



## EVENTS &amp; ANNOUNCEMENTS

# Upstate Medical University U.U.P. Chapter's 23rd Annual Clambake

Get your facts first,  
then you can distort them as you please. *Mark Twain*

**Sunday, September 25th, 2011**  
**1:00 P.M. to 6:00 P.M.**

At Hinerwadel's, Inc., 5300 Taft Road, North Syracuse, N.Y.

**RAFFLES • DOOR PRIZES • DISC JOCKEY**

Upstate UUP Member: \$20 • Invited Guest: \$40

Ticket Sales End at 2:00 P.M. Thursday, September 15th

**NO** Tickets Sold at the Door • Tickets Non-Transferable

**Tickets Available From:**

<b>UUP Office, . . . . .</b>	203 Madison Tower, 60 Presidential Plaza . . . . .	422-5028
<b>Tammy Blackburn</b>	IMT, 5793 Widewaters, Suite 150, Rm 107 . . . . .	48880
<b>Mark Buttiglieri . .</b>	Social Work, Rm 1504: UH . . . . .	44345
<b>Bob Fluck . . . . .</b>	Retired: Call for Free Delivery of Tickets . . . . .	451-0562
<b>Dawn Leadley . . .</b>	Dept. of Psychiatry, 713 Harrison St., Rm113 . . . . .	43180
<b>Mike Lyon . . . . .</b>	Otolaryngology & Comm. Science, Rm 156: WSK . . . . .	47253
<b>Nancy Lyon . . . . .</b>	College of Nursing, 545 Cedar St.(Tues. & Wed. ONLY) . . . . .	43915
<b>Maria Pembroke .</b>	Nursing Admin., Rm 1110: UH . . . . .	47487
<b>Carl Pettengill . . .</b>	IMT, Rm 1014B: JH . . . . .	47878
<b>Paul Stasior . . . . .</b>	Social Work, Rm 1111: UH . . . . .	48225
<b>Linda Steer . . . . .</b>	Otolaryngology & Comm. Science, Rm163G: WSK . . . . .	47263
<b>Marty Topper . . . .</b>	Clinical Pathology Admin., Rm 4732: UH . . . . .	46742
<b>Laurie Typhair . . .</b>	PM&R- Rehab Therapies, Rm E2105: UH . . . . .	42317



## EVENTS &amp; ANNOUNCEMENTS

**UUP Annual Meeting and Picnic***Brian R. Tappen, Executive Board Member*

Over 250 UUP members attended the Annual UUP Membership Meeting and Picnic on Wednesday, June 8, 2011. Chapter President Carol Braund chaired the meeting and gave an annual update. Chapter Treasurer Deb Benware also gave a special report. The invited speakers included Dr. John McCabe, CEO of Upstate University Hospital, and John Marino, Statewide UUP Vice-President for Professionals.

During the meeting, Carol Braund indicated that our chapter newsletter, *The Advisor*, won first place for outstanding achievement in the category of "General Excellence" at the Spring Delegate Assembly in Albany, NY on May 6, 2011. She presented this plaque to our newsletter editor, Dawn Leadley, and congratulated her on this achievement.

After the meeting, members were treated to a picnic lunch under a tent in the Weiskotten Hall courtyard.

*All photos by Brian R. Tappen*



EVENTS & ANNOUNCEMENTS





## EVENTS &amp; ANNOUNCEMENTS

## I-481 Adopt-A-Highway Community Service Project

On Saturday morning, July 16th, several UMU UUP members spent two sunny hours cleaning up a patch of I-481 North near Rock Cut Road. We wish to thank Dave Peckham, Rich Veenstra, Paul Staisor and Brian R. Tappen for donating their time.

The Adopt-A Highway Program began in NY in the 1990s. Over 2,400 different groups have committed to keep clean over 5,000 miles of highway. In 2003, the UMU UUP Chapter adopted a one-mile stretch of I-481 as the chapter's official community service project. We schedule these cleanups on a single Saturday morning in August, September, and October. We sometimes also schedule a November date, weather permitting.

Any members who have questions or wish to join future Adopt-A-Highway Cleanups are encouraged to visit the Chapter website at [www.uupinfosyr.org](http://www.uupinfosyr.org) or call/e-mail the office at 422-5028 or [syracuse@uupmail.org](mailto:syracuse@uupmail.org)

*Photos by Brian R. Tappen*



## PRESIDENT UPDATE

*Continued from page 1*

negotiated unless specifically designated as 'sunsetting' (i.e. expired). Members will continue to receive their current salaries. There will be no across-the-board increases until there is a new contract. The 20.3 (a) (b) one-time service award granted to permanent or continuing appointment of \$500 and a similar lump-sum payment for part-time employees will 'sunset' effective June 30, 2011.

There is another round of Discretionary Salary Increases (DSI) that will be distributed by December 31, 2011. This is available for both full-time and part-time employees. This will be the last DSI under the expired agreement. In regard to Article 40 - UUP Benefit Trust Fund, the UUP Benefit Trust Fund is increased by an

additional lump sum of \$50 per employee, but remains at \$250 per employee per quarter going forward. In regard to Article 21 - Joint Labor-Management Committee, there will be no additional funds for this statewide joint committee after the 2010-2011 contract year.

The process of negotiation with GOER for our new contract is not easy or fast. It 'plays out' in the local media as the different unions work toward an agreement. UUP will be the third union to meet with the state, following CSEA and PEF whose contracts expired earlier this year. This will not be an easy process. The slowly improving economy has not yet signaled a more positive attitude with the negotiations process.

Upstate Medical University continues to grow. We are adding two high rise buildings to our campus property to provide housing for students, faculty and visiting professors. These can be very positive steps as we recruit students and faculty. Available housing within walking distance from the Upstate campus and the downtown community should make relocating to our city more attractive.

We are excited as we start the new academic year. Our physical facility has grown with a new hospital, two new dormitories, and nearly 1000 new employees. UUP remains proud of its involvement in the growth of Upstate and the contribution it makes to the Central New York community.



## Union Battle in Florida

Paul Stasior, Professional Delegate



Photo by Brian R. Tapfen

I considered it an honor to accept UUP President Phil Smith's and United Faculty of Florida (UFF) President Tom Auxter's April 5, 2011 invitation to travel to Florida in support of a sister union in crisis. Why would I use my vacation time to help out another union? I have been a member of a union for the majority of my working life, first in a factory and then at

Upstate. I believe unions provide both employees and employers the foundation beneath all of our current and future rights. Our employees continually learn, grow and improve upon their practice skills, which is evident in our effective teamwork and thriving campus. I enjoy being part of this process, and sharing our successes with others.

After a failed attempt to transfer or eliminate campus positions by circumventing labor contracts, the State of Florida decided to pass a new law that allows the majority party to attach amendments to bills without first getting input from the other elected legislators. As a result of this change, new laws were enacted.

*First*, K-12 teachers lost their tenure-permanency and associated contract rights. *Second*, another bill was introduced that sought to take away all permanency/contact rights of University of Florida professors. *Additionally*, the admitted next goal is to deny permanency/contract rights to **all Florida State Employees**.

The University of Florida professors' bill called for the dissolution of their union and contracted rights (a "decert bill") unless they could achieve 50% membership by July 1, 2011. Additionally, this bill allowed for the termination of higher-paid senior employees by allowing the transfer of their jobs to a non-union campus. The party in power claimed they were going to competitively out-cut the Wisconsin State worker cuts. I was sent to Florida to help interview and recruit members to prevent union decertification.

I visited the University of Florida at Gainesville from April 23-30. I traversed this 3 x 2 mile campus several times a day to visit various departments in hopes of catching professors between their meetings with students and grading papers. I spent 8+ hours a day for five days talking with over 70 professors about what the potential loss of their union contract would mean to them. Many were eager to discuss the current state of affairs. Some shared stories about how they had witnessed previous failed attempts to lay off tenured professors in order to save money, and were eager

to sign up. Others were less inclined to discuss the topic, citing disinterest in union representation in general or that the union dues (1% of gross income or approximately \$1,500-2,000 per year) were too high. Others, maybe followers of Social Darwinism, felt there was no need to help others or even have a contract. These tenured professors, both men and women, stated that they achieved their position through hard work and that others should do the same or fail. All and all, 10 professors were recruited, and several departmental union representatives stated that they would spread the word to their respective 20+ co-workers at upcoming meetings. Through our collective efforts, including several other volunteers and staffers, membership rose from 35% on April 23rd to 37% by May 6th on the Gainesville campus.

A few weeks after I returned from my trip, blistered and sun-burned, I was relieved to learn that the bill died when the legislative session ended. Florida professors retained their contract and their right to collectively bargain for another year. The political party in power, however, has vowed to pass this bill next year, and extend it to all Florida State workers. This could become a reality, as they are in power until 2012. On June 17th, the Gainesville UFF campus reported that membership was up to 42%, and that they continue to arm themselves against the threats of the next legislative session.

As I reflect upon this unique experience, I cannot help but compare Florida's situation to ours. Like Florida, New York State is facing a serious fiscal shortfall with no end or solution in sight. Therefore, it is not impossible to imagine that, in their desperation, our state leadership may one day decide to follow the lead of Florida or even Wisconsin. They may try to whittle away at our campus, union, benefits, monies and rights. Should that occur, I will be ready to engage in the battle to save SUNY Upstate, and I urge you to do the same! We may not be perfect employees of a perfect employer represented by a perfect union, but what we do have is certainly worth the fight!

### Fall Committee on Active Retired Membership (COARM) Meeting

The Fall COARM meeting will be held October 3, 2011 at the Oasis Center, 6333 NY State Route 298, East Syracuse. The meeting will be from 11:00 a.m. to 3:00 p.m. The invited speaker will be Ann Read from the Onondaga County Office of Aging and Youth. Please feel free to call Pat Strempele at 636-8048 if you have any questions.



## Union Benefits: Retiring? Temporary COBRA Coverage an Option

Karen L. Mattison

If all goes as planned, today's active UUP members will be tomorrow's retiree members.

But planning for retirement isn't always easy; there are any number of potential pitfalls that could affect the cost or amount of coverage. Often overlooked: COBRA benefits.

With COBRA (the Consolidation Omnibus Budget Reconciliation Act), eligible retirees can receive the same level of health, dental and vision benefits they had as an active member, for up to 18 months—as long as they act quickly. A member's decision to take advantage of COBRA benefits must be made within 60 days of the date they receive their COBRA notices from the state Department of Civil Service for health benefits and from UUP for dental and vision benefits. Those notices are mailed out the last week of the month the retiree's employment coverage ends.

"Many of our members don't realize that COBRA coverage is available to them as retirees," said Doreen Bango, UUP manager of Member Benefits and Services. "Many think the program is only for people who have no medical coverage after losing their job or some other qualifying event. Knowing what's out there could end up saving them some money."

Group health coverage for COBRA participants is usually more expensive than coverage for active employees, since the employer often pays a portion of the premium for active employees. COBRA participants generally pay the entire premium. However, COBRA coverage is ordinarily less expensive than individual health, dental and vision coverage.

Get more on COBRA at <http://1.usa.gov/r0dk5b> [1] or by calling Civil Service at (800) 833-4344.

Recently retired members may want to use their COBRA notices as a signal for what to do regarding dental and vision coverage, Bango said. UUP sends out a summary of the available dental and vision plans, as well as enrollment deadlines and eligibility. For example, UUP dental and vision programs are only available to UUP members who sign up to continue their membership as a retiree. The \$34 annual fee also entitles retirees to \$1,000 of life insurance coverage, accidental death and dismemberment insurance of up to \$1,500, discounted programs and services, and dozens of benefits programs offered by UUP's affiliates, NYSUT and AFT.

Thanks to UUP, members not yet retired but looking for information are only a click away from helpful resources. Go to [www.uupinfo.org](http://www.uupinfo.org), pull down the Benefits tab at the top of the home page, and scroll down to Retirement.

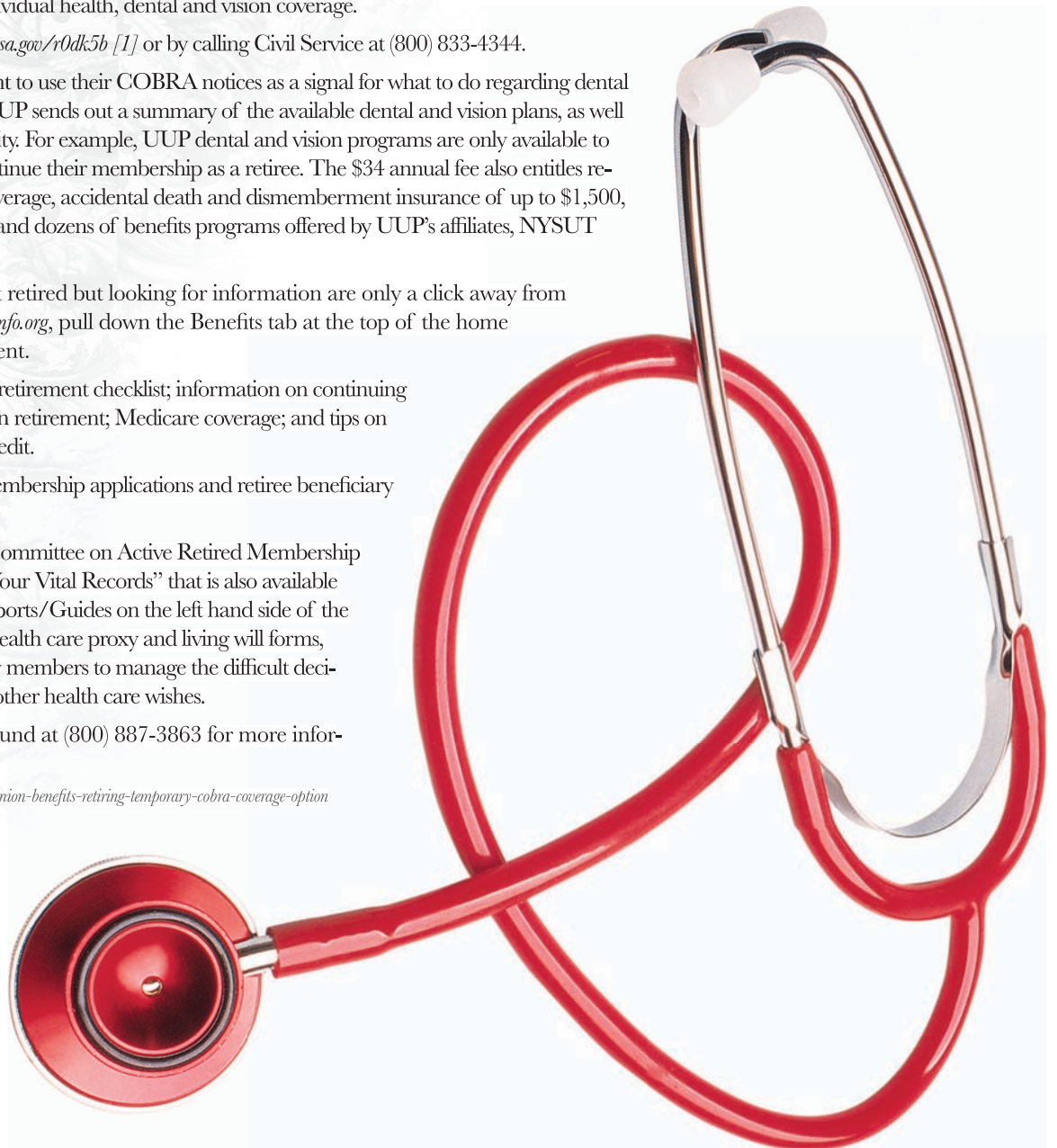
The site offers easy access to: a pre-retirement checklist; information on continuing health, dental and vision coverage in retirement; Medicare coverage; and tips on estimating the value of sick leave credit.

Also on the site are UUP retiree membership applications and retiree beneficiary cards.

In addition, the union's statewide Committee on Active Retired Membership produced a booklet, "Organizing Your Vital Records" that is also available at [www.uupinfo.org](http://www.uupinfo.org). Find it under Reports/Guides on the left hand side of the home page. The booklet includes health care proxy and living will forms, which may make it easier for family members to manage the difficult decisions about treatment options and other health care wishes.

Contact the UUP Benefit Trust Fund at (800) 887-3863 for more information.

Source URL: <http://voice.uuphost.org/content/union-benefits-retiring-temporary-cobra-coverage-option>





# TEAM UPSTATE



*John McCabe MD and Wanda Thompson PhD, campaign co-chairs, announce the beginning of the 2011 Community Giving Campaign!*

## Upstate Community Giving Campaign \*

\*includes the United Way campaign.

### TWO WAYS TO PLEDGE

**On 9/19** - Watch for an email with your ePledge username and password. Just follow the link and make your pledge online (payroll deduction and credit card).

**Week of 9/19** - Paper pledge forms and informational materials will be distributed by your dept. rep. (check or payroll deduction)

*Team Upstate  
proudly supports  
our community.*

Make your pledges quickly and take advantage of great incentive prizes!

For more info on incentives, featured employees and frequently asked questions: [www.upstate.edu/cgc](http://www.upstate.edu/cgc)

**Help us reach this year's goal of 2,000 pledges totaling \$650,000!**



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For more details and benefits go to:

**[aft.org/members](http://aft.org/members)**

The biggest value for the littlest members of your family.

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*A Union of Professionals*

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GET THIS ONLINE AT: [www.aft.org/members/insurance](http://www.aft.org/members/insurance)

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- 1) *Do you have plans to take a vacation with your loved ones this fall?*
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- 3) *Would you like an easy to use travel site that can help you effortlessly book flights, hotels, vacation packages, car rentals and cruises for personal and business travel needs?*

If you answered “yes” to any of these questions, the NYSUT Member Benefits Corporation-endorsed discount travel program offered by *TripMark.travel* could help make planning your next trip a breeze. Take advantage of one-stop shopping for all your travel needs: reserve hotels, flights, cruises, car rentals and vacation packages; browse destinations; plan road trips; or book group travel.

### Online security

TripMark offers a simple online interface and advanced encryption technology that ensures that your personal information is kept safe and secure as you plan your next trip.

### Helpful suggestions

To assist with your planning, TripMark also offers a variety of destination guides – offering recommendations for top-rated attractions, restaurants and hotels along with general information about thousands of destinations. Thinking about planning a road trip, but not sure where to go? TripMark’s website offers you many options, anywhere from one hour to six hours

away from a specified zip code, in any direction you choose. You can then search for hotels in the area that you select.

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TripMark can even help you with group travel. Whether you’re planning a family reunion or vacationing with friends, get assistance and best available deals from the helpful folks at TripMark. For group travel only, get the process started online

by visiting the TripMark page on the Member Benefits website and following the directions listed. There is a different toll-free number dedicated solely to group travel as well as a discount code to use for booking group travel.

### Speak with a real person

Would you feel more comfortable speaking to a travel agent on the phone rather than booking online? TripMark’s knowledgeable agents

are available toll-free, Monday through Friday, from 8:30 a.m. to 7 p.m. to assist with your travel planning. Please note that travel agents cannot currently book airline flights if you arrange your trip through one of TripMark’s agents; you can either book flights online or contact the airline directly.

### What to do first

To get started with TripMark, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) and click on “**TripMark.travel**” in the Featured Discounts section of the homepage. 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. You can also contact Member Benefits at 800-626-8101 with any questions.



*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.*



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United University Professions  
Message From The UUP President

Office of the President

United University Professions  
800 Troy-Schenectady Road  
Latham, NY 12110  
1-800-342-4206, ext. 616

## What Happens Now That UUP's Contract Expired July 1?

The 2007-2011 collective bargaining agreement between the State of New York and UUP expired July 1, 2011. Under the Triborough Amendment to the Public Employees Fair Employment Act (the "Taylor Law"), all contract articles in the expired agreement continue until a new agreement is negotiated, except for provisions that end ("sunset") upon the expiration of the contract. Here is some information on currently asked questions.

### ***What will be my salary?***

Members will continue to receive their current salaries. There will be no across-the-board salary increases until there is a new contract, but another round of Discretionary Salary Increases (DSI) will be distributed by Dec. 31, 2011.

### ***What happens to my benefits?***

Existing health, vision, and dental benefits will continue at their current levels.

### ***Will there be changes in terms and conditions of employment?***

There are no changes in the terms and conditions of employment included in the expired contract unless and until they are negotiated as part of a new collective bargaining agreement.

### ***When will UUP begin contract talks with the state?***

Aug. 25, 2011, was set as UUP's first negotiations meeting with the state.

### ***Are UUP's contract proposals available for members to see?***

Once UUP officially exchanges proposals with the state, those proposals are posted on the UUP website and published in The Voice.

### ***What is the relationship between UUP's contract negotiations and contract negotiations for CSEA, PEF, and other state employee unions?***

Each state employee union negotiates its contract with the state separately.

### ***How can UUP members keep informed about contract negotiations?***

In addition to providing chapter leaders with information for distribution to members, updates will be regularly posted on the UUP website ([www.uupinfo.org](http://www.uupinfo.org)) from our "2011 Negotiations Information" link under Latest Information on the right hand side of the home page. Feel free to contact UUP Chief Negotiator Jamie Dangler at [contract@uupfmail.org](mailto:contract@uupfmail.org) for further information or to submit questions or comments.

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