



Volume XIX, No. 1

March 2014

PRESIDENT'S CORNER



*Michael Lyon, Ph.D.,
Syracuse Chapter President*

WOW!!! It is hard to believe that it has almost been a year since I was elected chapter president! After being active in the union for more than 13 years, seven of which as academic VP and academic grievance officer and also serving as a member of the negotiations team, I felt ready, with an adequate knowledge base, for the challenges of this new position. I have to say it has been a very active and interesting year and I am still learning. I don't think that a week goes by where I am not asked a question that, while I may have the basic knowledge about the answer, I have to tell a member that I am not sure and will get back to them. That is when I am very thankful for the support I receive from my labor relations specialist, Pete Ludden, who has been extremely helpful in those situations, as well as our chapter officers. Frequently, at our biweekly labor management meetings, the phrase "we can't make this stuff up" is heard. We say this and sometimes it is management.

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Can Affirmative Action Be Fixed?

Horace S. Ivey, Ph.D., Affirmative Action Officer

On Monday, June 24, 2013, the Supreme Court sent the case *Fisher v. University of Texas at Austin* back to the Fifth Circuit Court of Appeals. In a seven to one opinion, Justice Anthony Kennedy argued that the lower court, which ruled in favor of the University of Texas, used the wrong standards to evaluate the university's admissions policies and did not hold to the high standards and demands of strict scrutiny as had been articulated in *Gutter v. Bollinger* and *Regents of the University of California v. Bakke*.

The University of Texas had designed an affirmative action model based on "a workable good faith race-neutral alternative." Basically, this model selects the top ten percent of graduating Texas high school seniors without consideration of race. Applicants who do not graduate in the top ten percent, however, can receive further consideration if they score highly in a process which evaluates their talents, leadership qualities,

family circumstances and race. The plaintiff, Abigail Fisher, filed the lawsuit to challenge the university's use of race as a determining factor.

The decision to send this case back to the Fifth Circuit Court of Appeals suggests that major revisions may have to be made, requiring new proceedings and perhaps revisiting earlier landmark court rulings in favor of racial preferences in college admissions. Over the past two decades, affirmative action programs have helped many recipients and their children move into middle class status. These programs afforded students access and opportunity that would otherwise not exist. Without these programs, only the most academically successful students will be admitted to college. Race and gender, which used to be the primary barriers to higher education, may instead be replaced by variables directly associated with the applicant's socio-economic status.

Kindness

A Moving Commencement Speech by George Saunders

George Saunders, professor of English and author of 'The New York Times' best-seller Tenth of December (Random House, 2013), delivered the following speech at The College of Arts and Sciences' undergraduate convocation ceremony on Saturday, May 11, 2013, in the Carrier Dome. It is a message that holds true at any time of the year.

Down through the ages, a traditional form has evolved for this type of speech, which is: Some old fart, his best years behind him, who, over the course of his life, has made a series of dreadful mistakes (that would be me), gives heartfelt advice to a group of shining, energetic young people, with all of their best years ahead of them (that would be you).

And I intend to respect that tradition.

Now, one useful thing you can do with an old person, in addition to borrowing money from them, or asking them to do one of their old-

time "dances," so you can watch, while laughing, is ask: "Looking back, what do you regret?" And they'll tell you. Sometimes, as you know, they'll tell you even if you haven't asked. Sometimes, even when you've specifically requested they not tell you, they'll tell you.

So: What do I regret? Being poor from time to time? Not really. Working terrible jobs, like "knuckle-puller in a slaughterhouse?" (And don't even ASK what that entails.) No. I don't regret that. Skinny-dipping in a river in Sumatra, a little buzzed, and looking up and seeing like 300 monkeys sitting on a pipeline, pooping

down into the river, the river in which I was swimming, with my mouth open, naked? And getting deathly ill afterwards, and staying sick for the next seven months? Not so much. Do I regret the occasional humiliation? Like once, playing hockey in front of a big crowd, including this girl I really liked, I somehow managed, while falling and emitting this weird whooping noise, to score on my own goalie, while also sending my stick flying into the crowd, nearly hitting that girl? No. I don't even regret that.

But here's something I do regret:

In seventh grade, this new kid joined our class. In the interest of confidentiality, her Convocation Speech name will be "ELLEN." ELLEN was small, shy. She wore these blue cat's-eye glasses that, at the time, only old ladies wore. When nervous, which was pretty much always, she had a habit of taking a strand of hair into her mouth and chewing on it.

So she came to our school and our neighborhood, and was mostly ignored, occasionally teased ("Your hair taste good?" - that sort of thing). I could see this hurt her. I still remember the way she'd look after such an insult: eyes cast down, a little gut-kicked, as if, having just been reminded of her place in things, she was trying, as much as possible, to disappear. After a while she'd drift away, hair-strand still in her mouth. At home, I imagined, after school, her mother would say, you know: "How was your day, sweetie?" and she'd say, "Oh, fine." And her mother would say, "Making any friends?" and she'd go, "Sure, lots."

Sometimes I'd see her hanging around alone in her front yard, as if afraid to leave it.

And then - they moved. That was it. No tragedy, no big final hazing.

One day she was there, next day she wasn't. End of story.

Now, why do I regret that? Why, forty-two years later, am I still thinking about it? Relative to most of the other kids, I was actually pretty nice to her. I never said an unkind word to her. In fact, I sometimes even (mildly) defended her.

But still. It bothers me.

So here's something I know to be true, although it's a little corny, and I don't quite know what to do with it:

What I regret most in my life are failures of kindness.

Those moments when another human being was there, in front of me, suffering, and I responded...sensibly. Reservedly. Mildly.

Or, to look at it from the other end of the telescope: Who, in your life, do you remember most fondly, with the most undeniable feelings of warmth?

Those who were kindest to you, I bet.

It's a little facile, maybe, and certainly hard to implement, but I'd say, as a goal in life, you could do worse than: Try to be kinder.

Now, the million-dollar question: What's our problem? Why aren't we kinder?

Here's what I think:

Each of us is born with a series of built-in confusions that are probably somehow Darwinian. These are: (1) we're central to the universe (that is, our personal story is the main and most interesting story, the only story, really); (2) we're separate from the universe (there's US and then, out there, all that other junk - dogs and swing-sets, and the State of Nebraska and low-hanging clouds and, you know, other people), and (3) we're permanent (death is real, o.k., sure - for you, but not for me).

Now, we don't really believe these things - intellectually we know better - but we believe them viscerally, and live by them, and they cause us to prioritize our own needs over the needs of others, even though what we really want, in our hearts, is to be less selfish, more aware of what's actually happening in the present moment, more open, and more loving.

So, the second million-dollar question: How might we DO this? How might we become more loving, more open, less selfish, more present, less delusional, etc., etc?

Well, yes, good question.

Unfortunately, I only have three minutes left.

So let me just say this. There are ways. You already know that because, in your life, there have been High Kindness periods and Low Kindness periods, and you know what inclined you toward the former and away

from the latter. Education is good; immersing ourselves in a work of art: good; prayer is good; meditation's good; a frank talk with a dear friend; establishing ourselves in some kind of spiritual tradition - recognizing that there have been countless really smart people before us who have asked these same questions and left behind answers for us.

Because kindness, it turns out, is hard - it starts out all rainbows and puppy dogs, and expands to include...well, everything.

One thing in our favor: some of this "becoming kinder" happens naturally, with age. It might be a simple matter of attrition: as we get older, we come to see how useless it is to be selfish - how illogical, really. We come to love other people and are thereby counter-instructed in our own centrality. We get our butts kicked by real life, and people come to our defense, and help us, and we learn that we're not separate, and don't want to be. We see people near and dear to us dropping away, and are gradually convinced that maybe we too will drop away (someday, a long time from now). Most people, as they age, become less selfish and more loving. I think this is true. The great Syracuse poet, Hayden Carruth, said, in a poem written near the end of his life, that he was "mostly Love, now."

And so, a prediction, and my heartfelt wish for you: as you get older, your self will diminish and you will grow in love. YOU will gradually be replaced by LOVE. If you have kids, that will be a huge moment in your process of self-diminishment. You really won't care what happens to YOU, as long as they benefit. That's one reason your parents are so proud and happy today. One of their fondest dreams has come true: you have accomplished something difficult and tangible that has enlarged you as a person and will make your life better, from here on in, forever.

Congratulations, by the way.

When young, we're anxious - understandably - to find out if we've got what it takes. Can we succeed? Can we build a viable life for ourselves? But you - in particular you, of

Hold That Date!

UUP Clambake

Sunday, September 14, 2014

Hinerwadel's Grove, North Syracuse



this generation - may have noticed a certain cyclical quality to ambition. You do well in high-school, in hopes of getting into a good college, so you can do well in the good college, in the hopes of getting a good job, so you can do well in the good job so you can....

And this is actually O.K. If we're going to become kinder, that process has to include taking ourselves seriously - as doers, as accomplishers, as dreamers. We have to do that, to be our best selves.

Still, accomplishment is unreliable. "Succeeding," whatever that might mean to you, is hard, and the need to do so constantly renews itself (success is like a mountain that keeps growing ahead of you as you hike it), and there's the very real danger that "succeeding" will take up your whole life, while the big questions go untended.

So, quick, end-of-speech advice: Since, according to me, your life is going to be a gradual process of becoming kinder and more loving: Hurry up. Speed it along. Start right now. There's a confusion in each of us, a sickness, really: selfishness. But there's also a cure. So be a good and proactive and

even somewhat desperate patient on your own behalf - seek out the most efficacious anti-selfishness medicines, energetically, for the rest of your life.

Do all the other things, the ambitious things - travel, get rich, get famous, innovate, lead, fall in love, make and lose fortunes, swim naked in wild jungle rivers (after first having it tested for monkey poop) - but as you do, to the extent that you can, err in the direction of kindness. Do those things that incline you toward the big questions, and avoid the things that would reduce you and make you trivial. That luminous part of you that exists beyond personality - your soul, if you will - is as bright and shining as any that has ever been. Bright as Shakespeare's, bright as Gandhi's, bright as Mother Teresa's. Clear away everything that keeps you separate from this secret luminous place. Believe it exists, come to know it better, nurture it, share its fruits tirelessly.

And someday, in 80 years, when you're 100, and I'm 134, and we're both so kind and loving we're nearly unbearable, drop me a line, let me know how your life has been. I hope you will say: It has been so wonderful.

Congratulations, Class of 2013.

I wish you great happiness, all the luck in the world, and a beautiful summer.

New York Times article:

<http://tinyurl.com/ln9tb4b>

YouTube Video:

<http://tinyurl.com/192j2ep>



Community Campus UUP Office Hours

UUP Chapter President Mike Lyon and other chapter officers will be on the Community Campus the last Tuesday of every month from 11:00 a.m. to 1:00 p.m. in Room 253 (near Classrooms A&B). Stop in to say "Hi!" and bring any questions or issues you may like to discuss.

PRESIDENT'S CORNER

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What's that saying, "Truth, stranger than fiction"?

In these times, unions are facing more and more challenges. We have been made out to be the scapegoat for every budget crisis. I just came from the NYSUT Committee of 100 outreach meeting in Albany. State Comptroller Thomas DiNapoli spoke about the pension system. Did you know that the average state pension is just \$20,000? While the governor and many of our other elected officials keep saying that costs are going up, there has actually been a decrease over the last year or two. The New York pension system is one of the best, if not the best, run systems in the country.

It seems that both sides of the aisle are threatening union existence. However, there is a new threat, especially to public unions. Recently, the Supreme Court heard testimony regarding Harris v. Quinn case (<http://tinyurl.com/l3fts9j>). If successful it would take away our ability to collect dues from all members of the bargaining unit. Thus, we could cease to be a closed shop. For those of you who think this is a good thing, here are some facts. When unions are strong, so is the economy. Demand for goods comes from having a decent wage - which puts purchasing power to work, increases demand and increases hiring. When labor is weak, as it is now, corporations hoard (many have record profits), hiring slows and inequity deepens. (Reminder: Screening of "Inequity for All" <http://inequalityforall.com/> by Bill Clinton's Secretary of Labor Robert Reich will be on May 1st at the Palace Theater.)

One thing that really troubles me is the feeling of entitlement many of us have. I want to paraphrase Cecil Roberts, president of the United

Mine Workers of America and a vice president of the AFL-CIO.

If you have health care, thank a union
If you have vacation time, thank a union
If you have a safe place to work, thank a union
If you have a pension, thank a union

While I am grumbling, there is another thing: the feeling of being out there nearly alone. Your chapter officers are not the union. Your chapter executive board is not the union. Your statewide officers are not the union. YOU ARE THE UNION! When we are pressing our elected officials for what we feel is needed, how much impact do you think we have if only a few of us show up? I don't know how many of you have been in the concourse at the Legislative Office Building/Capital Building complex but it is approximately three football fields long and occasionally the line to get through security extends nearly the entire length, all the way to Madison Street! On this past Tuesday, anything I had previously encountered was eclipsed several fold. The Charter Schools were there in force, parents as well as children. Seems all these schools in New York City and Albany were closed. We sat, which would turn out to be 45 minutes, watching a line the entire length of the concourse, 7-10 across, move toward security. Bus after bus arrived to deposit more and more participants. After another 30 minutes, we were finally able to board our bus. Yellow jerseys were everywhere. As we passed in front of the Capital Building, the entire courtyard was full of yellow jerseys, and guess who had come out to speak to them? That's right - Governor Cuomo! 'NUFF SAID!!

EVENTS & ANNOUNCEMENTS

Annual Membership Meeting & Picnic

Upstate at Community General

Tuesday, September 10, 2013

Pictures by Jeff Hamlin





EVENTS & ANNOUNCEMENTS

Labor Day Parade

New York State Fair

Monday, September 2, 2013

UUP members from Cortland, Oswego and Syracuse marched in the Labor Day Parade at the New York State Fair on Monday, September 2, 2013. Also in attendance were State legislators and long-time supporters of the three campuses, Dan Maffei, Bill Magnarelli, Al Stirpe and Dave Valesky.

Pictures by Jeff Hamlin



Coming Soon: **New endorsed shopping program**



NYSUT Member Benefits is excited to announce the endorsement of the member shopping program powered by PayCheck Direct for roll-out this spring 2014.

This program – part of the national retail powerhouse Bluestem Brands, Inc. family, which also includes Fingerhut and *Gettington.com* – allows individuals to purchase what they want now and pay interest-free over 12 months.

Through PayCheck Direct, NYSUT members & their families will have access to more than 7,000 name-brand products such as appliances, televisions, computers, electronics, furniture, and much more.

Members would have the option of paying for any items they purchase interest-free over a 12-month period; bi-weekly payments would be made via automatic checking account withdrawals.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or

finance charges; and toll-free customer service representatives located in the U.S.

As part of this endorsement, PayCheck Direct will mail merchandise catalogs to the NYSUT membership four times per year.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card.

We are excited to be launching this new program in spring 2014! Join our MAP (Member Alert Program) Alert email service to be among the first to learn more about this program (visit the Member Benefits website for sign-up instructions).

You can also visit ***memberbenefits.nysut.org*** in the coming weeks for details on how to use this service or call **800-626-8101** with any questions.

EVENTS & ANNOUNCEMENTS

HSC Advocacy Day

**January 14, 2014
Albany, New York**

On January 14, 2014, UUP members from all over the state traveled to Albany, New York to meet with legislators to discuss issues pertaining to the SUNY Health Science Centers (HSCs). At the top of their list was a request to restore the state hospital subsidy to its former \$128 million 2010-11 funding level. Despite rising operating costs, state support was reduced by nearly 47% in 2010. In addition to these cuts, the HSCs are the only state agencies that have to pay for increases in collective bargaining and employee fringe benefit costs. Legislators were reminded about the vital services provided by the HSCs and that further cuts could threaten public health and graduate medical education in our state.

Pictures by Jeff Hamlin



A UUP Member Wrote a Children's Book!

UUP Member Janine Werchinski-Yates has worked the evening shift as a medical technologist in Clinical Pathology for over 29 years. In her spare time, she is a children's book author. After six years of effort, Janine recently published her first book, *The Secret Sock Club*.

The Secret Sock Club is about a fun-loving sock named Andy. He is born with faulty stitching and needs to find the mysterious Secret Sock Club before it's too late! Andy shows the sock drawer crew what a good friend is made of and by the end of the adventure even the toughest sock's heart has been warmed.

At this point, Janine is distributing the book via direct sales and has already shipped it to seventeen states, Canada, Germany, Ghana, Mongolia and Sweden. She is hoping that Barnes and Noble will soon pick it up and it will be even more widely distributed. A copy of *The Secret Sock Club* is also currently being enjoyed by children and their families at the Golisano Children's Hospital.

Of note, Shirley Sloan, a long-time UUP member and teacher extraordinaire, created a study guide for *The Secret Sock Club*. The study guide focuses on the topics of friendship and empathy and is available for teachers who are interested in building character values with their students. The study guide is illustrated by Michael Conway, a long-time

NYSUT member who teaches at Reynolds Elementary School in Baldwinsville.

Congratulations, Janine, on this great accomplishment!



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE		Total Gross Current 3456.78 1234.56 YTD 45,678.90 34,567.89			
Advice # 123456789		Pay Start Date 07/13/2009		07/13/2009		Net Pay 1,234.56			
Advice Date 07/12/2009		Pay End Date 07/27/009		07/27/009					
Department ID 1234						Pay Rate 78,910.11			
EARNINGS									
		Current		YTD		TAX DATA			
		His/Day	Earnings	His/Day	Earnings			Federal	State
Regular Pay Salary Employee			3456.78		45,678.90	Marital Status 4		4	
Location Pay		66.78			678.90	Allowances 2		0	
						Ass. Amt.			
TAXES									
								Current	YTD
						Fed Withholding		3,456.78	1,234.56
						Medicare		45,678.90	34,567.89
						Social Security		3,456.78	1,234.56
						NY Withholding		45,678.90	34,567.89
BEFORE TAX DEDUCTIONS									
			Current		YTD	AFTER TAX DEDUCTIONS		Current	YTD
Regular Before Tax Health			456.78		1,234.56				
Supplemental Ret. Annuity Prip.			678.90		5,678.90				
TRAA Retirement Before Tax			66.78		1,234.56				
UUP Member 26P									
								34.55	155.75

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

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

Please contact your chapter officers for a membership card.

Annual UUP Clam Bake

Hinerwadel's Grove, North Syracuse, NY
Sunday, September 15, 2013

Pictures by Jeff Hamlin





2014 Cyber Security Outlook

As we look ahead toward the cyber threats facing us this year, some key challenges will result from the advancements in technology that are becoming part of our daily lives. Ranging from the Internet of Things to online currencies, devices and systems have never been more interconnected.

Before we adopt these new technologies, we need to ensure we understand the security implications, and have appropriate layers of defense in place.

Below are highlights of several of these new advancements and how they may affect us:

The Internet of Things

What is the Internet of Things? Put simply, the Internet enables connectivity from virtually any end-user device or thing. The latest trend is connecting things such as small appliances, refrigerators, personal medical devices, wearable health trackers, and many other items.

One of the most common examples of how the Internet of Things impacts our daily lives is the automobile, which has become a sophisticated computer device. Researchers have demonstrated the ability to hack an automobile's systems to control the brakes, steering wheel, and even shut down the engine. Numerous discussion forums focus on the use of vehicle-to-vehicle (or V2V) technology, which will allow vehicles to talk to each other via wireless connectivity.

Bluetooth, a standard feature in many automobiles with options to include a personal hotspot, can allow a modern smartphone to connect to the automobile's stereo system to receive continuous Twitter feeds, or a system that may allow a technician to provide assistance in case of emergencies. Researchers have discovered ways to inject malicious codes/programs through CD players or iPod connectors. Theoretically, an infected

song on your iPod or CD, when played in your automobile, potentially can spread malicious code from the automobile's entertainment network to other components of the automobile without many restrictions.

In another example of how the Internet of Things can impact us is from a recent news story that suggested electric tea kettles and other small appliances were able to exploit unencrypted WiFi and send data back to foreign servers.

Internet-connected devices that are able to process sensitive personal information tend to be high priority targets for cyber crimi-

is gaining popularity, with mainstream businesses adopting it as an alternative form of payment or investment.

While the long-term use of Bitcoin is uncertain, for at least the near term in 2014, the increasing adoption and publicity will continue to draw the interest of cyber criminals who target Bitcoin users' wallets for theft, or compromise systems to generate bitcoins via malware infection.

Mobile Transaction Risks

Every new smartphone, tablet or other mobile device provides an opportunity for a potential cyber attack. New features such as Near Field Communications (NFC), as well as AirDrop and Passbook for Apple, will continue to expand in 2014, increasing the opportunities for cyber criminals to exploit weaknesses. NFC and AirDrop allow for similarly configured smartphones to communicate with each other by simply touching another smartphone, or being in proximity to another smartphone. This technology is being used for credit card purchases, boarding passes, and file sharing, and will most likely be incorporated into other uses in 2014.

Risks of these technologies could include eavesdropping (through which the cyber criminal can intercept data transmission such as credit card numbers) and transferring viruses or other malware from one NFC/AirDrop-enabled device to another.

Summary

Before adopting any of the myriad new technologies that are rapidly being deployed, it's important to understand the implications and risks. While interconnectivity can yield many benefits, the risk could outweigh the benefit if the devices, systems, and technologies are not properly secured.

Additional Resources:

- NYS Office of Information Technology Services Enterprise Information Security Office Newsletters <http://www.dhses.ny.gov/ocs/awareness-training-events/news/>
- Georgia Tech: Emerging Cyber Threats Report <http://www.gtsecuritysummit.com/2014Report.pdf>
- Sophos: Security Threat Report 2014 <http://www.sophos.com/en-us/threat-center/security-threat-report.aspx>
- Websense: 2014 Security Predictions <http://www.websense.com/2014predictions?cmpid=prnr11.14.13>
- Symantec: 2014 Predications <http://www.symantec.com/connect/blogs/2014-predictions-symantec-0>

nals. It will become increasingly critical in 2014 to protect these devices from unintended or unauthorized connectivity.

Bitcoins

A Bitcoin is a digital currency stored in a downloadable wallet on a user's personal computer or with an online wallet service provider. Each wallet has a unique identifier that allows users to transfer bitcoins to other users' wallets. Bitcoin is a decentralized, peer-to-peer payment system, currently with no regulatory authority. It

Provided By: 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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EVENTS & ANNOUNCEMENTS

Congratulations, Lisa Donovan!

Lisa Donovan, Financial Coordinator in the Kidney Transplant Department was elected as Trustee to the Board of Transplant Financial Coordinators Association (TFCA). The TFCA is a national organization specific to Transplant Finance, which coordinates the dissemination of useful information related to the training of transplant financial coordinators at all transplant centers in the United States.

Lisa has been a member of the TFCA since 2001 and is currently co-chair on the 2014 Transplant Financial Coordinators Association Conference Planning Committee. This national conference meets annually to educate both new and established Financial Coordinators in the field of Transplant Finance.

***Congratulations on your
great accomplishment, Lisa!***



**UMU UUP
Joins the Social
Media Frenzy**

**Upstate Medical University
UUP is going social. Like us
on Facebook and join our
Group and/or follow us on
Twitter @uupinfosyr.**



Family Leave/Work-Life Services What you need to know



To support our members' efforts

to balance their family and work needs, UUP has compiled a guide that outlines options to address family leave needs and identifies programs and services that can assist professionals and academics as they attempt to balance work and family life. Our goal is to bring together "everything you need to know" to explore possibilities and identify services available to you as a UUP member.

The guide is not intended to address all circumstances or individual issues. It does, however, provide a comprehensive picture of possible options and benefits UUP members can access. Members are advised to seek additional information from their UUP chapter officers and/or campus Human Resources departments.

**UUP's Family Leave/Work-Life Services Guide
covers the following general areas:**

- Options for using leave accruals for birth, adoption, foster care, care of sick relatives and domestic partners, and elder care
- Possibilities for flexible work arrangements
- Options for addressing the "tenure clock" timeline (continuing and permanent appointment)
- New York State Work-Life Services programs
- Support services from New York State United Teachers

The updated guide can be found under Reports/Guides at

www.uupinfo.org

National Mobilization for Equity



Summary

Significant progress has been made by United University Professions (UUP) and other unions, disciplinary societies, the media and lately the U.S. Congressional staff to draw attention to the plight of contingent academic labor. What is needed now is a visible project to activate the nearly one million contingent teachers themselves. Individuals and organizational leaders around the country are coming together to form a National Mobilization for Equity, whose initial effort will be to organize rallies and other public events, beginning on May Day (May 1, 2014).

Mayday \$5K Campaign

Last spring, activists at SUNY New Paltz launched a Mayday \$5K Campaign. This calls for a minimum starting salary of \$5,000 for a three-credit course, half-way between the current average compensation and the \$7K recommended by the Modern Language Association as a minimum starting salary. The Mayday \$5K Campaign calls for a number of important measures:

1. Increase the starting salary for a three-credit semester course to a minimum of \$5,000 for all instructors in higher education.
2. Ensure academic freedom by providing progressively longer contracts for all contingent instructors who have proven themselves during an initial probationary period.
3. Provide health insurance for all instructors, either through their college's health insurance system or through the Affordable Care Act.
4. Support the quality education of our students by providing their instructors with necessary office space, individual development support, telephones, email accounts and mail boxes.
5. Guarantee fair and equitable access to unemployment benefits when college instructors are not working.

6. Guarantee eligibility for the Public Service Loan Forgiveness Program to all college instructors who have taught for ten years, during which they were repaying their student loans.
7. With or without a time-in service requirement, allow all college teachers to vote and hold office in institutional governance, including faculty senates and academic departments.



This \$5K Campaign has been endorsed by nearly a thousand individuals, by New Faculty Majority and by the statewide Executive Board and Delegate Assembly of the UUP, the nation's largest higher education union. The \$5K figure is not set in stone. Depending on the locale, it can be adjusted up or down, according to specific circumstances.

National Mobilization for Equity

The National Mobilization for Equity focuses on organizing May Day activities nationwide, either in support of the \$5K Campaign or simply to highlight the plight of contingents and the need for change. On February 3, 2014, UUP's full Delegate Assembly unanimously passed the following resolution:

Resolved, that the Contingent Employment Committee supports efforts by UUP mem-

bers to form a National Mobilization for Equity that will, collectively with other unions and organizations, organize rallies and other events annually, beginning on May 1, 2014. These activities are intended to focus attention on the urgent plight of contingent academic labor and to publicly advocate for change. The Contingent Employment Committee asks the full Delegate Assembly for its endorsement of the National Mobilization for Equity and additionally requests UUP President Fred Kowal to reach out to NYSUT and AFT to secure their material support for this effort.

We need to create a MOVEMENT, to activate the one million contingents at the grass-roots' level, which would greatly help those in organizational leadership positions working with state or federal agencies and legislatures. In addition to contingents, we need to activate tenure-track faculty, retirees, students and their parents, allied organizations, community groups and the general public. Organizing events around the country on May Day can help develop to organize a national grass-roots movement.

During the past decade, we have collectively spent thousands of hours and considerable financial resources working for equity. Our movement lacks any single MLK-like charismatic leader. Instead, there are many dedicated unionists and activists willing to work together to build an equity movement from the bottom up. Individuals or organizational leaders who want to work on this are invited to contact me. A Mobilization steering committee is being formed and will be announced shortly. Please join us!

In solidarity,

Peter D.G. Brown, Chapter President
Distinguished Service Professor Emeritus
United University Professions
SUNY, Lecture Center 6a
New Paltz, NY 12561
Office: 845-257-2783
Mobile: 917-886-1925
peterdg.brown@gmail.com
<http://www.newpaltz.edu/uup>

INEQUALITY FOR ALL

He's taking this fight to the street.
IN THEATERS SEPTEMBER 27



There will be a special screening of "Inequality for All" on May 1st at 7 p.m. at The Palace Theatre, 2384 James Street. Admission is free and there will be a panel discussion afterward. Come find out what you can do!

"Inequality for All" is a documentary by Robert Reich about income inequality and our shrinking middle class and how this has affected America's economy and democracy.

It used to be that, if you work hard and play by the rules, you can make a better life for yourself. Over the last 35 years, however, this bargain has been broken. Middle class incomes have stagnated or decreased over that period and the American economy has more than doubled.

6 Things we can do:

STRENGTHEN WORKERS' VOICES

Don't let big employers take away the fundamental right of people to stick together to speak up for themselves at work; public policy should support workers who choose to form a union.

INVEST IN EDUCATION

Ensure everyone has access to a great education spanning from early childhood to post-secondary.

RAISE THE MINIMUM WAGE

Help turn the jobs we have into ones that will boost the economy, not bust it. Ensure full-time jobs have wages and benefits for people to afford basics.

REFORM WALL STREET

Ensure the financial sector is working honestly and accountably to prevent it from taking over our economy.

FIX THE TAX SYSTEM

Ensure everyone is contributing their fair share; reverse the "great tax shift" – tax policies that shifted taxes from rich individuals and corporations to the rest of us.

GET BIG MONEY OUT OF POLITICS

Overturn Citizens United so that corporations can't spend unlimited amounts of money on campaigns, and in return affect public policy and spending priorities.

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: _____

UUP Membership Application (It Doesn't Cost More to Join)

Last Name _____ First _____ MI _____ Soc. Sec. No. _____

Street Address _____ Birth Date ____/____/____ E-mail _____

City, State, Zip _____ Home Phone _____

SUNY Department _____ SUNY Title _____

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.

UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
(800) 342-4206

A Message from UUP Member, Shawn O'Reilly

(ISC)² Foundation's Safe and Secure Online program is the first-of-its-kind, initiative that brings top cyber security professionals from business and government into classrooms for free to teach cyber safety to kids. The Safe and Secure Online program was founded in 2006, with a mission to introduce responsible computing in an early age and improve society by helping kids learn how to protect themselves online.

The Safe and Secure Online Program is a cutting edge presentation that allows children between the ages of 7-14 to interact with each other and their presenter while learning cyber security skills. To fit the needs of the different age groups the presentation has been customized with learning objectives and teaching materials appropriate for ages 7-10 and 11-14 age groups. The third presentation is aimed at educating parent and teachers about online safety. What sets the Safe and Secure Online Program apart from other online safety



programs is that the presenters are trained information security professionals. Students tend to gravitate toward them as mentors and role models and want to soak up as much information as possible. Topics covered in the presentation vary from cyber bullying, online identity, online image protection, social networking, and computer safety.

The Safe and Secure Online program was first introduced in the United Kingdom; there are now programs available in Canada, Hong Kong, and the United States. To date, the program has reached over 70,000 students worldwide.

Even though the program is mainly geared towards children, there are additional presentations that can be given for adults and parents seeking to know more information about how to protect themselves and their children online.



Shawn O'Reilly, CISSP, is a volunteer in this program living in the area and would be happy to visit any local school or organization. Shawn has been trained and cleared through a criminal records check, and can deliver up to 3-4 presentations in one school day. Other presentations can be given to community organizations as well. These presentations are offered for free to support the objective of teaching responsible computing to children and adults. The presentation itself has been developed by former teachers with input from (ISC)² security experts. Each presentation is delivered via Power Point and is one hour long. For more information about (ISC)² and the Safe and Secure Online Program:

<https://www.isc2cares.org/>

If this program sounds of interest, please do not hesitate to contact Shawn directly at oreillys@upstate.edu.

Thank you to the 1,414 employees who supported our community and raised \$586,649!

Upstate
Community Giving
Campaign

Top Recipients of the 2013 Employee Community Giving Campaign

Upstate Foundation - Undesignated \$128,397
SEFA - Undesignated \$58,949
Food Bank of CNY - \$18,711
United Way of CNY - \$16,713
Upstate Foundation/Children's Miracle Network - \$14,840
Francis House - \$13,434
Upstate Foundation - Dr. Michael & Rissa Ratner End. Professorship in Ped. Surgery \$10,716
Vera House, Inc. - \$10,632
Upstate Foundation - Don Roller Memorial Fund \$9,406
Hospice of CNY - \$8,362
Upstate Foundation - Employee & Student Emergency Fund \$8,196
CNY SPCA - \$8,025
Rescue Mission Alliance of Syracuse - \$6,931
Alzheimer's Disease & Related Disorder Assoc., CNY - \$6,501
Patricia J. Numann Endowed Chair in Surgery c/o UMAF - \$5,730

Congratulations to the 2013 Community Giving Campaign Winners!

Upstate prizes

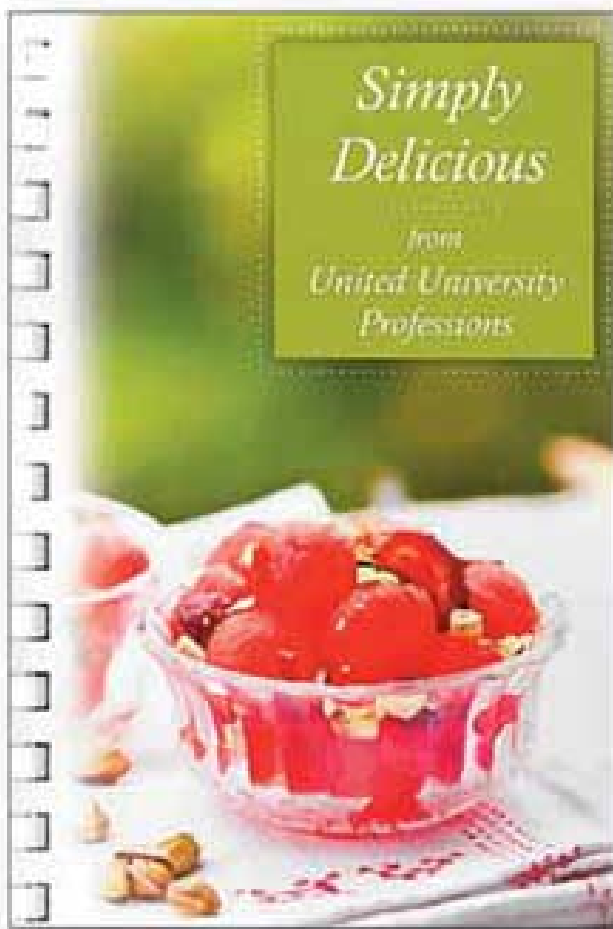
\$200 Cash - Nancy Walklett,
 Debra Tornatore, Michael
 Vivlemore, Mark Polge &
 Joyce Collins
 \$500 Cash - Richard Beers MD
 Upstate Gala Tickets - Chuck
 Simpson & Mary Koralewicz

United Way Prizes

\$50 gift certificate to Bradley's
 Jewelers - Lee Ann Gallardo
 RN
 \$500 gift card - Stephen
 Albanese, MD

COARM Save the Date!

The next meeting of the Committee on Active Retired Membership (COARM) will be on Wednesday, May 21, 2014 at Casa Di Copani Restaurant. The speaker will be Dr. Martha Livingston, Professor and Chair of Public Health, SUNY College at Old Westbury. Dr. Livingston will deliver a lecture entitled "Health Care in the Era of the Affordable Care Act: The Struggle Continues". Invitations will be sent out in April.



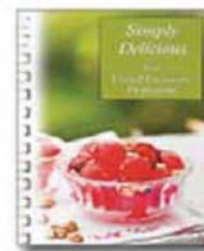
'Simply Delicious' UUP Cookbooks on sale for \$10

UUP is selling cookbooks of favorite recipes submitted by UUPers, spouses and staff. Just print this page, fill out the coupon below and mail!

Cookbooks are \$10 each, plus \$2.50 for shipping and handling per book. All proceeds from the sale benefit the UUP College Scholarship Fund, which each year awards scholarships to one post baccalaureate and up to four SUNY undergraduate students at SUNY's state-operated campuses.

The UUP Scholarship Development Committee, co-chaired by Pat Ghee of Buffalo State and Deb Zinser of Plattsburgh, produced the cookbook. We have a limited number of these in the chapter office, call if you want one 422-5028.

Fill in Order Form Below — Cut Out and Mail



You may order as many copies of UUP's "Simply Delicious" cookbook as you wish for \$10 each, plus \$2.50 for shipping per book ordered. Enclose check payable to "UUP College Scholarship Fund" and mail to:

United University Professions
PO Box 15143
Albany, NY 12212-5143

Please mail _____ copies of the UUP cookbook @ \$12.50 each to:

Name _____

Address _____

City, State, Zip _____

Special thanks to 2013 Community Giving Campaign Reps, Committee Members & Co-Chairs!

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Welcome New UUP Members!

continued from page 18

John R. Prendergast, CG - Administrative Supervisor
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 Andrey A. Radionov, CG - Respiratory Therapy
 Gila Z. Reckess, Rehabilitation Psychology
 Holly Redmond, Financial Svcs - Patient
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 Leslie A. Schwarz, PM&R - Rehab Therapies
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 Christina M. Sudol, IMT - Hospital Info Systems
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 Christina J. Tone, IMT - Hospital Info Systems
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 Susan C. Weibezahl Porter, Social Work
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 Catherine I. Wiszniewski, IMT Epic Trainer
 Debra A. Wolf, CHP - Physician Assnt Studies
 Antoinette Wood, IMT
 Justin Wood, IMT - Customer Support
 Steven M. Ziemba, Public Health &
 Preventive Medicine
 Jeanette M. Zoeckler, Family Medicine - CNYOHCC

SUNY Downstate Update

All litigation regarding the closure of Long Island College Hospital (LICH) has been dropped. The plaintiffs have agreed to no longer pursue court action. This should make it easier to find a buyer for LICH.

SUNY is guaranteed to be free of LICH by late May. What this means is that there will no longer be SUNY funds going to sustain LICH.

The bidding on the LICH property has been reopened for around three weeks. Previous bidders and new bidders can take part. It is expected that without the burden of litigation some bids may be higher than the last bids received by SUNY. Community groups have indicated that they have renewed hope that a full service hospital will be maintained at LICH. Indications however are that neither the Governor nor the Mayor believes this to be the case.

Community groups will have a role in the decision making as to which of the bidders ultimately takes possession of LICH. However, SUNY will have the majority say in that decision.

SUNY is in support of a plan that transfers ownership of LICH, meets the healthcare needs of the residents of Brooklyn, and protects SUNY Downstate's healthcare, teaching and research mission.



Support the Political Action Fund of UUP and NYSUT

Give to VOTE/COPE

VOTE/COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

Dues money is *not* used for political action.

Contributions to VOTE/COPE are *not* tax deductible.

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Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other \$ _____

Signature _____ Date _____

United University Professions
 SUNY Upstate Medical University Chapter
 750 East Adams Street, Syracuse, NY 13210

The Advisor • Syracuse Chapter Newsletter
 Volume XX, No.1
 Editor: Dawn E. Leadley
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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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