

Volume XIX, No. 2 August 2013

#### PRESIDENT UPDATE



Michael Lyon, UUP Chapter President

# Howdy!

As you can see by the photo, there is a new Sheriff in town and he is a little bit crazy. Sometimes I think I had to be to take on this job. Things are very different here at Upstate from when I first arrived in 1977, or maybe it's just a change in my perspective. At that time, I was always in the lab and didn't really know or, for that matter, much care about what happened outside my research world. I got my grants and trained residents. Then, I was asked by the chapter president, Phil Smith, to run as an academic delegate. I politely said "yes" but actually hoped I wouldn't get elected. I even went so far as voting for someone else! But, guess what, I got elected and that meant I had a certain amount of newfound responsibility toward the members. As time went by,

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# **Happy Retirement, Carol Braund!**

Out-going Syracuse Chapter President, Carol Braund, received much recognition and honor as her tenure as Chapter President came to a close. Carol, first as VP for Professionals and then as Chapter President, saw the union through many challenges and difficulties, most notably when she united with CSEA, PEF and hospital and campus leaders to fight the Berger Commission merger recommendation. She will be remembered for her gentle but firm approach to handling whatever came her way, and her gracious collegiality. Thank you for everything you have done for the union, hospital and campus, Carol - we wish you all the best in your retirement!



Left: Statewide President Phil Smith awarded Carol Braund a Certificate of Appreciation for her many years of service at the Spring Delegate Assembly in Albany, NY May 3-4, 2013. Photo by UUP Staff Photographer.

Below: A retirement dinner in honor of Carol Braund and Phil Smith was held on May 29, 2013 at Rico's Restaurant in East Syracuse. Photo by Jeff Hamlin.



Above: After presiding over her last Chapter Executive Board meeting in May, Carol Braund was recognized by the meeting attendees with a cake and much heart-felt appreciation. Photo by Colin Massulik.



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#### PRESIDENT UPDATE

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I got more and more involved and, look at me now, I am your newly-elected Chapter President!

One thing that I have realized over time is that the union isn't just about salary and benefits but actually more about decent working conditions. This should be a place where you can come in, do a day's work, and go home feeling that you had contributed. It should also be a place where you are treated with respect. I put the question to you - "Does this place exist?" We have grown to become the largest employer in the region. Some say that's a good thing and others are not so sure.

During recent years, we, and by "we" I mean the people who do the day-to-day work, have been struggling with an ever-increasing workload. This has had an enormous impact on morale. There are a lot of tired employees out there. They are tired of having to work double shifts. They are tired of coming in and not knowing whether or not they will be able to go home on time, have dinner with their family, attend their kids' plays and ball games, or just relax. Certainly, one contributing factor is that departments are understaffed. As a result of the mandating of overtime, it appears that, in some departments, call-ins have increased. I know you likely realize it but just wanted to remind you - when you call in, one of your co-workers will have to cover your shift, which leads to more mandating. In essence, it becomes a never-ending cycle. I wonder how frequently the supervisors pull double shifts in order to relieve some of this stress. If they did, it could have a tremendous impact on the staff; basically, it would say "hey, we are in this together."

I realize that the understaffing is mainly due to the financial issues that our hospital now faces but, instead of saying how devastating the continued state budget cuts are to the SUNY academic medical centers, our unionized workforce is all too often blamed for this problem. Our salaries are too high, our benefits are too expensive, etc., etc. I find it ironic that, in Upstate's pamphlet "Top 10 Reasons to Work at SUNY Upstate Medical

University," number four is "EXCELLENT SALARY AND BENEFITS".

It seems that all too often, instead of being managed, employees are being bossed. In some areas, many of the decisions that affect the staff are done so with little or no input from those doing the work. It would be far better for everyone if decisions came after input from the bottom rather than a topdown way of doing things. This would give the staff some ownership of the decision and a feeling that they mattered. Sometimes I feel that some of the higher-ups have forgotten that what makes this place great are those doing the day-to-day work. When a patient leaves here, is it the supervisor or the bedside nurse or other health care provider that they remember?

Top-down decision making not only occurs on the hospital side of the world but also on the academic side. More and more the faculty feel that they have little input into the decisions that are made. One example is the curriculum changes that are occurring. I know of some faculty who were told that their section of a particular course was going to be moved to a different semester without first seeking their input. I brought this up at a recent meeting and a very good counterpoint was made. Informational meetings, such as the Dean's Forum and other faculty meetings where decisions are made, are poorly attended, which may contribute to the feeling, real or not, that faculty have little input into campus decisions.

Faculty need to not only become more engaged in what is going on around them on our own campus but throughout the SUNY system. I am sure that most don't know about the Chancellor's plan to make SUNY "the largest provider of online education" by creating massive open online courses (MOOCs) and to increase enrollment by 100K without a commensurate increase in faculty. As Statewide VP for Academics Jamie Dangler put it, "UUP has been and continues to be the major advocate for state funding for SUNY's state-operated institutions, but we need more

academics to join our UUP professionals and our NYSUT colleagues in advocating for public higher education in New York State. We are a tremendous resource for the rebuttal of false information and disparaging attitudes about public employees and public education. We are a tremendous resource for articulation of the benefits of a strong public sector that serves the needs of all."

So, as previously mentioned, I'm the new Sheriff in town and I need to rustle up some good men and women who are concerned about the future of public education and healthcare. I call on academics and professionals alike to be the voice of our patients, students and dedicated professional public workforce. Give just us a couple of hours a semester and join us as we visit our elected officials in their local (Syracuse) offices. You have no idea how much it helps!

For more information on how you can get involved, please call the Chapter Office at 422-5028, keep an eye out for future e-mails, visit our chapter website at www.uupinfosyx.org, like us on Facebook and join our group and/ or follow us on Twitter @uupinfosyx.



August 2013

## EVENTS & ANNOUNCEMENTS

# **One Voice Rally**

#### Albany, NY, June 8, 2013

On Saturday, June 8, 2013, Syracuse Chapter UUP members Barb Alteri, Carol Braund, Dawn Leadley, Mike Lyon, Marg Mahoney, David Peckham and Paul Stasior traveled to Albany, New York to participate in NYSUT's One Voice Rally. At the rally were over 20,000 educators, healthcare workers, parents, students and other supporters that brought to the Governor a united message. AFL-CIO, AFT, NYSUT and UUP union presidents spoke at the podium, as well as several legislators who support education. The major issues that were addressed included the following:

- 1. Ending the over-reliance on standardized testing that results in "teaching to the test."
- 2. Demanding fair and equitable funding to our schools and healthcare institutions.
- 3. Protecting the safety of students and staff.
- 4. Restoring local control of public school systems, including fixing the Tax Cap.
- 5. Investing in public higher education.
- 6. Saving SUNY Downstate Medical Center.







Photos by UUP Staff Photographer

# **Negotiations Visits**

Photos by Jeff Hamlin



Chief UUP Contract Negotiator Jamie Dangler visited the UH Main Campus April 8-9, 2013 to discuss the negotiation process and to answer any questions about the proposed contract.



Chief UUP Contract Negotiator Jamie Dangler visited the CG Campus on April 10, 2013 to discuss the negotiation process and to answer any questions about the proposed contract.

## EVENTS & ANNOUNCEMENTS

# Statewide Newsletter Awards

At the Spring Delegate Assembly, May 3-4, 2013 in Albany, NY, *The Advisor* was honored with three UUP Journalism Contest Awards:

First Award: Best Layout, Use of Graphics, Photos – Jeff Hamlin, IMT

Photo Essay, "Annual Community Campus UUP Meeting & Picnic," March 2013

Award of Merit: General Excellence – Dawn Leadley, *The Advisor* Editor

Editions: August 2012 & March 2013

Award of Merit: Best Editorial or Column – Michael Lyon, VP for Academics

"How Much More is Too Much?," August 2012

Thanks to all who make *The Advisor* happen, including Dan Dippel and the Upstate Duplicating & Printing staff!

If you have any articles or photos that you would like to submit to *The Advisor*, please e-mail them to the Syracuse UUP Chapter Office at *syracuse@uupmail.org*.

Top: Phil Smith, Dawn Leadley, Carol Braund and Mike Lyon at the UUP Journalism Contest Awards Ceremony at the Spring Delegate Assembly, May 3, 2013 in Albany, NY. Photo by UUP Staff Photographer, El-Wise Noisette

Bottom: Jeff Hamlin, who was not present at the Spring Delegate Assembly in Albany on May 3, 2013, with his UUP Journalism Contest Award. Photo by Colin Massulik.





# **March in the Labor Day Parade**



# EVENTS & ANNOUNCEMENTS

# Pathway to Wellness Monday Mile

Suzanne Brisk, Pathway to Wellness Coordinator

Start your week off healthy by walking the Monday Mile! The Monday Mile is a fun way to get in your daily exercise, it easily works into your schedule and helps to jump start your week. The weekly exercise recommendation is 150 minutes per week - that's just 30 minutes a day! So grab a buddy and get yours in with friends and co-workers. For more information visit healthymonday.syredu or visit the Pathway to Wellness website at www.upstate.edu/wellness.

#### Also available on the Pathway to Wellness website:

- 1. Info about Meatless Mondays
- 2. General info about nutrition and weight loss
- 3. Management Skills, a popular weight management video series
- 4. Testimonials of Upstate employees who have decided to live healthier
- 5. Campus walking maps and log
- 6. Community resources
- 7. Special events in September, look for Smart Moves, a 12-week weight loss program

In addition to the website, you can also visit the Employee/Student Health Calendar or call Suzanne Brisk at 4-4565.



# **UH Campus Annual Membership Meeting & Picnic**

THURSDAY, JUNE 27, 2013

All photos by Jeff Hamlin

The UH campus annual membership meeting and picnic was held at Weiskotten Hall on Thursday, June 27, 2013. Newly-elected Syracuse Chapter President, Mike Lyon, addressed a record-sized crowd at the membership meeting, and introduced the special guests in attendance, including statewide UUP and campus leaders. Dr. Fred Kowal, the newly-elected Statewide UUP President, said a few words, as did our own Drs. McCabe and Smith. After a brief report by the Chapter Treasurer, Deb Benware, the attendees were invited to a picnic lunch out in the courtyard.

Several prizes were given away in conjunction with this event, including the following:

#### **Clambake Ticket Winners:**

- 1. Lorene Liszewski, Risk Management
- 2. Catherine Cadley, Ed Comm
- 3. Connie Jenkusky, Case Management
- 4. Patricia King, COC
- 5. Ben Africa, Retiree

#### \$5 Morrison's Gift Card Winners:

- 1. Maryellen McDonough, Out-Patient Pediatrics
  - 2. Martin Toper, Clinical Pathology
  - 3. Maureen Fleming, CPA
  - 4. William Pelley, Transplant
  - 5. David Watson, Contracts
  - 6. Jessica Scanlon, Social Work
  - 7. Deborah Herman, Emergency Medicine
  - 8. Jennifer Marsh, Social Work
  - 9. Susan Burke, PA
  - 10. Steven Grassl, Pharmacology

A membership meeting and picnic will be held on the Community Campus in the fall.











August 2013

# UH Campus Annual Membership Meeting & Picnic THURSDAY, JUNE 27, 2013



# Make an Effort to Quit Again with a Tobacco Treatment Specialist!

Suzanne Brisk, Pathway to Wellness Coordinator

Have you tried to quit smoking several times or many years ago, only to start smoking again? You are not alone! On average, it takes 7-8 attempts before a person can quit tobacco for good. If you are ready to try again, then you should talk to a Tobacco Treatment Specialist (TTS)!

When you talk with a TTS, you can create a plan using the knowledge you gained from your previous quit attempts.

The TTS will talk with you about what you liked and did not like about the previous products that you have tried. The TTS staff is trained to discuss all treatment options with you, including gum, lozenges, patches, nasal spray, inhalers, Buproprion (Wellbutrin) and



Chantix. The best solution for your success might just be a combination of long- and short-acting medications.

Mark Twain once said that a "Habit is a habit and not to be flung out of the window by any man, but coaxed downstairs a step at a time." So too is the habit of quitting tobacco! Talking with a TTS will help you quit one step at a time.

If you are ready to try again, please contact your TTS today!

Downtown Campus: . . . . . Kimberly Moore, 4-4639 Community Campus: . . . . Theresa Hankin, 492-3565 Healthlinks: . . . . . . . . Cynthia Cary, 4-4426

For more information on *Pathway to Wellness*, please call or e-mail Suzanne Brisk at 464-4565 or *brisks@upstate.edu*.

# **Are You a UUP Member?**

All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union. You can tell if you are a union member by looking at your agency fee line on your paycheck stub – it should say "UUP Member." If it says "UUP Agency Fee," then you are not a member of the union and need to complete the application form below.

Signing the membership application below does not change the fee you already pay but entitles you to:

- Vote on the collective bargaining agreement
- Attend union meetings
- · Hold union office
- · Elect union leaders on your campus and choose your representatives at the state and national levels
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs
- Maintain membership after retirement and be eligible for benefit programs

#### PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it entitles you to:

- vote on the collective bargaining agreement;
- · attend union meetings;
- hold union office;
- elect union leaders on your campus and choose your representatives at the state and national levels;
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs; and
- maintain membership after retirement and be eligible for benefit programs.

Date Signed and Mailed: _	
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UUP, P.O. Box 15143, Albany, N.Y. 12212-5143 (800) 342-4206

<b>UUP</b> Membership	Application	(It Doesn't	Cost More to	Ioin)
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Last Name	First			 MI	_ Soc. Sec. No
Street Address		Birth _ Date	/ /	 E-mail	
City, State, Zip					Home Phone
SUNY Department				SUNY Title	_ Holic Filolic
Signature	Campus _			Gender_	Date

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

#### Payroll Deduction Authority for UUP Membership

TO THE COMPTROLLER OF THE STATE OF NEW YORK: I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143

Dues paid to United University Professions may qualify as business expenses and may be deductible
in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

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# **Discretionary Raise Criteria**

## **Discretionary Raise Criteria for Academics**

#### 1. PERFORMANCE

- a. Mastery of Subject Matter: As demonstrated by such things as advanced degrees, licenses, honors, awards and reputation in the subject matter field.
- b. Effectiveness in Teaching: As demonstrated by such things as judgement of colleagues, development of teaching materials or new courses and student reaction, as determined from surveys, interviews and classroom observation.
- c. Scholarly Ability: As demonstrated by such things as success in developing and carrying out significant research work in the subject matter field, contribution to the arts, publications and reputation among colleagues.
- d. Continuing Growth: 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.
- e. Overall Effectiveness: As demonstrated by relationships with colleagues, patients, clients, etc. and by activities within the department/unit which reflect cooperation, sensitivity and leadership.

#### 2. **DISPARITY/AFFIRMATIVE ACTION**

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.

#### 3. EFFECTIVENESS OF UNIVERSITY SERVICE

As demonstrated by such things as college and University public service, committee work, administrative work and work with students or community in addition to formal teacher-student relationships.

# Discretionary Raise Criteria for Professionals

#### 1. PERFORMANCE

- a. Effectiveness of Performance: As demonstrated, for example, by success in carrying out assigned duties and responsibilities, efficiency, productivity, and relationship with colleagues.
- b. Mastery of Specialization: As demonstrated, for example, by degrees, licenses, honors, awards, and reputation in professional field.
- c. Professional Ability: As demonstrated, for example, by invention or innovation in professional, scientific, administrative, or technical areas; i.e., development of refinement of programs, methods, procedures, or apparatus.
- d. Continuing Growth: As demonstrated, for example, by continuing education, participation in professional organizations, enrollment in training programs, research, improved job performance and increased duties and responsibilities

 e. Overall Effectiveness: As demonstrated, for example, by relationships with colleagues, patients, clients, etc. and by activities within the department which reflect cooperation, sensitivity and leadership.

#### 2. 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.

3. EFFECTIVENESS OF UNIVERSITY SERVICE

As demonstrated, for example, by such things as College and University public service, committee work, and involvement in College or University related student or community activities.

# **Security Tips: Keeping Senior Citizens Safe Online**

#### **Senior Citizens are online too**

Senior citizens are embracing the digital age in greater numbers every year. Fifty-three percent of adults ages 65 and older now use the Internet and online tools such as email, according to the Pew Internet & American Life Project. Among those Internet users, seventy percent report going online daily.

Not surprisingly, the Internet offers many benefits to older Americans, including the ability to better stay in touch with family members, near and far and across generations. A 2012 study by Microsoft and AARP found that online communication often was credited for improving dialogue among family members.

The internet helps senior citizens connect with society, bringing vital information and resources to them. For instance, they can bank and shop from the convenience of their homes. There are many sites geared toward the needs and interests of senior citizens, and growth of such sites is expected to continue.

#### What are the risks?

There are risks associated with being online, and, sadly, many scammers target senior citizens.

Older Americans should be wary of the following types of emails, websites, or social media messages that:

- Offer "free" gifts, prizes or vacations, or exclaim, "You're a winner!"
- Offer discount prescription medications or other "can't miss" deals.
- Appear to be from friends or family members, but the message is written in a style not usually used by that person, has numerous misspellings, or otherwise seems unusual. This is an indication your friend or family member's account may have been hacked.

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# UUP CHAPTER ELECTION 2013

# **Election Results**

# **Local Chapter Officers:**

Chapter President	Michael Lyon
VP for Academics	.Richard Veenstra
VP for Professionals	Carl Pettengill
Treasurer	Deb Benware
Secretary	Colin Massulik
Part Time Concerns Representative	Michael Pede
Labor Relations Specialist	Peter Ludden



## **Grievance Officers:**

Academics	. Michael Lyon
Professionals	Carl Pettengill

# **Academic Delegates**

#### (in order of rank):

Smith, Phillip H.

Threatte, Gregory A.

Bundy, Rosemarie P.

Grassl, Steven M.

Silverstone, Allen E.

Lyon, Michael J.

Kane, Peter B.

Newell, Linda T.

Peckham, David J.

Hahn, Peter J.

Ivey, Horace S.

Fluck Jr., Robert R.

Shue, Frances

Ames, Ira H.

Veenstra, Richard D.

## **Professional Delegates**

#### (in order of rank):

Braund, Carol V.

Pettengill, Carl M.

Daloia, Ronald J.

Pembrook, Maria

Alteri, Barbara M.

Benware, Debra J.

Ciravolo, Joseph R.

Toper, Martin A.

Fiumano, Kathleen M.

Massulik, Colin G.

Africa, Benjamin F.

Nichols Jr., Robin R.I.

Mahoney, Margaret

Oreilly, Shawn P.

Stasior, Paul R.

Pede, Michael R.

Leadley, Dawn E. Freeman, Joyce M.

Scholl, David Michael Dougherty, Michelle M.

Kaufman, Lydia

Moore, Kimberly L.

Demoslci, Roberta

Meyer, Hans R.

Nicolucci, Michael P.

Steer, Linda M.

Van Tress, Kathleen J.

Strempel, Patricia D.

Baker, Martin R.

Murphy, Susan V.

wan pily, Sasaii v.

Silverstone, Barbara J.

# Coming soon

# COMMUNITY GIVING CAMPAIGN

THE ANNUAL OPPORTUNITY FOR EMPLOYEES TO DONATE
TO THE CHARITIES OF THEIR CHOICE THROUGH PAYROLL DEDUCTION



# New this year!

# **CPLEDGE PRIZES**

Two-week epledge opportunity: Sept. 23 thru Oct. 7! (Look for your epledge email on Mon., Sept. 23)

Help sustain Upstate's efforts to "think green" and "save a buck" by ePledging!

Win a chance for two special "eprizes" — Upstate Gala Tickets (two-\$450 value) \$500 Cash Prize

Paper pledges will be mailed on Oct. 21 — only to those who do not ePledge.

(Don't have computer access at work or home? Check with your supervisor.)



The Upstate team of Lisa Phelan, College of Medicine; Valerie Beecher, Human Resources; and Jessica Hrybinczak, Student Affairs, created the Emergency Fund.

# UPSTATE EMPLOYEE & STUDENT EMERGENCY FUND

Please consider donating to the new **Upstate Employee and Student Emergency Fund**.

It's a great way to help fellow Upstate members who are experiencing emergency financial hardships.

We're proud to have helped create this fund because it has a positive impact on our co-workers and students in need.

Join us by donating to Upstate's Emergency Fund (47677), or another charity of your choice, through the Community Giving Campaign.

Thank you!

UPSTATE MEDICAL UNIVERSITY

www.upstate.edu/cgc

#### EVENTS & ANNOUNCEMENTS



United University Professions P.O. Box 15143 Albany NY 12212-514

CONTACT: Denyce Duncan Lacy or Donald Feldstein at (518) 640-6600 Lacy's cell number is (518) 265-3114

FOR IMMEDIATE RELEASE June 5, 2013

Statement by Dr. Frederick E. Kowal President of United University Professions Regarding MOOCs and SUNY

"We recognize that SUNY has done an excellent job with its online undergraduate and graduate courses, working together with many UUP members to bring this service to students across the state. But we are very concerned about SUNY's plans to offer Massive Open Online Courses—for credit—through a new agreement with Coursera. "UUP is concerned about the quality of credit-bearing MOOCs and the impact that offering them would have on teaching and learning within the SUNY system. Also, we are alarmed by SUNY's goal to use MOOCS to add 100,000 students without increasing faculty.

"MOOCs are an experimental, unproven teaching method for undergraduate students. Studies have shown that fewer than 10 percent of students enrolled in MOOCs complete the course. UUP is concerned that the overuse of MOOCs will dilute the overall quality of a SUNY education."

UUP represents 35,000 academic and professional faculty on 29 New York state-operated campuses, and is an affiliate of New York State United Teachers, the American Federation of Teachers, the National Education Association and the AFL-CIO.

**Welcome New UUP Members!** 

Umair Afzal, Neurology Bridget M. Akel, Endocrinology Dhaifallah A. Aladwar, Pharmacy Phillip A. Aleksiejuk, Internal Medicine Obianuju A. Aluka, Pediatrics Allison M. Bail, Emergency Medicine Timothy M. Beutler, Neurosurgery Sharleen M. Buel, Pathology - Hospital Caitlyn F. Burnett, Pharmacy Charissa Campanaro, Pediatric - Develpmntl Eval Ctr Michelle S. Castle, Nursing Virginia V. Coleman, CG - Pharmacy Michael A. Cummings, Internal Medicine Michael A. DeCicca, Anesthesia Christopher D. Delaney, Pediatrics Gary J. DeNigro, Radiology - Diagnostic Mariette L. DeWolf, College of Nursing Corinna Doctor, CG - Social Work Caitlin I. Druczek, Dentistry Carl M. Embury, Dental Lauri A. Foster, Poison Center Keisha L. French, OB/GYN Lauren J. Germain, Curriculum Office Anshu Giri, Internal Medicine Samantha A. Grard, Radiology - Diagnostic Karan Gupta, Medicine Luz H. Gutierrez, Pediatrics Emily R. Haggerty, Internal Medicine Melissa J. Henderson, CG - Health Information Mgmt Patricia A. Henry, Financial Services - Patient Eric E. Hojnowski, Emergency Medicine Liju S. John, Medicine Aditya Kalakonda, Medicine Grant M. Karno, PM&R Gurmeen Kaur, Medicine

**Phil Smith Retires!** 

Phil Smith was honored by Syracuse Chapter officers and delegates at a retirement dinner at Rico's Restaurant on May 29, 2013. Phil has not only retired from position of statewide UUP President but also from his academic position at Upstate. We wish Phil the best in retirement as he joins his wife, Heidi, and their many grandchildren for some well-deserved R&R!



# **Highway Cleanup Continues**

Each Spring and Fall, UUP members dedicate a few hours of their time on Saturday mornings to clean up a small stretch of 481 near the Brighton Avenue. This is a wonderful volunteer project that shows that union members are committed to the community in which they live and work. If you are interested in participating in this project this fall, please call our Chapter Office at 422-7302.



hoto by Brian Tappen

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# 25TH ANNUAL!

Upstate Medical University/ESF UUP Chapters

# CHILD DATE NY 13212

AT HINERWADEL'S GROVE + 5300 WEST TAFT RD., SYRACUSE, NY 13212

Door Prizes, Games, a DJ,



**SEPTEMBER 15, 2013 • 12:00-5:00PM** 

Upstate UUP Member: \$20 Invited Guest: \$45

Ticket Sales End at 2:00pm Thursday, September 5<sup>th</sup>

> NO Tickets Sold at the Door Tickets Non-Transferable

# **Tickets Available From:**

UUP Office	203 Madison Tower, 60 Presidential Plaza	422-5028
Tammy Blackburn	IMT, Suite I50, Rm I07: 5793 Widewaters	48880
	Social Work, Rm 1504: UH	
Tina Evans	Hemotology/Oncology, ROC	48233
Dawn Leadley	Dept. of Psychiatry, Rm 126A: 713 Harrison St	43180
	Otolaryngology & Comm. Science, Rm I58: WSK	
Nancy Lyon	College of Nursing, 545 Cedar St. (Tues. & Wed. ONLY)	43915
Patty Martin	Telcom, Rm 302: CWB	47890
Maria Pembrook	Nursing Admin., Rm III0: UH	47487
Pat Pisarek	Pharmacology, Rm 3100: WH	47974
Paul Stasior	Social Work, Pedicatrics and Joslin Clinic	45725
Marty Toper	Clinical Pathology Admin., Rm 4732: UH	46742
Diane Conklin	CHP, Dean's Office, Rm II08	46562
Taisa Jenkins	Social Work, Rm 2047: UHCC	45323
Kim Moore	Upstate at CGH, Respiratory Care Dept. (Friday ONLY)	491-3444
Carl Pettengill	IMT, 1014B: Jacobsen Hall	47878
John View	ESF, 113 Bray Hall	470-6671



# 10 Reasons Why I Don't Shop at Wal-Mart

Rosemarie Bundy, UUP Retiree

- 1. My most glaring reason is the \$86 billion in assets the Wal-Mart heirs control. It exemplifies our upside-down national reward and taxation system compounding the inequality for the middle class.
- 2. Wal-Mart will not allow their employees to unionize. In fact, the iconic example of their opposition to workers uniting to press for better working conditions is the story of the Wal-Mart butchers in Canada who met to unionize and, rather than have them succeed, Wal-Mart closed the meat cutting department. All the butchers lost their jobs. How's that?
  - 3. Wal-Mart has been prosecuted and fined for gender discrimination. They had been paying women less than men while doing the same work.
  - 4. Stories have surfaced of forcing workers to perform unpaid work. Doors were barred after employees had punched their time cards and were told to finish their tasks on their own time.
  - 5. Their hiring practices are leading us on the route to serfdom. They hire for part-time primarily. The effects of this practice are: a) no need to give standard benefits, ergo no paid vacation, no paid sick days and no overtime possible, b) the inability to earn enough as a single bread-winner to break through the poverty barrier, c) withdrawing or eliminating training so there is no path to better wages.
  - 6. They pay, just barely, the minimum wage to most of their part-timers. This means keeping their employees in a perpetual state of debt with the obvious need to ask for public assistance for the basic needs in life; health care through Medicaid; food stamps through the government via the USDA farm bills; Pre-K for their children through municipal governments and US Department of Education.

- 7. Due to the practices outlines in items 5 & 6, the taxpayers, you and I, pick up the tab to give these employees a modicum of security and stability. I am sure no one wants to deny them these humane benefits but the bile does rise when it's our money doing this so Wal-Mart heirs can build up their \$86 billion cushion and pay bigger dividends to the rich.
- 8. Their expansion program is killing Main Street. They build big-box super stores outside of small towns and, in the process, kill the small business owner. The home grown businesses cannot compete with both their prices and their supply lines.
- Their hard-nosed management policy is to negotiate an unfairly low price from suppliers and walk away if the supplier cannot meet it.
- 10.Because of item #9, over a thousand people in Bangladesh were crushed to death in a building collapse. The owners were cutting corners and disregarding safety in order to meet Wal-Mart's price. This is saying nothing about the off-shoring of American jobs, another universal problem.

Other corporations operate in the same manner, just as ruthlessly. Wal-Mart, however, was prominent and became the instigator for other corporations (e.g. Google, Apple and The Gap) to follow suit. It will be a long hard slog to turn this around for our country.

Footnote: I have never been in a Wal-Mart. Hope I never am. Easier to pay the extra 50 cents or do without. A friend said it gives me bragging rights. No, but it does give me a scintilla of peace of mind.

# **Welcome New UUP Members!**

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Christina I. Keltz, Pharmacy Ishita S. Kharode, Pediatrics Theresa Killoran, IMT - Clinical Data Services Joshua A. Kolb, Emergency Medicine Michael A. Kosters, Internal Medicine Michelle Kromas, Internal Medicine Aswini Kumar, Internal Medicine Ryan C. Kwong, Pediatrics Kriselle N. Lao, Pathology Michelle S. Lee, Student Affairs - Financial Aid Jeffrey D. Lewis, Medicine Honggu Li, Neuroscience & Physiology Matthew A. Lilien, Anesthesiology Suzy H. Lin, Gen Surgery Dhruv Lowe, Internal Medicine James S. Luebke, IMT Wajiha Maan, Pediatrics Charlene L. Maciak, Pathology - Hospital Matthew Mahoney, IMT - Customer Support Amanda Manning, Radiology - Diagnostic Arvydas Matiukas, Neuroscience Alicia McPike, CG - Health Information Mgmt Jordan M. Meiss, Orthopedic Surgery Gregory M. Meola, Pharmacy Ana C. Mercedes, Rheumatology Swagatam J. Mookherjee, Medicine

Sarah L. Morse, Pediatrics Briana K. Moser, Radiology - Diagnostic Furgan Muqri, Surgery Martin S. Ongkeko, Internal Medicine Cathy M. Patrick, CG - Women's Health Netwk Admin Leena Pawar, Medicine - Pulm./Critical Care Megan L. Pazdur, Radiology - Diagnostic Carter W. Peck, PM&R Michael A. Persin, Utilization Mgmt William E. Prince, Pediatrics Lindsey L. Pryor, Emergency Medicine Usman Qadeer, Neurology Elizabeth Quigley, Pediatrics Camille Y. Richards, Gen Surgery Kala R. Rorabaugh, Pharmacy Carrie A. Roseamelia, Family Medicine Joseph J. Russo, Dental Sarah Sahraoui, Pharmacy Joyce Saliba, Pediatrics Sara M. Schoch, OB/GYN Ronald J. Schroeder, ENT Vishal B. Shah, Internal Medicine Zainab Shahnawaz, Internal Medicine Ahmed S. Shawkat, Medicine - Pulm./Critical Care Mary E. Shirley, Electrocardio - CG

Jerome A. Morrison, Nursing - Trauma Care Service

Sandra Shoytush, IMT - Operations & Networking Shreya Sinha, Internal Medicine Hilliary S. Sismondo, Pediatrics Ronald A. Sismondo, Orthopedics Debbie A. Smith, Quality Services Emily E. Smith, Pediatrics Jared M. Smith, Orthopedics Sherria Sparks, Med/Surg Tele Unit 6B Megan E. Stambough, Pharmacy Cynthia J. Stratton, Joslin Diabetes Center Eddie Sze, OB/GYN Debra J. Tafel, Public Health & Preventive Medicine Marcus Tholin, Anesthesia Iker N. Unzalu, Surgery/Anesthesia Raja S. Vadlamudi, IM - Gastroenterology Gaurang N. Vaidya, Internal Medicine Deepak R. Vatti, Emergency Medicine Bhuraneswasi Viswanathan, Nephrology Angelica Vivero, Pediatrics Simrit S. Walia, Internal Medicine Daniel M. Waterman, IMT Theresa A. Waters, Internal Medicine Brittney A. Whitford, Pediatrics Susan P. Winslow, Radiology Akshay G. Yadhati, Orthopedics Gregory J. Zablocki, Ophthalmology

# **Security Tips**

Continued from page 9

- Appear to be from official government agencies, such as Social Security Administration, or banks, requesting personal information.
- Set ultimatums such as "your account will be closed," or "the deal will expire" to create a sense of urgency, and trick the victim into providing personal information.

## **Cyberbullying of Senior Citizens**

Though there is a lot of focus on cyberbullying among children and teens, cyberbullying affects senior citizens as well.

Cyberbullying (mostly through e-mail) of seniors can take several forms, but the most common are:

- Emotional abuse with rage, threats, accusations, and belittling comments, often followed with periods of silence or ignoring the victim.
- Financial abuse aimed at obtaining the victim's account information, setting up online access to their accounts, and stealing their money.

Speaking out against cyberbullying can be particularly difficult for seniors who may not even know what the term means. As with victims of any age, seniors may feel violated and powerless, be confused and in denial over what's happening, feel shame and self blame for being a victim, and fear even more bullying or being ignored if they speak out. Additionally, according to the Washington State Office of the Attorney General, in many cases, seniors are the victims of cyberbullying by family members.

#### What to do: STOP. THINK, CONNECT.

To protect against these online threats, there are several basic precautions all Internet users should take, regardless of age or experience online. The following tips are provided by STOP. THINK. CONNECT., the national online safety awareness campaign.

## **Keep a Clean Machine**

- Keep security software current and updated: Have the latest security software, web browser and operating system installed on your computer. Enable the auto-update feature to ensure you have the most up-to-date security, if that's an option.
- Protect Wireless Network: Ensure your wireless router requires a secure password.

#### **Protect Your Personal Information**

- Make passwords long, strong and unique. You have should have a different password for each online account, using a combination of upper and lower case letters, numbers and symbols.
- Think before you act: Most organizations banks, charities, universities, companies, etc., – will not ask for personal information via email. Be wary of requests to update or "confirm" your information.
- Post with caution: Information you post online, especially on social networking sites, can be collected in an attempt to steal your identity. Keep information such as birthdates and addresses confidential unless you are on a secure and reputable website.

 Own your online presence. Understand how privacy settings work on social networks and websites you frequent. Set them to your comfort level of sharing.

#### **Connect with Care**

 Protect Your Money: When banking or shopping online, enter information only into security-enabled sites that begin with https://.
 The "s" means the data is encrypted in transit. Never enter bank or credit card information into a website that begins http://

#### **Be Web Wise**

- When in doubt, throw it out: Links in emails, social media posts, and online ads are often how scammers access your computer. If you are instructed to click a link in a message you don't trust, even if you know the sender, delete the message or mark it as junk mail.
- Back it up: Store valuable work, photos, music and other information on a backup hard drive or online "cloud."

### **Recognize Cyberbullying**

 If you think you, or someone you know, is a victim of cyberbullying, report it to the local law enforcement, or a local senior center for further advice and assistance.

### For additional information, please visit:

- STOP. THINK. CONNECT. Older American Resources: http://www.dhs.gov/publication/stopthinkconnect-older-american-resources
- OnGuardOnline.gov: How you can help avoid older Americans avoid fraud:
  - http://www.onguardonline.gov/blog/how-can-you-help-older-americans-avoid-fraud-talk-about-it
- "Stay Safer on the Internet," a senior's guide to online safety by Microsoft:
  - http://go.microsoft.com/?linkid=9677449
- Washington State Office of the Attorney General: Internet Safety for Seniors:

http://www.atg.wa.gov/internetsafety/seniors.aspx#Top

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The information provided in the Monthly Security Tips Newsletters is intended to increase the security awareness of an organization's end users and to help them behave in a more secure manner within their work environment. While some of the tips may relate to maintaining a home computer, the increased awareness is intended to help improve the organization's overall cyber security posture. This is especially critical if employees access their work network from their home computer. Organizations have permission and are encouraged to brand and redistribute this newsletter in whole for educational, non-commercial purposes.

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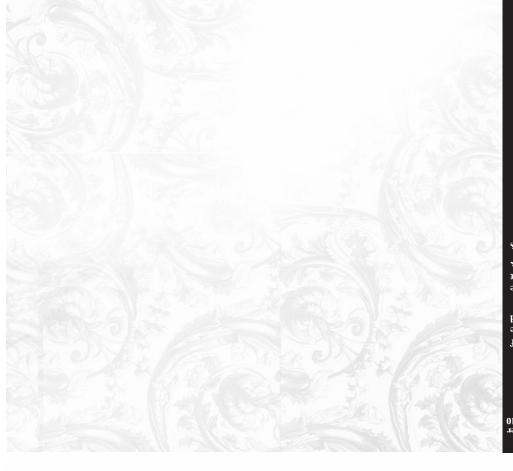
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The editor welcomes member submission of letters, articles, pictures and comments of interest to the Syracuse Chapter.

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