



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

There has been a lot going on and I bet that many of you haven't heard of some of it or maybe you just don't care. Well you should!! Unions are under attack across the nation. Some feel that we are entitled to our benefits.



Michael Lyon, Ph.D.,
UUP Chapter President

However, these were won by our predecessors, not just at the bargaining table but by taking action that many times put them in jeopardy. As I paraphrased last time:

*If you have health care, thank a union
If you have vacation time, thank a union
If you have a safe workplace, thank a union
If you have a pension, thank a union*

Many of our hard-fought-for benefits are likely in jeopardy. While we were able to make some headway with nonmonetary issues in the last contract, the state hit us with some give backs. There are several articles that state things much more eloquently than I can, so take a look. Included is info on the Medicaid Waiver (likely you never heard of this) and our campus' StartUp NY proposals just to name a few. Also, we celebrate the achievements of some of our members.

University Presidents Are Laughing All the Way to the Bank While the People Who Work for Them Are on Food Stamps Is economic inequality growing in American higher education?

A report just issued by the Institute for Policy Studies—*The One Percent at State U*—indicates that it is. Surveying public universities, the report finds that the 25 highest-paid presidents increased their income by a third between fiscal 2009 and fiscal 2012, bringing their average total compensation to nearly a million dollars each. Also, the number of these chief executives earning over a million dollars in 2012 more than doubled over the previous year. In 2013, the best-paid among them was E. Gordon Gee of Ohio State University, who raked in \$6,057,615 from this employment.

The lucrative nature of these positions appears to have had little to do with the intellectual distinction of the



Lawrence S. Wittner, Professor of
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universities. For example, in 2013 the second most lavishly-rewarded public university president (paid \$1,636,274) headed up Texas A&M University at College Station and the eighth (paid \$1,072,121) headed up the University of South Alabama, two institutions that are not usually considered the acme of intellectual achievement. By contrast, the presidents of some of the nation's most respected public universities—the University of Wisconsin-Madison, the University of California-Berkeley,

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UCLA, and the University of Massachusetts- Amherst—received total annual compensation that ranged from \$400,664 and \$467,699.

Nor is it at all clear that the top income recipients at universities merit their extraordinary compensation. Graham Spanier, the highest-paid public university president in 2012 (Penn State, \$2.9 million), was fired from his post for his apparent role in the cover-up of sexual abuse of children by his university's assistant football coach. E. Gordon Gee, the highest-paid public university president in 2013, resigned his position amid a trustee uproar over his disparaging remarks about Catholics.

Meanwhile, as the incomes of the 25 best-paid public university presidents soared, the livelihoods of their faculty deteriorated. This deterioration resulted largely from the fact that tenured and tenure-track faculty were replaced with adjuncts (part-time instructors, paid by the course) and contingents (temporary faculty). Median pay for adjuncts in the United States is reportedly \$2,700 per course, forcing them to cobble together enough courses or jobs to ensure their survival. Many have incomes below the official poverty level and receive food stamps. As for contingents, they face low pay, few if any benefits, and no job security. In recent years—as the income of the 25 best-paid public university presidents grew dramatically—their hiring of adjunct and contingent faculty far outstripped their hiring of regular faculty at their institutions. Consequently, although tenure and tenure-line faculty at these 25 universities outnumbered contingent and part-time faculty prior to the fall of 2009, the situation was reversed by the fall of 2011.

Of course, this change in the working conditions and economic circumstances of college and university faculty is not unusual. In 1969, tenured and tenure-track faculty comprised 78 percent of all instructional staff in higher education. Today that situation has been turned on its head, and the American Association of University Professors estimates that 76 percent of college and university instructors are contingents, adjuncts, and graduate students. Consequently, most college and university teachers are now in an economically marginal status. The plight of the faculty is particularly remarkable at the 25 public universities with the highest-paid presidents, where its growing marginality occurred in the context of soaring incomes for the top administrators.

And the inequality may be even greater at private universities, where a great many more presidents have outlandish incomes. According to the data provided by the Chronicle of Higher Education, there were fourteen times as many private as public university presidents receiving more than a million dollars each in 2011 (the latest year for which statistics seem to be available). Consequently, the enrichment of top administrators, coupled with the shift to adjunct and contingent faculty, means that economic inequality is thriving on private campuses, as well.

Students comprise another university constituency that is faring poorly. The rapidly-rising tuition at public and private institutions has sent student debt climbing to unprecedented levels. In 2012, students owed a staggering \$1.2 trillion, an amount that surpassed Americans' credit card debt. Indeed, it is estimated that, in 2013, 71 percent of college seniors who graduated had student loan debt, with an average of \$29,400 per borrower. Meanwhile, university spending on scholarships lagged far behind spending on non-academic administration, such as executive administration, general university administration, legal and fiscal operations, public relations, and development. Between fiscal 2007 and fiscal 2012, the University of Minnesota- Twin Cities reduced spending on scholarships by 55 percent while increasing spending on nonacademic administration by 44 percent.

Look at in the framework of individual campuses, it is a disturbing picture. From fiscal 2010 to fiscal 2012, Ohio State paid its president a total of \$5.9 million. Student debt soared, rising 46 percent from summer 2006 to summer 2011. From fall 2005 to fall 2011, the number of adjunct and contingent faculty increased 62 percent—nearly three times faster than the national average.

In fiscal 2012, Penn State awarded \$2.9 million in salary and severance pay to its disgraced president. From fiscal 2006 to fiscal 2012, it provided another \$4.8 million in executive compensation, while student debt grew by 49 percent.

From fiscal 2010 to fiscal 2012, the University of Michigan paid its top executive more than \$2.6 million. The number of its adjunct and contingent faculty grew by 1,777, or 64 percent, between fall 2005 and fall 2011, and by the summer of 2012 student debt was well above the national average.

Overall, then, higher education seems to be following the general pattern of modern American life—one that favors the wealthy at the expense of everyone else.

Dr. Lawrence Wittner (<http://lawrencewittner.com>) is Professor of History emeritus at SUNY/Albany. His latest book is a satirical novel about university corporatization and rebellion, "What's Going On at UAardvark?"



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.

2014 End of Session Legislative Recap

UUP Statewide President Fred Kowal

The New York State Senate and Assembly have concluded the 2014 legislative session. Throughout the process we were successful in advancing a number of our priorities. One such priority was the Public Higher Education Quality Initiative Endowment. This was the first year that NYSUT, and its affiliates, pushed for the creation of an endowment. This issue quickly gained traction and was even considered during the budget process. During this legislative session we were able to reach a conceptual agreement on the proposed language with SUNY. By the end of session, an endowment bill was introduced by the higher education committee chairs in both houses of the Legislature.

In addition to the endowment, I am pleased to report that the advocacy efforts of UUP and its coalitions achieved the following throughout the 2014 legislation session (includes budget issues):

- Passage of a bill that will allow all public employees who served in the military to receive pension credit for military service regardless of when they served.
- Increased the legislative and gubernatorial support for the DREAM Act, which passed the Assembly.
- Increased the SUNY Hospital State Subsidy.
- Increased the maximum TAP award for college students by \$165.
- Increased the funding for the Educational Opportunity Program and ATTAIN Labs.
- Movement of the FOIL bill out of the Senate and Assembly Governmental Operations Committees. In prior years this bill failed to advance out of these committees.
- Defeated damaging language that would have opened the door for the privatization of SUNY's hospitals.
- Defeated a budget proposal that would have increased

out-of-pocket healthcare costs to certain retirees and would have diminished health care benefits.

- Averted action that would have resulted in the creation of a firewall between the individual accounts of the SUNY hospital systems.
- Averted action that would have resulted in the SUNY trustees identifying baccalaureate degree programs that could be offered exclusively online at reduced rates and credits, creating the Accelerated Proficiency Degree.
- Averted language that would have permitted the SUNY chancellor to convene a task force to examine ways in which the university centers at Albany, Binghamton, Buffalo, and Stony Brook could be made more autonomous.

I want to thank you for your advocacy efforts. Together we met with approximately 150 legislators throughout this legislative session, which does not count the number of legislators that we met with during the Higher Education Advocacy day. As the 2014 legislative season closes, we will need your continued efforts in the coming months during New York's fast-paced political season. Our hard work and grassroots political action in the summer and fall will set the stage for a successful 2015 legislative session.

Together we **MUST** show up, be prepared, and make a difference. I look forward to continuing our work together.

In Solidarity,

Fred

These and other selected legislative and budget results can be found in a comprehensive legislative summary on our web page:

<http://www.uupinfosyr.org/assets/pdf/UUP%20End%20of%202014%20Session%20Legislative%20Chart.pdf>



EVENTS & ANNOUNCEMENTS

Annual Downtown UUP Membership Meeting & Picnic June 12, 2013

Rain did not dampen the festivities of the annual UUP membership meeting and picnic on the downtown campus June 12, 2014. Approximately 200 UUP members attended the event. Special guests included Interim Upstate Medical University President Gregory Eastwood and Associate VP of Human Resources Eric Frost, several UUP statewide officers, President Fred Kowal, VP of Professionals Philippe Abraham, and Secretary Eileen Landy, and NYSUT representatives, Field Staff Director John Marino and Labor Relations Specialist Peter Ludden.

Dr. Eastwood and President Kowal, as well as local UUP officers, VP of Academics Richard Veenstra, VP of Professionals Carl Pettengill and Secretary Colin Massulik, spoke to those gathered for the annual membership meeting in the Weiskotten Hall Auditorium prior to the picnic.

There will be an annual UUP Membership Meeting and Picnic held at the Community Campus September 10, 2014 from 11:30-1:00 p.m. in Classroom A&B.





Pathway to Wellness Programs

Upstate Medical Center has just received the American Heart Association Fit Friendly Award for the second year. To achieve this award, Upstate had to engage employees in fitness and nutrition programs. Here are just a few of the Pathway to Wellness offerings.

MONDAY MILE

The Upstate and Community Campus both have 1 mile marked trails. The concept of a Monday Mile is to start your week off with a healthy habit- walk one mile on Monday, so that you might continue that habit all week. You can walk any time. If you want someone to walk the trail with come to a Monday Mile event.

MONDAY MILE PASSPORT

Want a walking challenge? The goal is to walk 13 miles or 13 of the Monday Mile trails located in the Syracuse Area. When you have completed a total of 13 miles, you earn a Monday Mile Sneaker pin. Passports are available at all walking events or by contacting Suzanne Brisk at brisks@upstate.edu.

NYS EAP MONTHLY BEHAVIOR CHALLENGE

Each month, NYS EAP challenges you to a new behavior. September challenge is: to choose a healthy breakfast. October challenge is: to start a gratitude journal and write what you are grateful for. The goal is to try to achieve the challenge goal 21 days of the month. This way you can start new healthy habits. Sign up for the challenges at: <http://www.worklife.ny.gov/wellNYSeveryday>



SMART MOVES

Felling over weight? Want help with maintaining your current weight loss? Smart Moves, a weight loss and weight management program begins the week of September 22 and goes for 12 weeks to the week of December 8th. Registration will be by phone and class times will be posted in late August. Get ready.

Can't make it to a program? Please check out www.upstate.edu/wellnees for programs on Diabetes at Work, Stability Skills for Weight Management and other programs available on line – any time. Now you are on your Pathway to Wellness!





Under attack

By **RICHARD E. CASAGRANDE**
NYSUT General Counsel

Carved into the Supreme Court's marble facade are the words "Equal Justice Under Law." But more and more, justice in America seems to be reserved for the wealthy and powerful.

In 2006, in *Garcetti v. Ceballos*, the court's five right-wing justices ruled that public employees, when they speak as public employees, have no First Amendment protection. So, if a teacher reports bullying, or a bus mechanic reports defective brakes, or a nurse complains about patient care, their speech is unprotected by the Constitution. Then, in the *Citizens United* case, these justices OK'd unlimited financial spending by corporations, giving you and billionaires "equal" opportunity for political spending.

In June, in *Harris v. Quinn*, the justices who, in *Garcetti*, said public employees who speak as public employees are not protected by the

First Amendment, created an exception for employees who don't want to financially support their union. They ruled that, under the First Amendment, Illinois could not force employees to contribute their fair share for the cost of the representation their union must legally provide.

While the Court limited this ruling to "quasi" public employees (home health care providers jointly employed by the state and private citizens), the majority made it clear that it will consider extending this rule to all public sector unions.

Such a result — described by dissenting Justice Elena Kagan as "radical" — would divide and weaken unions, by requiring the union to represent every employee while letting some employees ride along for free.

Of course, that's the point.

Weakening unions is a good thing if you want to reduce employee pay, benefits, job and retirement security. The attack in *Harris* was sponsored by an anti-union, corporate-supported private foundation. If you're

[your union, your rights]

looking for the cause of our growing income inequality and the demise of our middle class, look no further than the attack on unions.

The newest legal attack is on tenure. It is financed by corporate CEOs and hedge funds, and backed by "reformers" like Michelle Rhee and Campbell Brown.

A California lower court just struck down tenure protections for all California teachers, finding, without real proof, that tenure shields bad teachers and interferes with the educational rights of poor and minority students. Now, the same crowd has promised to immediately file a similar lawsuit in New York.

The truth is that tenure — and similar job security protections enjoyed by most public employees, union-represented private sector workers and people with individual employment contracts — is good for teachers and good for students. Tenure simply means that after you have proven yourself on the job during probation you can't be fired arbitrarily or based on false charges. Educators know that tenure protects academic freedom and a teacher's right to stand up for students.

Legally, the issue is pretty simple. Under our Constitution, before you can strip people of their liberty or property, they have a right to due process of law. A teacher's right to practice her profession is protected by the Constitution's guarantee of liberty. After tenure has been earned, a teacher also gains a constitutionally protected property interest in her job. This is well-settled law. None of this means these rights can't be taken away. It just means that before they can be taken away, a teacher is entitled to know the charges against her and to have her defense fairly

heard. That's due process of law. You can look it up. It's in the Bill of Rights.

And don't believe the phony statistics about how long it takes to hold a tenure hearing. Most teacher disciplinary cases are resolved without a hearing; those that go to a hearing are, in the vast majority of cases, promptly resolved.

Frankly, I marvel at the smug hypocrisy of the privileged elite who want to strip ordinary working people of this fundamental right. If someone tried to take away their hedge funds or corporate entitlements, they would scream for due process.

Ask yourself this: Where are these wealthy anti-teacher crusaders on the real issues facing our poor and minority students? Where are they on poverty, on underfunding, on the loss of more than 30,000 jobs for teachers and School-Related Professionals in New York during the past five years? Where are they on class size, on the lack of pre-K, on the loss of art, music, sports and after-school programs?

You know where they are — fighting for tax cuts and distracting from these issues by blaming and seeking to punish the very people who fight for these kids every day.

NYSUT will defend your rights in every way the law allows. But we can't win this battle alone, because the battle is not purely legal. In truth, it is a battle for public opinion and for political power.

So, you have a choice. You can stand by while your rights and future are stolen, or you can stand up with your colleagues and your union to defend your profession, public education and the kids you teach. What will you do?

At Odds with SCOTUS

Rosemarie Bundy, Syracuse Chapter UUP Retiree

It is with great sadness that the decisions handed down by SCOTUS in the last few days are viewed. Not accepted but just examined. The narrow decisions strike the death knell to our once proud democracy.

It began with the landmark decision for Citizens United two and one half years ago and it continues through the latest two, Holly Hobby and the Harris vs. Quinn decision. Citizens United was based on the premise that corporations are persons. As such, they should be granted the same privileges that living breathing humans are bequeathed by our Constitution. Herein lays the inherent fallacy in SCOTUS' logic. They are NOT persons; they have no prefrontal cortex to examine the morality of an action: i.e., no brain, no mind, ergo no conscience.

When SCOTUS passed the Citizens United judgment they unleashed the tentacles of oligarchic power, operating through money, on our fragile political system. Their judgments resemble the myth of Pandora's Box, opening the culture to all

the evils leaving just the one item HOPE in the bottom of the box. Did they leave us hope?

The Holly Hobby decision opens the door to religious discrimination and veiled misogyny. Harris vs. Quinn is a blow to organized labor, something all conservatives have wanted since the Roosevelt era. It is the only voice labor (read that as our middle class) has against the predations of a profit-seeking industrial and financial system. The growing inequality in both material benefits and opportunities is incontrovertible evidence of labor's power to contradict those predations.

It makes one heartsick and glad to be growing older. It is hard to witness the demise of a dream while still praying for a resurgence of a once glorious democracy. A democracy with flaws, yes, but still with the compass on true north slowly working its way.

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A Miner-Mahoney Duo

Rosemarie Bundy, Syracuse Chapter UUP Retiree

Stephanie Miner and Joanie Mahoney should present a united front when negotiating with the Pyramid Companies. Miner should publicize her emphatic NO every chance she gets and Mahoney should do the same, i.e. if the Republican Party won't throw her out.

NO property tax abatement for a new hotel built and owned by Pyramid at the Destiny site is the right path to take. Why?

1. The Pyramid Company and Congel already have the 30 year tax exemption provision on Destiny. The Mall is doing a great business so the company is making profits while the city gets nothing even though it must provide fire, police, road maintenance and educated employees for the Mall. This company is making profits at the expense of the taxpayer and that's not even considering the benefits the state had previously granted.

2. If voters are looking at jobs for CNY, consider this scenario. Construction should take about 18 months to 2 years. Those are the high-paying jobs. After that, the largest portion of the jobs would be service jobs; clerks, bellhops, housemaids, cleaners, etc. barely making minimum wage. How can this add substantially to the CNY economy?

3. To buttress the two rationales above, a national search of other municipalities that engaged in this type of negotiations

would reveal that they almost never break even. Jobs and sales taxes never equal the original benefit to the companies. The best investigative journalist, Pulitzer recipient David Cay Johnston, has 4 recent books just on these and related topics. The books are difficult to read because the anger turns to sadness as one reads case after case of bamboozling.

Joanie should support Stephanie in her recalcitrance to even consider a deal. Then the two could propose a tough, limited tax exemption that would look something like this. A 3 year total exemption while the stats about occupancy and tourism are being gathered. Then in year 4, a 50% drop in the original exemption. Then a 25% drop in the original exemption in the next 2 years so that at 6 years forward the exemption would be finished. The deal should be something like this or a variation of it.

With both the Mayor and County Executive on board with a much tougher public stance, the Industrial Development Agency can negotiate a better deal for the city, the county and the state. Miner can quote the aphorism "Fool me once, shame on you. Fool me twice, shame on me." If they hold firmly together in publicly pushing for a rational deal, Mahoney will owe Miner a 'big' one for taking all the heat.

To contact the author, please e-mail her at bundyr3@verizon.net

Can We Get Past the Rigging?

Rosemarie Bundy, Syracuse Chapter UUP Retiree

The Nation journal had a sponsored, double issue, July 7/14, on the populist movement in the U.S. It documents the nascent power struggle on the part of all of our citizens to wrest back our democracy from the wealthy, ultra-right plutocracy that our government has become.

The issue was put together by Robert Borosage, well-known author and director of the Institute for America's Future. He begins his essay with a quote from Elizabeth Warren. "The game is rigged and the American people know that. They get it down to their toes." She says it bluntly but every economist that has published a book in the last 10 years has reiterated the same message: Krugman, Stiglitz, Lessig, Bartels, Sachs, Reich, and Tom Frank, the journalist. They use the academic language of the profession but they are conveying the same message.

Borosage stresses the importance of unions in this battle we must wage. It's beneficial to remind ourselves of this frequently. Here is the quote concerning unions from his essay:

"Historically, unions have been a driving force of citizen movements and liberal reforms. The relentless war on unions waged by corporations and the right has decimated their membership, resources and power. The lawlessness of the attack forces new strategies, new organizational forms and more disruptive responses. Rebuilding worker power has to be as central to any progressive project as destroying it has been to conservatives."

We must remember that we, as union members, are in this battle for the long haul. We need to emulate the strategies that the plutocrats have generated for the past 35 years. We may not benefit but those after us will. Plus, 200 million Americans will survive because unions make life better for all of us.

To contact the author, please e-mail her at bundyr3@verizon.net

Annual Syracuse UUP Chapter Clam Bake Sunday, September 14th Hinerwadel's Grove, North Syracuse, NY

Don't miss the 26th annual UUP Upstate Medical University & SUNY ESF Chapter Clambake at Hinerwadel's Grove on Sunday, September 14, 2014 from 12:00 noon - 5:00 P.M. Cost is only \$20 for UUP members and \$45 for invited guests. There will be raffles, door prizes and a disc jockey rolling out the tunes. Get your tickets soon.

After 2:00 P.M. on Thursday, 4 September, no more tickets will be issued and you cannot buy them at the door. You may purchase tickets from the following people:

Tammy Blackburn, IMT, 5793 Widewaters, Suite 200, Rm 134, x48880

Kristin Bruce, Volunteer Service Office, CGH, 492.5060

Mark Buttiglieri, Social Work, 1504 UH, x44345

Diane Conklin, CHP, Dean's Office, 1108 Silverman, x46562

Tina Evans, Hematology/Oncology, ROC, x48233

Mike Lyon, UUP Chapter Office, 203 Madison Towers, 422.5028

Patty Martin, Telecom, Rm 302 CWB, x47890

Kim Moore, UH, Respiratory Care Dept., 491.3444 or x44639

Maria Pembrook, Nursing Admin, 1110 UH, x47487

Carl Pettengill, IMT, 1014B Jacobsen Hall, x47878

Paul Stasior, Social Work and UHCC, x45725 or 622.6595

Debra Tafel, Public Health and Preventative Med, Rm. 2263 WH, x42642

Marty Toper, Clinical Pathology Admin, 4732 UH, x46742

Laurie Typhair, PM&R Rehab Therapies, Rm. E2105 UH, x42317

UUP Chapter Office, 203 Madison Towers, 422.5028

John View, ESF, Financial Aid, 115 Bray Hall, 470.6671

Remember: *Deadline to purchase tickets is Thursday, 4 September at 2:00 p.m. No tickets will be sold at the door on the day of the clambake.*

Hope to see you there!

Michael J. Lyon, Ph.D.

President, UUP Upstate Medical Chapter

John E. View

President, UUP SUNY ESF Chapter



Statement by UUP President Fred Kowal on Harris v. Quinn Ruling

Background

On June 30, the U.S. Supreme Court ruled 5-4 on Harris v. Quinn, a long-awaited case that could have gutted unions by barring them from collecting agency fees from non-members. The case was brought by a group of Illinois home-care workers who refused to pay their fair share of their union's costs to represent them in collective bargaining agreements. The court ruled that the home-care workers should be considered as "partial public employees," and not be forced to pay their fair share—known in New York as agency fee—even though they would still be represented by their union.

In essence, these home-care workers would be "free riders," contrary to the Supreme Court's landmark 1977 case Abood vs. Detroit Board of Education, which asserted labor's constitutional right to collect dues and collectively bargain for public workers.

UUP's ability to represent its 35,000 members isn't impaired by the Harris ruling, which does not apply to "full-fledged" public employees such as SUNY academics and professionals, teachers, police officers and firemen who work in the public sector.

Strong anti-union forces bankrolled and supported the case. The National Right to Work Committee Legal Defense Fund represented the home-care workers. The Legal Defense Fund is linked with the billionaire Koch brothers, the American Legislative Exchange Council and the Cato Institute, among other anti-union advocates.

"Working families across the nation have suffered another loss. The Supreme Court's decision is another step toward stripping away the competitive pay, benefits and retirement security workers have fought for and secured through unionization."

"The Supreme Court's conservative majority showed its disdain for labor in Harris, and left the door wide open to future legal challenges of union rights. Justice Samuel Alito Jr. was highly critical of Abood in the majority opinion, which we expect will spark anti-union forces to test that decades-old precedent."

"We've got to be politically engaged as never before. We urge all concerned citizens to support candidates who stand up for working men and women and against CEOs of the world's largest corporations

bent on destroying workers' rights and silencing our voices."

"Organized labor is under attack and these well-financed, well-planned legal assaults aren't going to end anytime soon. We will not stand by and watch as anti-union factions pull and claw at organized labor, a movement at the heart of American economic stability and prosperity. It is time for unionists in UUP and across the country to join together against those forces that would delight in tearing us down."

"Now is the time to organize and get more members actively involved in UUP to increase the union's strength to stand up to these threats around us. UUP leaders have been working hard to engage new members and get new employees and fee payers to sign union cards."

"We must also work tirelessly for candidates that support public education and a unionized work force in this fall's election. This could mean volunteering to go door-to-door for NYSUT-endorsed candidates or for NYSUT phone banks. You can put up candidates' signs on your lawn, or drive voters who need a lift to the polls. And it means registering to vote and casting your ballot in November."

"We need every UUP member to become involved. This isn't just a fight to protect the hard-fought gains for our members. It's a fight to sustain union protections that lead to good wages, benefits, and safe working conditions and job security for workers across the country."

Source: <http://uupinfo.org/communications/uup-date/1314/140630.php>



SUNY Upstate's START-UP NY Proposal

UUP Research Department

Upstate's original proposal was to have Advanced Oncotherapy locate a training, manufacturing, and assembly facility for proton beam radiotherapy on Loguen's Crossing and in parallel Upstate would develop a proton beam treatment center. However, the Loguen's Crossing location was found to not fit the needs of Advanced Oncotherapy. Now it has been proposed be located on Fly Road, adjacent to the Bone and Joint Center. This area is now being called Upstate East Campus. For background, proton beam therapy is generally regarded as a superior method to deliver cancer treatments but has been prohibitively costly. Advanced Oncotherapy has developed new technology that will be able to reduce this cost making it competitive with existing electron and photon radiotherapy methods.

Below is UUP's response to the current information that we have thus far received:

In reviewing the Upstate Medical University's START-UP NY Plan for Designation of Tax-Free Areas, there are several workforce issues that should be of concern to the UUP membership at Upstate Medical University. These concerns include: limiting stakeholder input in the selection process for the program, broad selection criteria, and how the potential projects may infringe on the role of faculty and professionals. These concerns are explained in more detail below.

- **The union is not currently identified as a member of the START-UP NY Selection Committee.**

According to the proposal, the selection process will consist of a Steering Committee that reviews all applications, followed by a separate University Faculty Council review process for those applications chosen by the Steering Committee as credible. The applications will then be circulated for comment to leaders in the institution. The comments from the various groups along, with a recommendation for approval by the Steering Committee, will then be sent to the President for final decision. There is no union representation in the list of members of the Committee. Furthermore, the actual decision-making is largely controlled by the Steering Committee, which is comprised of Vice Presidents, Deans, and the Chief Operating officer of University Hospital. In order to ensure that businesses coming on to campus will truly enrich the mission and community of the campus, SUNY academics and professionals, as well as the union, **must** be consulted on the nature of the proposed alignments before the plan is finalized. These stakeholders should be part of the process, not informed of the results after businesses have already been selected and approved by the President.

- **The weight for selection criteria is not clearly defined.**

The proposal lists three sets of criteria for selection: academic and research alignment, economic benefit,

and community benefits. However, it is not clear if all three criteria will be weighted equally or if one will take priority over the others. At this point it is unclear what priorities the Steering Committee will have when making decisions. The Committee should be urged to create an objective selection process with weighted criteria. This process should be made available to the campus community in order to increase transparency and accountability within the campus START-UP NY program. To ensure that businesses actually carry out the stated alignment with the academic mission, there needs to be stronger language that requires a periodic review of activities.

- **The proposal does not address potential changes in workload for faculty and staff.**

While the proposal includes potential collaborations between new businesses on campus and students and faculty as part of the criteria to look for when considering applications, it does not address the potential increases in administrative workload due to the arrival of these businesses on campus. In order to ensure that the demands on campus facilities do not adversely affect other existing campus programs, businesses that are selected should be required to submit an impact statement specifying the specific campus resources that will be utilized. The plan also describes features that the public-private partnerships are expected to have, including "training students from medical and health professions schools, graduate physicians in residency, and radiation oncologists and technicians." This training will be done through "simulation and classroom instruction." This feature could infringe on the role of faculty and professionals by shifting services that are typically provided by SUNY faculty and professionals to these private businesses. This could potentially decrease their contact with their students. This aspect should be closely monitored and clarified in any proposal that includes businesses having instructional contributions and student mentoring.

- **There are many unknown utilizations of campus resources.**

Some of the proposed locations for tax-free designation come with the caveat that the vacant space is in need of serious renovation. This is especially true of the space located within the Bio-Tech Research Center, Sarah Loguen Center, and Harrison Tower. It is unclear whether the University will be responsible for using its resources to convert the spaces to the specifications of the incoming businesses. This responsibility should be clarified. In order to ensure that the demands on campus facilities do not adversely affect other existing campus programs, businesses that are selected should be required to submit an impact statement specifying the specific campus resources that will be utilized.

- **The updated plan does not include the potential for businesses to have access to shared resources.**

It needs to be made clear if the new plan is in addition to the information that was originally submitted as part of the December 20, 2013 START-UP NY "Campus Plan for Designation of Tax-Free Areas Memorandum." If the original plan is part of the new plan, allowing businesses to have access to core institutional resources at faculty discount rates, faculty experts, shared lab and research facilities, and free library services will cause a strain on Upstate Medical University's resources. The use of these resources should be part of a campus resources impact statement, which should then require the businesses to pay an impact fee.

- **There is, in general, little detail about the new proposed site on Upstate Campus East.**

It is our understanding that the proposed site is not owned by Upstate or Upstate's realty group but the Orthopedic LLC and the Town of Dewitt. How will the ownership of the land be transferred over to Upstate and what if any compensation will they receive? If there is monetary compensation where will the funds come from? Who will be paying for the construction of these five new buildings? Once completed, who owns the buildings? If they are privately owned will our state workforce be required to perform maintenance etc. for the buildings?

I am sure that there will be other questions once we have received more detail about their plans. We will keep you posted.



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.**



SUPPORTING OUR COMMUNITY

IS PART OF THE MISSION OF UPSTATE MEDICAL UNIVERSITY.

Upstate
Community Giving
Campaign

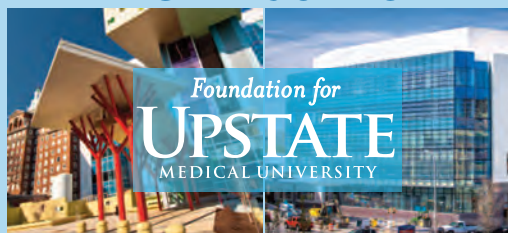
**As an employee, it's easy,
rewarding, and fun to join
your co-workers to give
time, talent and/or financial
support to our community.**

The **Community Giving Campaign** is held each fall — look for emails, posters and mailings. It's an easy way to give to any of the hundreds of funds of the Foundation for Upstate, United Way, Community Health Charities and many others.
www.upstate.edu/cgc

UPSTATE
MEDICAL UNIVERSITY

Many employees choose to give to charitable funds.

FINANCIAL SUPPORT



Above are the top-most donated to funds from last year's fall Community Giving Campaign. There are hundreds more to choose from.

My first year as the Upstate Medical University UUP Chapter Vice President for Academics: All Quiet on the Local Academic Front?

Rich Veenstra, Ph.D., Syracuse Chapter UUP Vice President for Academics

My first year as your Chapter Vice President for Academics (VPA) has been highlighted by new experiences like attending UUP Chapter Presidents & Vice Presidents New Leadership Workshops and the biweekly campus UUP Labor/Management meetings with Human Resources personnel. The major workshop topics have included getting to "Know your Contract" and "Collective Bargaining and the Taylor Law". These subjects are too immense to be covered completely in two one-day workshops and learning the provisions and procedures set forth in the New York State/United University Professions agreement is a continuous ongoing process. Perhaps the best place to begin is to recognize the five basic elements of the Taylor Law and NYS/UUP Agreement: (1) that NYS employees have the right to organize and be represented; (2) that public employers are required to negotiate with Certified/ Recognized bargaining agents; (3) that both parties (labor and management) are to agree to procedures for resolving disputes; (4) to create a Public Employment Relations Board (PERB) to assist in resolving disputes; and (5) to continue the prohibition against strikes and provide penalties for violating this provision. Applying these Five Elements to the NYS/UUP (Contract) Agreement is another matter, so is knowing whether something is mandatory or nonmandatory and knowing how to negotiate in good faith, resolve disputes, and when to file a grievance or improper practice when negotiations are unsuccessful. On the local front, I have had only a few confidential personal consultations with SUNY Upstate Medical University Academics, and have been generally successful in offering them helpful advice to resolve a perceived conflict without further need for action. I have also responded on occasion to potentially vindictive member-on-member e-mails or behaviors. The majority of personal inquiries I have received from Upstate Faculty have related to salary and benefits, namely the DRL deductions, increasing health insurance costs, and negotiated salary increases under the new contract.

State-wide Academic concerns, fervently led by Jaime Dangler, our UUP State-wide Vice President for Academics and past Chief Negotiator, have focused on the Open SUNY, Seamless Transfer, and edTPA initiatives. While these SUNY initiatives have limited impact on our campuses specialized health care educational curriculum, we should be aware and vigilantly oppose the imposition of unfair and unproven authoritative criteria for certification that directly impacts our terms of employment and indirectly our well being and personal lives. Locally, Upstate Medical University is in the process of developing a Distance Learning Office within the Educational Communications Department to help faculty develop on-line courses and the policies being adopted for this process are respectful of the NYS/UUP Agreement pertaining to data ownership and academic freedom. My task, and yours, is to make sure that these guidelines are adhered to so that workload creep does not occur and that an individual Faculty member's control over course

content, in keeping with the University academic educational mission, is not vanquished by upper level management. UUP reports on these SUNY initiatives and other UUP topics of concern are available at <http://uupinfo.org> under the Reports/Guides tab. Increasing State support and maintaining fiscal solvency of our Academic Health Science Center Hospitals is a troublesome topic of concern for UUPs Health Sciences Center sector, especially with the ongoing LICH/Downstate saga, the continued efforts to privatize the SUNY hospitals, and the changing face of health care in the USA with the enactment of the Affordable Care Act (ACA, "Obamacare"). Other NYS programs impacting our campus include StartupNY and the NYS 1115 Medicaid Waiver proposal. There are eight land parcels on the Upstate Medical University campus and one commercial venture, a proton beam research and treatment facility to be operated in collaboration with Advanced Oncotherapy, designated or being considered for the StartUpNY program under the current SUNY Upstate Medical University plan. UUP is not involved in this selection and review process. Union representation is required on the DSRIP (Delivery System Reform Incentive Payment) Planning Committees. Our Chapter President and past-President, Mike Lyon and Carol Braund, are serving on the CCCN (CNY Coordinated Care Network) Project Advisory Committee.

Lastly, I have participated in our Chapter's Adopt-a-Highway Cleanup since its inception and this year's spring cleanup was especially brutal. Perhaps the worst conditions since we began picking up this one mile stretch of highway near the Onondaga County trash incinerator. Hopefully the amount of trash a dozen of your local constituents collected this spring after the past harsh winter was the result of careless and inconsiderate motorists, and not an anti-union sentiment to our Adopt-a-Highway signage. If you haven't helped before, please consider helping with our Spring and Fall I-481 clean-up Saturdays. If enough of our UUP members and friends show up to help clean up, this two day event could be finished in one day. Free coffee, doughnuts, and beverages (water, tea, soda) are provided. On the lighter side, if you don't receive that UUP/NYSUT 2014-2015 academic year planning calendar as you have in previous years, don't be surprised. Did you know that those printed pocket calendars you received each year from NYSUT cost in excess of \$500,000 to print and distribute to all of their members?

Questions? Please contact me at veenstrr@upstate.edu.

Thank you for the continuing opportunity to serve as your Academic Vice President,
Rich Veenstra.



UUP Members Advance to Corporate Challenge Championship

Representing Upstate Medical University, UUP members Chris Loughlin, Kristin Kmack, Cara Lavier and John Kolh took first place in the 2013 Syracuse Corporate Challenge mixed team event. This qualified them to advance to the J.P. Morgan Corporate Challenge Championship in London, England July 9, 2014.



UUP Tuition Assistance Benefits

As a UUP member, you have tuition assistance benefits. This program waives full tuition expenses for credit coursework taken on either a credit or audit basis at any 4-year SUNY institution. Fees other than tuition are not covered and are the responsibility of the employee. Courses under this program are offered on a space available basis, determined by SUNY, and employees must meet all course prerequisites. Employees in the Professional Services Negotiating Unit (PSNU) may enroll in a maximum of one (1) course per semester and/or special session (e.g., summer session) under this program.

To download the Employee Course Tuition Waiver form, go to: <http://uupinfosyr.org/tuitionforms.html>
After completing the form:

1. Interoffice mail or drop off your form to Human Resources, 2nd Floor, Jacobsen Hall
2. Once returned from Human Resources, make two (2) additional copies
3. Keep one (1) copy for your own records
4. One (1) copy goes to the Bursar's Office at the school you will be attending
5. One (1) copy goes to the Registrar's Office at the school you will be attending



UUP members Susan Murphy and Dawn Leadley used tuition assistance benefits in their pursuit of higher education, both graduating with an MBA from SUNY Empire State College in May 2014.

Welcome New UUP Members!

Emy Abraham	Pediatrics	Caroline M. Foisy	PM&R - Rehab Therapies
Peter J. Aiello	Pharmacy	Terrance J. Ford	IMT - Telecommunications
Syed A. Akbar	Hem Onc	Ellen Furnari	Research Administration
Abdullah A. Al Twal	Internal Medicine	Elemer S. Gal	Financial Services - Patient
Bisma W. Alam	Internal Medicine	Michael Gallagher	Surgery
Mariam Alexander	Internal Medicine	Mei Gao	Pharmacology
Mary K. Allen-Proctor	Pathology	John Gian	Emergency Medicine
Bahman J. Amadi	Psychiatry	Cynthia M. Gitler	ER
Judy L. Andrews	IMT - Clinical Data Services	Matt H. Gnirke	Internal Medicine
Obiajulu O. Anozie	Medicine	Angel H. Gonzalez-Cardona	Internal Medicine
Ryan R. Asterita	Internal Medicine	Brian R. Goodrich	Radiation Oncology
Ivan Babin	Radiology	Natasa Grancaric	Anesthesia
Brandon E. Bach	Clin Path - Immunology	Nicholas J. Greco	Pathology
Vincent A. Badali	Dental	Serena Grewal	Internal Medicine
Phillip G. Bailey	Surgery	Hilary A. Haefner	Pathology - Hospital
Puneetal S. Bains	Endocrinology	Cory M. Hale	Pharmacy
Linda C. Bartlett	Designated AIDS Center	Anne Hayden	Financial Services - Patient
Todd C. Belanger	Radiology - Diagnostic	Holden D. Heitner	Orthopedics
Nicole G. Bell	Radiology - Interventional	Seyedali Hejazi	Internal Medicine
Uma Bhat	Internal Medicine	Margaret J. Helber	Pharmacy
Laurie J. Bonner	Nursing - Utilization Management	Jennifer T. Hendrickson	Financial Services - General
Joshua A. Borsook	General Surgery	Austin K. Henkel	Ophthalmology
Holly N. Briere	Hematology/Oncology	Stacy M. Hennick	Ob/Gyn
Caitlin M. Brown	Clin Path - Core Lab	Yvonne M. Hill	Nursing - Utilization Management
Christopher Browne	Surgery	Sherry M. Hillebrandt	Cancer Center - Administration
King Cachola	Internal Medicine	Andrew K. Hines	Financial Services - Patient
Usa Cain	Medicine	Michelle E. Hoadley	Surgery
Vincent J. Calleo	Emergency Medicine	Cara A. Howe	Library
Richard R. Campbell	Pharmacy	Cindy A. Hummel	Ophthalmology
Franklin T. Campbell	Upstate Sleep Center	Maya T. Ignaszewski	Internal Medicine
Matthew D. Capogreco	Cancer Center - Administration	Loni J. Illingsworth	Nursing - Case Management
Elizabeth A. Cappadonia	Surgery - Dental	Abhishek K. Jaiswal	Internal Medicine
Tiffany N. Caza	Pathology	Allison R. Jarstad	Ophthalmology
Thomas D. Cesca	Radiology	Geetnjali Johri	Internal Medicine
Shanel Chandra	Psychiatry	Melissa L. Jones	Pediatrics
Geeta Chaparala	Medicine	Kuldip S. Kainth	Pediatrics
Jennifer M. Chapman	Nursing - Utilization Management	Puneet Kapur	Neurology
Kunal K. Chawla	Internal Medicine	Ashraya Karkee	Internal Medicine
Martha Clavijo-Rodriguez	Designated AIDS Center	Gurveen Kaur	Internal Medicine
Michelle L. Coffaro	PM&R - Rehab Therapies	Felicia M. Kearse	Tillman Respiratory Care Services
Julie C. Corey	Radiology - Diagnostic	Shaan H. Khan	Anesthesia
Laura B. Cornwell	Urology	Neal M. Kinariwala	Emergency Department
Jon T. Crowder	Pediatric Administration	Cheryl M. King	Patient Access Services
Michael Cushner	Pharmacy	Pallavi Kopparthy	Internal Medicine
Mindy L. Dann	PM&R - Rehab Therapies	Kayla M. Kotch	Pharmacy
Emily C. Daugherty	Radiation Oncology	Evangeline P. Koutaliansos	Internal Medicine
Richard O. Davila	Otolaryngology	Kassidy J. Kraus	PM&R - Rehab Therapies
Jeffery S. Davis	Medicine - EP Lab	Elizabeth O. Krueger	Pediatrics
Danielle L. DeBona	Radiation Oncology (Hospital)	Shelley L. LaMacchia	Utilization Management
Deborah L. Decew	CG - Women's Health Network Admin	Alka Lamsal Ghimire	Internal Medicine
Lauren DelPrato	PM&R	Jessica M. Landin	Ob/Gyn
Phung V. Dham	Anesthesia	Christine M. Leddy	Psychiatry
Erin C. Donahue	Pediatrics	Mark-Neil Ledesma	Anesthesiology
Konrad M. Dziamski	Internal Medicine	Katherine E. Lewinter	Pediatrics
Dalia F. Eid	Pediatrics	Xingfu Liang	Anesthesiology
Nancy Fish	Radiology - Diagnostic	Jun Xin Liu	CG - Physical Therapy - Onsite

Tammy M. Lohnes	Radiology	Amy J. Rottger	TCU - Community Campus
Vilma S. Lopez	Clinical Practice Analysis & Support	Yakov Rubinchik	Psychiatry
Michael D. Luca	Surgery	Patricia M. Rupert	IMT - Epic Project
Roberta Lui	Medicine	Elyas Safar	Medicine
Tania M. Lyons	Social Work	S. M. Nasmus Sakib	Medicine
Pavlos K. Malonoukos	Dental	Abraham F. Salinas	Radiology
Patricia E. Markham	Hematology/Oncology	Ali Y. Salman	Internal Medicine
Sarah B. Marsh	Pediatrics	Christopher A. Sanders	Clinical Neurophysiology Lab
Sean M. Marx	Orthopedics	James D. Sanderson	IMT - Customer Support
Umair Masood	Internal Medicine	Keith A. Schenker	Emergency Medicine
Sipho Mbuqe	Psychiatry	Casey R. Schoenlank	PM&R
Eric L. McKinney	Upstate Connect	Frederick D. II, M.D. Sengstacke	Ob/Gyn
Samuel A. Molica	General Surgery	Avani A. Shah	Medicine
Ayman H. Morgan	Internal Medicine/Nephrology	Anuj V. Sharma	Internal Medicine
Marie Jose Moubarak	Pediatrics	Umair Sheikh	Emergency Medicine
Anupa Nadkarni	Medicine	William Shepard	Contracts Ofc
Iman Naimi	Pediatrics	Philip Sherwood	Financial Services - General
Vijayalekuih V. Nair	Neurology	Kyle E. Shilk	Anesthesiology
Mehdi Najafi	Ophthalmology	Marwa Sidani	Anesthesiology
Peyman Naji	Cardiology	Nicholas S. Sigona	Pharmacy
Sonny Nijjar	Internal Medicine	Rhonaldo A. Silaban	Emergency Medicine
Rebecca O'Dwyer	Neurology	David Simmons	Pharmacy
Ayodeji Olarewaju	Pulmonary/Critical Care Medicine	Robert B. Simpson	Orthopedics
Nikolas J. Onufrak	CG - Pharmacy	Jaspreet Singh	PM&R
Chimechefulam Onyenma	Medicine - Stress/Echo Lab	Michelle A. Slade	Psychiatric Services Admin
Kristin M. Ottaviano	PM&R - Rehab Therapies	Sara A. Snell	Radiology - Diagnostic
Amitha Padmanabhuni	Endocrinology	Jonathan M. Sotosky	Internal Medicine
Nehpreet Pandhair	Internal Medicine	Megan Southard	Radiology - MRI
Aakriti Pandita	Internal Medicine	Jeffrey A. Spencer	Surgery
Daniele C. Parise	Internal Medicine	Kimberly A. Spinelli	Nursing - Surgical Svcs Admin
Yuvesh Passi	Anesthesiology	Marc A. Stevens	Advanced Practice Services
Veer Y. Patel	Emergency Medicine	Paris N. Stowers	Ob/Gyn
Girija S. Phadke	Neurology	Qing Sun	Pharmacology
Megan Pinnamaneni	Pediatrics	Christina Sutphen	Student Affairs
Sri Pinnamaneni	Orthopedic Surgery	Brielle Swerdlin	Pediatric Administration
Shawna M. Pollock	Radiology - Administration	Sarah C. Talbot	PM&R - Rehab Therapies
Donna L. Poppe-Wagner	Admitting	Annette Taranowicz	Psychiatry
Valerie E. Potash	CG - Nurse Practitioners	Danyaz Thaver	Pediatrics
Heather E. Potts	Rehabilitation Psychology	Viveksandeep Thoguluva	Chandrasekar Internal Medicine
Aarati Poudel	Hem Onc	Peter J. Thomas	IMT - Educational Communications
Jeremy J. Powell	Respiratory Care Services	Jessica R. Thomas	Radiology - MRI
Apoorv Prasad	Neurology	Alison B. Thurber	Emergency Medicine
Linda M. Priest-Sheedy	Pediatric Dev Evaluation Center	Tonia Tiewul	General Surgery
Aiga Rakhesh	Neurology	Susan A. Tiffany	Nursing - Case Management
Poornima Ramadas	Internal Medicine	Andrew J. Tisser	Emergency Medicine
Nisha S. Ramani	Pathology	Ezinnaya Ubagharaji	Internal Medicine
Aymen H. Rashid	Orthopedics	Andrew E. VanSlyke	Pharmacy
Subhra Rath	Social Work	Kara K. Walker	Emergency Department
Karisa Rawlins	Neuroscience & Physiology	Sandra R. Widger	Nursing - Case Management
Christina Remillard	Clinical Pathology Admin	Kailyn M. Wilcox	General Surgery
Isabelle Rhoades	Student Admissions	Philip A. Witek	PM&R
Jonathan V. B. Riddell	Urology	Susan C. Yanik	ENT
Halee L. Riley	PM&R - Rehab Therapies	Steven M. Yeager	Dental
Jeanmarie Ripke	PM&R - Rehab Therapies	Christina G. Zaccarini	Medicine
Benjamin A. Robelo	Anesthesiology	Daniel J. Zaccarini	Pathology
Alvin J. Roberts	Student Affairs	Qinghao Zhang	Pharmacology
ChadJ. Rosen	Anesthesiology	Stephanie A. Zyck	Neurosurgery
Rachel E. Rosenfield	Emergency Medicine		



Upstate Medical University Vote/COPE Contributors

Many members are under the impression union dues are used to support our political efforts. This is not true. In fact, it is illegal for the union to use your dues in this way. Over the past few years I have come to realize that nearly every gain we are able to achieve comes through political advocacy. This was never made clearer than when the charter schools bused hundreds of parents and kids to the state capital. Yellow shirts were everywhere. The governor came out to address the crowd. What did charter schools get in the budget? Nearly everything they wanted. Not because it was right but because they had a large presence and voice. So maybe the next time

we ask for help in our advocacy efforts, you will give up a little of your time and join us. You have heard me say this before "We are not the union, YOU are the union." So please support your union's efforts to protect public education, access to health care, labor rights and fairness for working families. A contribution, as little as \$1.00/pay period, to the VOTE/COPE political action fund helps ensure that your voice will be heard on issues, large and small, that affect your life.

A big Thanks to those that have already contributed:

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Delivery System Reform Incentive Program (DSRIP)

The Medicaid Redesign Waiver (MRW) is a six year program linked to capital development. To be eligible, SUNY must apply and have a project approved. The MRW is \$8 billion meant to transform health care in New York State. States apply to the Department of Health and Human Services (HHS) for a waiver or return of Medicaid dollars. In fact, public hospitals lost Medicaid money, but the waiver can go to private hospitals as well. In California, 70% of the MRW went to public hospitals.

New York saved the federal government \$17 billion; New York Department of Health, in an agreement with the Center for Medicare and Medicaid Services, got \$8 billion of that reimbursed. The funds will be allocated through performance-based programs. In the NYS design, \$6.42 billion will be for DSRIP; \$1.8 billion is for the Office for Persons Developmental Disabilities, Home Health and Behavioral Health Delivery and Long-Term Care; and \$500 million will be temporary resources to safety net providers to participate in DSRIP transformation.

This is a shift to outpatient services and only those in approved partnerships; it may include private health provid-

ers and must include behavioral health services. Upstate, along with approximately 80 other facilities from Onondaga and adjacent counties has formed the CNY Coordinated Care Network. The final proposal is due by the end of this calendar year.

For more information, visit the Upstate website at www.upstate.edu/cccn



Richard Veenstra - Employee Recognition Award

Richard Veenstra, Ph.D., Pharmacology, Cell and Developmental Biology, and Upstate Medical University UUP Chapter Vice President for Academics, received an Employee Recognition Award from Dr. Gregory Eastwood, Interim President of SUNY Upstate Medical University for Community Service of the Year - Individual. The Employee Recognition Award Ceremony and Reception was held at the Institute for Human Performance Atrium on June 18.

Dr. Veenstra is the Heart Walk team leader for cardiovascular research and one of Upstate's top Heart Walk fundraisers for the last six years. He invests a considerable amount of time to build a Heart Walk team, especially among Upstate's research community, to raise funds for the American Heart Association and to create community awareness of Upstate's research projects. Veenstra has served on the board of directors for the AHA, is a Hamilton White Society member and is part of the Adopt-a-Highway Clean-Up group, sponsored by Upstate's UUP chapter.

Dr. Veenstra wishes to thank the members of the Upstate Medical University UUP Chapter Executive Board who participated in the Heart Walk or contributed to the Cardio-Vascular Research Team these last six years that helped make his efforts as Team Captain a success.



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

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

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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.

Upstate Health Magazine & HealthLink on Air Receive Awards

UUP members Amber Smith, left, and Rebecca Cerio, right, traveled to Lake Placid for the State University of New York Council for University Advancement conference this spring. Upstate collected judge's citations for Upstate Health magazine and for the weekly talk radio program HealthLink on Air.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE		Total Gross		Fed Taxable Gross			
Advice #		123456789		Pay Start Date		07/13/2009		Current	3456.78	1234.56	
Advice Date		07/12/2009		Pay End Date		07/27/009		YTD	45,678.90	34,567.89	
Department ID				1234		Net Pay		1,234.56			
EARNINGS				Current		YTD		Pay Rate		78,910.11	
Hrs./Days		Earnings		Hrs./Days		Earnings		TAX DATA			
								Federal	State	NYC	Yonkers
Regular Pay Salary Employee		3456.78		45,678.90		Marital Status		4	4		
Location Pay		56.78		678.90		Allowances		2	0		
						Add. Amt.					
				TAXES				Current		YTD	
				Fed Withholding				3,456.78		1,234.56	
				Medicare				45,678.90		24,567.89	
				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		34.55		-56.78			
Supplemental Ret. Annually Prog.		678.90		6,789.90							
TIAA Retirement Before Tax		56.78		1,234.56							
				UUP Member 26P							

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.

SUNY Technology Accelerator Fund Award

Eric Reinhardt, Business Journal News Network, April 22, 2014

The State University of New York (SUNY) Technology Accelerator Fund (TAF) will invest in five new projects, Gov. Andrew Cuomo announced. They include a device that a doctor at Upstate Medical University is developing, according to a news release from the governor's office.

The TAF accelerates the development and commercialization of innovations that SUNY students, faculty, and staff create. It is part of the Research Foundation (RF) for SUNY, which manages SUNY's research portfolio. RF provides administration for programs and innovation-support services for SUNY faculty and students performing research in life sciences and medicine; engineering and nanotechnology; physical sciences and energy; social sciences, and computer and information sciences. TAF awarded the projects a total of \$250,000, which brings the fund's support of SUNY innovation to more than \$1 million. The projects include

advances in medical imaging, pharmaceutical, fine chemicals, petrochemical, and refining technologies.

Dr. Gary Nieman, associate professor of surgery at Upstate Medical University, is using a \$50,000 award as he develops a minimally-invasive infusion and suction therapy, a "novel" medical device that removes harmful abdominal fluid buildup that trauma, sepsis, or burns cause, Cuomo's office said. This fund is helping SUNY's work on the next generation of lifesaving technologies, Cuomo said in the news



Ray Muldoon Receives Well Deserved Recognition

In March, UUP member Ray Muldoon, Advanced Practice Services, was recognized by the University Hospital Social Work Department as the recipient of their annual Friend of Social Work Award. This award is bestowed upon individuals who demonstrate, through their collegial relationships with department, the values of the social work profession.

Then, in June, Ray was recognized as a Jonas Scholar. This prestigious scholarship is given by the Jonas Foundation to doctoral students in nursing who demonstrate outstanding leadership potential in advancing patient care and the profession of nursing. There are only 330 Jonas Scholars nationwide.

***Congratulations, Ray –
it is recognition well deserved & earned!***



[MAKE A DONATION](#)

WHO WE ARE

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PHILANTHROPY IMPROVING THROUGH NURSING

"Nurses are the backbone of the healthcare system. It is essential that we recognize the role they play in our hospitals, homes and on the battlefield."
Co-founder, Jonas Center for Healthcare

The Jonas Center is dedicated to the effectiveness of America's healthcare system.



Syracuse Chapter UUP Retiree Michaela Wendell has become a published author! Her book, "At Your Service" by Em Kaye, came out on August 6th. Her daughter, current Upstate employee Mandy Wendell, is very excited and proud of her mother's accomplishments.

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The opinions expressed in this newsletter are those of the authors or of the Syracuse Chapter and are not necessarily the opinions of United University Professors.

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

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