



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

Contract Negotiations to begin, again

Boy it's hard to believe but it's true; we are in the last year of our contract. This means that the negotiations team will be starting to gather information about what our members want them to try to get/fix. I have been asked to



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

be on the team once again. Last time, this was a three year commitment. The first year consisted of visiting every campus during the fall, which was followed in January by a joint meeting with the UUP constitutionally mandated Negotiations Committee. This is made up of the president, one academic and one professional member from each of the Chapters, while the Negotiations Team is a presidential prerogative. At this meeting, we breakup into smaller groups and go over all of the information that has been gathered from open meetings at every chapter, the contract survey, member suggestion forms, and a negotiations hearing at the fall Delegate Assembly. Then, we all vote on which

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NYSUT Health & Safety Conference

A small contingent of Upstate UUP members attended the annual New York State United Teachers (NYSUT) Health & Safety Conference March 13-14, 2015 in Saratoga Springs. Attendee's included Greg Siwinski, Family Medicine- Occupational Health Clinical Center, Colin Massulik, IMT-Customer Support, and Lee Livermore, Poison Center. Workshops were attended on topics such as workplace bullying, ergonomics, workplace stress, health & safety committees, and political action for health & safety. UUP-represented staff from the Occupational Health Clinical Center led workshops on indoor air quality and conducting safety walk-through inspections. Upon their return, Colin and Lee submitted summaries of their activities. The following are excerpts from their reports:

Cyber Safety: Protecting Yourself in Today's Online World

This workshop was about the steps that we as workers could protect ourselves while using social media.

One would think that someone would need to protect themselves from hackers and the nasty people out there to try and steal your personal information for their personal gain. However, that's not what this workshop was about at all. As an LRS, Nancy Phelps has seen many times that employees often get themselves into trouble at work simply by participating in social media. Employers can read Facebook posts, Tweets, emails and the like. Since most of it is using their equipment, they have every right to and it often leads to disciplinary action. I learned that it's probably better to not say anything at all than to risk what could happen if a misinterpreted message were to end up in the wrong hands. It's also almost never acceptable for a teacher to message a student directly.

Health & Safety 101 Workshop

We talked a lot about Federal (OSHA) and NY State (PESH) programs for protecting worker safety, reporting and dealing with authori-

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THIS ISSUE:

p.4 **New York State Fair:**
A photo spread of our parade on Labor Day

p.7 **Repurposing Plan:**
Be aware of these proposed changes and what they mean

p.12 **Security Tips & Awareness:**
Don't take the bait on phishing scams

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of the many issues should be brought forward during negotiations. This is important because, once a contract article is opened for negotiations, anything in that article can potentially change and the changes may not be to our advantage.

The Negotiations Team includes Farmingdale's Vice President of Academics Mike Smiles, a veteran Negotiations Team member who served as the associate chief negotiator for the union's current contract, who will now serve as the associate/deputy chief negotiator. The Team will also have two assistant negotiators, Empire State College Chapter President Pamela Malone and Stony Brook Chapter Vice President of Academics Jason Torre. Also on the team are Bret Benjamin, Albany; Doug Cody, Farmingdale; Ray Danneffer, Buffalo HSC; Jen Drake, Cortland; Pat Ghee, Buffalo State; Carolyn Kube, Stony Brook HSC; Mike Lyon, Upstate Medical University; Idalia Torres, Fredonia; Tom Tucker, Buffalo Center; Bill Tusang, Cobleskill; Paula White, Downstate; Anne Wiegard, Cortland; Beth Wilson, New Paltz; and Ezra Zubrow, Buffalo Center.

To recap what occurred, we didn't get nearly what we wanted in terms of monetary advances last time but we did get some significant non-monetary changes to the contract. One monetary item was the first-ever requirement that a portion of the

discretionary awards be distributed to part-time employees. Frequently they were left out of the mix. We were also able to get the following:

- Reduced time to term appointment eligibility for part-time employees
- Eligibility expansion for on-call/recall
- New class action grievance provision
- Ability to use 15 family sick days for adoption and foster care
- Elimination of salary rank restrictions on eligibility for early permanent appointment
- Procedural steps for Evaluation of Professionals put into Article 7 (Grievance Procedure)

Each of these advances took sometimes weeks of negotiations. These may seem like small changes but they aren't. It should be pointed out that we were the only bargaining unit to get significant changes to contract language.

Please plan to attend one of the two Negotiations Team listening tour sessions on Monday, October 26 at 8:00 a.m. or 4:00 p.m. in Room 2231 Weiskotten Hall, as your input is vital to this very important process.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE				Total Gross		Fed Taxable Gross	
								Current YTD	3456.78 45,678.90	1234.56 34,567.89	
Advice # Advice Date		123456789 09/10/2015		Pay Start Date Pay End Date		09/10/2015 09/24/2015		Net Pay 1,234.56			
Department ID		1234						Pay Rate		56,789.10	
EARNINGS				Current YTD		TAX DATA					
Hrs./Days		Earnings		Hrs./Days		Earnings		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		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. Annually Prog.		678.90		5,678.90							
TIAA Retirement Before Tax		56.78		1,234.56							
								UUP Member 26P		34.56 456.78	

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 application.

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ties. We were taught the process for filing an injury report and went over details of Worker's Compensation benefits. One important detail is that whenever a person is injured on the job, one of the first steps should be to call a lawyer. Fine, Olin and Anderman LCC is one that works with NYSUT and will talk to any union member about their rights.

Keynote Speakers

Opening Session Keynote Speaker, Jordan Barab gave a very informative talk on the issues of Health and Safety Reform from his perspective as Deputy Assistant Secretary of Labor, Occupational Safety and Health Administration. There were excellent stats and figures on the financials and challenges with Health and Safety Reform in the U.S.

Closing Session Keynote Speaker, Patricia Wood, Executive Director, Grassroots Environmental Education, gave a very interesting talk on the radiation from wireless routers, computers, and cell phones that we are exposed to everyday. I was not aware of the potential hazards or the lobbying efforts to keep the research and information out of the awareness of the general public.

Laws, Rules and Regulations: Knowledge is Power

This workshop provided an excellent overview of New York State's Public Employee Safety and Health Bureau (PESH) and the federal Occupational Safety and Health Administration (OSHA) and how the two organizations are aligned with their regulations. I was not familiar with PESH and the workshop provided useful information to me as an employee and member of UUP.

Legislative Update and Political Action for Health and Safety

This workshop was combined with the workshop on Legal Issues: Update for Health and Safety. This was a very informational session. The presenter was detailed, engaging and offered great information about working with the state legislature. Legal Issues: Update for Health and Safety was equally valuable in terms of providing insights to the issues and the challenges of fighting to improve Health and Safety throughout NYS.

Work Shouldn't Hurt

This workshop was about how we can help prevent workplace injuries, what has been done throughout history to prevent workplace injuries and how Union activism was involved in that history. We broke up into groups and discussed common ailments that occur in the workplace and some ways to help prevent them. A major win in the modern era is that employers are now in the mindset that we should design the job to fit the workers — don't force the worker to fit the job. That alone can prevent injury, keep employees safe and healthy and as a result, they are more productive.

Workplace Stress: Union Strategies for Change

This workshop was about focusing on the short term and long-term effects of negative stress that result from sudden changes at the workplace. Although we focused primarily at the individual level for treatments of the conditions of the stress, we learned that the reality is that the only way to truly avoid negative stress is to remove the source of the stress altogether, which is rarely ever an option.

UUP VOTE-COPE Voluntary Contribution • United University Professions • P.O. Box 15143, Albany, NY 12212-5143

Last Name _____ First _____ MI _____

Address (Include Street, City, State, ZIP) _____

Campus _____ Department _____ Non-SUNY Email _____

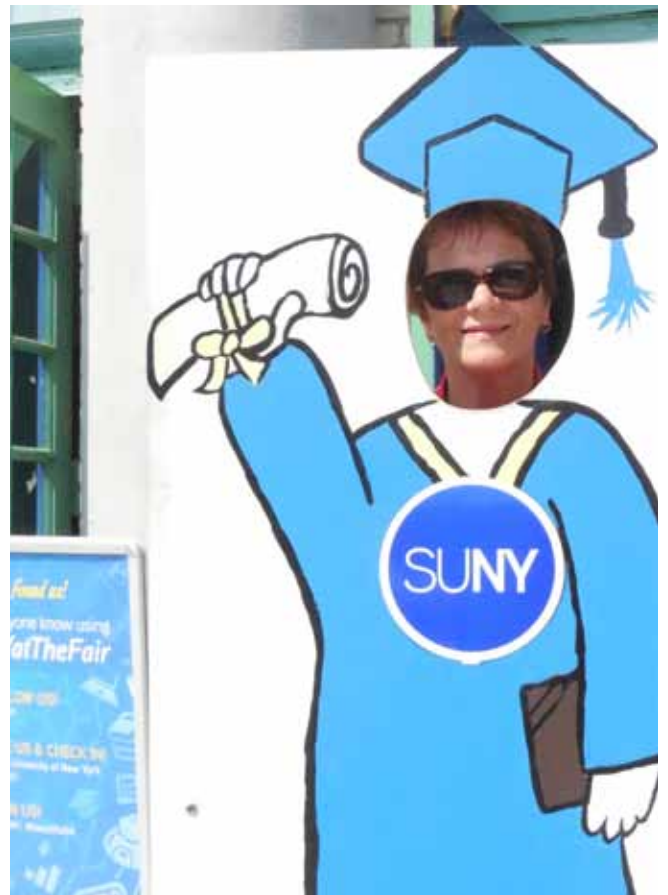
AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than _____ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with federal, state and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

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

Signature _____ Date _____

2015 NY STATE FAIR LABOR DAY PARADE



2015 NY STATE FAIR LABOR DAY PARADE



Pathway to Wellness Programs

Smoking Cessation

Smoking Cessation classes will start September 15. If you are ready to quit, let, Theresa Hankin (464-3519) help you get started.

Eat Right, Move, Lose

Eat Right, Move, Lose will begin in late September. The program is a weight loss and weight management class that is offered weekly for 8 weeks, 20 minutes per week. There is also a Facebook group. The program focuses on making behavior changes each week. For more information, please e-mail Suzanne Brisk at brisks@upstate.edu.

October NYWellEveryDay Challenge

Want to make small changes? October NYWellEveryDay challenge is: use your gratitude journal and write what you are thankful for! New behavior change challenge each month. Contact Suzanne Brisk at 464-4565 for details.

Interested in more info on wellness? Please visit www.upstate.edu/wellness.



Repurposing Plan

Peter Ludden, NYSUT/UUP Labor Relations Specialist

Your Union has been working on an issue that is of great concern due to the potential impact on many of you, our members.

The Dean of the College of Medicine recently unveiled his repurposing plan.

As it was originally explained to us, this repurposing plan was designed to save Upstate Medical University money by converting positions on a State line that are within the Professional Services Negotiating Unit (PSNU), into positions with the Research Foundation. PSNU is the official name of the bargaining unit represented by United University Professions (UUP).

This action would save Upstate money by moving the cost of salaries and benefits from the state line to RF. The savings to SUNY Upstate could be significant. Not only would all of the costs move from the state to the Research Foundation, but the benefits provided to RF employees are inferior to those that UUP has negotiated for you over the past decades. However, such an action taken by Upstate would be in violation of the collective bargaining agreement and the Taylor Law, which is the law in New York State governing the relations between public employers (SUNY Upstate) and employee organizations (UUP). Specifically, Appendix A-27 (page 95) states in relevant part:

"This is to confirm our mutual understanding that the State's right to contract out as specified in Article 36 of the Agreement shall apply to all positions, including vacancies. However, in the event current PSNU employees would be affected, the State shall not contract out for goods or services performed by PSNU employees with the following organizations: the Research Foundation, any campus foundation,..."

Anyone who moves from a State position to a Research Foundation position loses Union protection. The health insurance and related benefits are better in a State position than in an RF position. With a Research Foundation position, an individual has no job protection and can be terminated at any time.

Your Union representatives met with the Dean and Eric Frost during the summer to explain why the repurposing plan was not appropriate and against the terms in the collective bargaining agreement as well as the Taylor Law. Your Union leadership recently had another discussion with the Dean, Eric Frost and Lisa Tesorio. During that discussion, the Dean stated to us that there is no plan to implement the repurposing plan as it was originally explained to us and that there is no plan to take anyone out of a State line and move them to a Research Foundation line.

What the Dean stated to us in our most recent discussion was that the repurposing plan is designed to possibly move

some State lines from one department to another department when there is a retirement, resignation or other reason for an opening. This is designed to redistribute or repurpose the State money within the College of Medicine.



The purpose of this article is to provide the UUP membership with information regarding the Dean's plan. Additionally, this is a request to notify your Union leadership of any discussion and/or actions that take place related to this repurposing plan that may take place related to the notion of moving from a State line to a Research Foundation line. We have been told that such an action isn't going to take place. However, we want to be certain that the old version of the repurposing plan isn't implemented or even contemplated.

If anyone is asked to voluntarily move from a State line to RF, please notify us immediately. If there are discussions related to hiring someone into a Research Foundation position that has traditionally been a State (UUP) position, please notify us immediately. If you are aware of ANY new Research Foundation positions, please notify us immediately. Part of this plan is to replace retirements/resignations from UUP to RF positions.

This may not impact your department or your position now, or ever. However, there is a potential that, if the original repurposing plan is implemented, that this could impact any position currently within UUP. We need to hear from you as soon as you are aware of any action or discussion on this topic.

Teaching:
The only profession where
you steal supplies from home



and bring them to work.

WeKnowMeas

Don't Take the Bait on Phishing Scams

Shawn O'Reilly, UUP Member, IMT Department

More than 200 billion emails are sent and received worldwide each day. That represents a lot of opportunity for phishing scams, in which scammers distribute emails that appear to come from legitimate organizations or individuals and try to entice the recipient into clicking on malicious links or attachments. Spear-phishing is a more targeted type of phishing in which a specific organization or person is the target. The typical goal of phishing attacks is to get the victim to give up sensitive information such as a Social Security number or financial information. Phishing is also used as a way for attackers to get inside an organization's network for cyber espionage or other malicious activity.

Scammers will use spoofed email addresses, phony websites with legitimate logos, or phone numbers to fake customer service centers operated by the scammers. Last year phishing attacks cost organizations \$4.5 billion in losses.

Common Phishing Scams

When it comes to phishing, the best line of defense is you. If you pay attention to potential phishing traps and watch for telltale signs of a scam, you can minimize your risk of becoming a victim. Here are some scenarios you may encounter:

- An email appearing to be from a bank, credit card company, or other financial institution requests that you "confirm" your personal account information. Supposedly, your information has been lost, or your account is going to be closed, so it is "urgent" that you respond immediately.
- A phony email from the "fraud department" of a well-known company asks you to verify your information because they suspect you may be a victim of identity theft.
- An email may take advantage of a current event, such as the Anthem data breach, which scammers used to send phishing emails with malicious links for "free credit reporting."
- An email claiming to be from a state lottery commission requests your banking information to deposit the "winning" into your accounts.
- A scammer pretends to have a large sum of money and needs "someone trustworthy" to help access it. The scammer promises to share the wealth in exchange for your help - specifically, your financial information.

Easy Tips to Protect Yourself from Phishing

- Do not send any sensitive personal information via email. Legitimate organizations will not ask users to send information this way.

- Visit banking or financial websites by typing the address into the address bar. Do not follow links embedded in an unsolicited email.
- Only open an email attachment if you're expecting it and know what it contains. Be cautious about container files, such as .zip files, as malicious files could be packed inside.
- If you want to verify a suspicious email, contact the organization directly - but don't call the number which is provided in the email.
- Use discretion when posting personal information on social media. This information is a treasure-trove to spear phishers who will use it to feign trustworthiness.
- Use antivirus software to detect and disable malicious programs, such as spyware or backdoor Trojans, which may be included in phishing emails. Keep your Internet browser updated with the latest security patches.

For More Information

- Anti-Phishing Working Group: www.antiphishing.org
- Internet Crime Complaint Center (IC3): www.ic3.gov/default.aspx
- Federal Trade Commission: <https://www.consumer.ftc.gov/articles/0003-phishing>

If you ever any questions related to cybersecurity or phishing scams, please contact Shawn O'Reilly directly at oreillys@upstate.edu.

1 <http://www.radicati.com/wp/wp-content/uploads/2015/02/Email-Statistics-Report-2015-2019-Executive-Summary.pdf>

2 <http://www.emc.com/emc-plus/rsa-thought-leadership/online-fraud/index.htm>



**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.**



Identity theft protection available for NYSUT members



TRUE IDENTITY PROTECTION™

NYSUT Member Benefits is excited to announce that its newest endorsed program – ID Watchdog – is now available to all NYSUT members & their families looking for protection against the growing threat of identity and credit theft.

What Do I Get When I Sign Up for ID Watchdog?

- Credit & Cyber Monitoring
- Credit Reports & Scores
- Individual, Individual/Spouse or Family Coverage Available
- Monthly Credit Score Tracker
- High Risk Monitoring

According to Javelin Strategy & Research, an estimated 13.1 million Americans fall victim to identity theft each year. These individuals are hit with approximately \$7,000 in fraudulent charges per person and spend about 330 hours each trying to recover from the effects of identity theft.

ID Watchdog (founded in 2005 as a theft protection service) uses proprietary monitoring technology that alerts members as soon as new or updated information associated with their identity is detected – allowing them to catch fraudulent activity immediately.

**To learn more about ID Watchdog, call toll-free 866-513-0823
or visit memberbenefits.nysut.org.**

Downtown Annual UUP Membership Meeting & Picnic

The Downtown Annual UUP Membership Meeting & Picnic was held on Wednesday, June 10, 2015 in the Weiskotten Hall Main Auditorium and courtyard. Speakers included Syracuse Chapter Officers, Mike Lyons, President; Deb Benware, Treasurer; and Colin Massulik, Secretary, and Statewide Membership Development Officer, Arty Shertzer. Topics that were discussed included that the current contract will expire June 30, 2016, a new negotiations team has been formed and nego-

tiations will soon be underway. After the meeting, the picnic began – the weather the picture perfect, the food delicious and the company second to none.

Community's Annual UUP Membership Meeting & Picnic is scheduled for Wednesday, October 14, 2015. More information to follow.



UUP MEMBERSHIP MEETING AND PICNIC



Social Engineering Through The Internet

Shawn O'Reilly, UUP Member, IMT Department

Social engineering refers to the methods attackers use to manipulate people into sharing sensitive information, or taking an action, such as downloading a file. Sometimes a social engineer is able to rely solely on information posted online or will sometimes interact with the victim to persuade the victim to share details or perform an action.

Oversharing Online

Information posted online can seem harmless, until you think about how a social engineer could use the same information. By gathering multiple pieces of information from various sources, a cyber criminal could have enough facts about you to craft a very convincing social engineering scam. Think about how these seemingly innocuous details might be valuable to the cyber criminal:

- Posting a picture of your pet might give away your pet's name, or posting a photo of your car would identify its color. Pet's name and car color are common security questions.
- Answering a "meme" can give away personally identifiable information (PII) such as your date of birth or other sensitive information, including answers to security questions.

Be careful about how much information you post and think about how the various pieces might be combined for use by a cyber criminal.

Persuasion Scams

The following three common types of persuasion methods highlight different ways social engineers target victims through the Internet.

Tech Support Call Scams

In Tech Support Call Scams the scammer, claiming to work for a well-known software or technology company cold calls victims in an attempt to convince the victim that their computer is at risk of attack, attacking another computer, or is infected with malware, and that only the caller can remediate the problem. In convincing the victim, the scammer often persuades the victim to provide remote access to the victim's computer. The scammer can then install malware or access sensitive information. In some variations the scammer persuades the victim to pay for unnecessary or fictitious antivirus software or software updates.

Romance Scams

In Romance Scams the malicious actors create fake profiles on dating websites and establish relationships with other site members. Once a sense of trust is established, the scammer fabricates an emergency and asks the victim for financial assistance. The scammer generally claims they will repay the victim as soon as the crisis is over, however, if the victim sends money, the scam-

mer will prolong the scam, sometimes stealing thousands of dollars from the victim.

Traveler Scams

In this scenario, also known as the "Grandparent Scam," malicious actors use information posted on social media websites by a traveling family member to trick other family members into sending money overseas. Often the scam targets the elderly, who are less likely to realize the information was originally posted online. The scammer will monitor social media websites for people traveling overseas, and then contact the family members, through the Internet or via phone, with a crisis and requesting that money be sent immediately. The scammers rely on all the information users post online about themselves and their trips, in order to convince the family member that they know the traveler and are privy to personal details, and thus should be trusted.

Easy Tips to Protect Yourself from Social Engineering

- Use discretion when posting personal information on social media. This information is a treasure-trove to scammers who will use it to feign trustworthiness.
- Before posting any information, consider: What does this information say about me? How can this information be used against me? Is this information, if combined with other information, harmful?
- Remind friends and family members to exercise the same caution. Request that they remove revealing information about you.
- Verify the identity of anyone who contacts you through different means – do not use the information they provide you.
- Do not send money to people you do not know and trust.

For More Information

- Internet Crime Complaint Center (IC3): <http://www.ic3.gov/default.aspx>
- Federal Bureau of Investigation's Common Fraud Schemes: http://www.fbi.gov/scams-safety/fraud/internet_fraud
- OnGuard Online: <https://www.onguardonline.gov/>
- Looks Too Good To Be True: <http://www.lookstoogoodtobetrue.com/>

Meet the Negotiations Team

Our current contract expires June 30, 2016 and the new Negotiations Team is planning a fall listening tour. The Team will be in Syracuse on Monday, October 26 and will hold two sessions, 8:00 a.m. and 4:00 p.m., in Room 2231, Weiskotten Hall. Please mark your calendars and plan to attend this very important event. Remember, you are the union and your voice counts!

Upcoming Salary Increases

\$500 on-base salary increase

Bargaining unit members on the payroll as of June 30 will receive an additional \$500 to their basic annual salary. The funds, through the Chancellor's Power of SUNY Award, will be paid no later than Dec. 31.

We do not know the exact date for this payment, at this time. However, it will be retroactive to July 1 or Sept. 1, depending on the employee's professional obligation and whether they are active on the payroll at the time of payment.

Employees who worked at least one semester during the 12-month period commencing July 1, 2014 and whose employment ends prior to July 1, 2015 are eligible for the payment if they are reemployed and active on the payroll on the effective date of payment.

Part-time employees will get a pro-rated amount. For more info on how this will be calculated, please go to <http://uupinfo.org/negotiations/pdf/PartTimeFastFacts.pdf>.

Discretionary Salary Awards (DSA)

Discretionary Salary Awards (DSA) will be allocated no later than Dec. 31 by campus presidents, who will decide when and how to distribute those funds. DSA, which makes up .5 percent of payroll, will not be added to base salary. It will be paid no later than Dec. 31.

A specific portion of the DSA pool on each campus is earmarked for part-time employees.

State Deficit Reduction Program

The state's Deficit Reduction Program has ended. The value of 7 out of the 9 days extracted from your pay will be repaid beginning in June 2016.

UUP's contract with the state expires July 1, 2016.

2016 Monthly Executive Board Meetings

The Syracuse Chapter Executive Board, comprised of Officers and Delegates, meets monthly at noon in the UUP Office at Madison Towers. These meetings are open to everyone and a great way to keep in touch with what is going on with the Union.

If you are interested in attending a meeting, please call Peggy at the UUP Office, 422-5028, to let her know you are coming. The tentative 2016 dates are as follows:

January 13	May 11	September 14
February 10	June 8	October 12
March 9	July 13	November 9
April 13	August 10	December 14

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 Upstate Foundation, United Way, Community Health Charities and many others.
www.upstate.edu/cgc

Many employees choose to give to charitable funds.

FINANCIAL SUPPORT



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

UPSTATE
MEDICAL UNIVERSITY

Congrats to Our Members!

Wendy Stockwin, *Clinical Instructor,*
Clinical Laboratory Sciences

Wendy has been selected to receive the American Society for Clinical Pathology (ASCP) Regional Member Award for the Northeast Region. This award is designed to honor laboratory professional members who promote and enhance the field of laboratory medicine through their contributions at the local level. One recipient is selected annually from each of the eight national regions. Wendy will receive her award at the ASCP Annual Meeting in Long Beach, CA in October.

Nicole Cormier, *Credentialing Specialist,*
Medical Staff Services

Nicole Cormier earned her Certified Provider Credentialing Specialist (CPCS) Certification in June 2015. Medical Staff Professionals (MPS) who earn their CPCS certification are tested on their professional competence and knowledge of credentialing, privileging, and primary source verification. Since its inception, the CPCS average pass rate has been approximately 65% nationally. Successful completion of this certification indicates Nicole's expertise in the field

I-481 Adopt-A-Highway Community Service Project



The Adopt-A Highway Program began in NY in the 1990s. Over 2,400 different groups have committed to keep clean over 5,000 miles of highway. In 2003, the UMU UUP Chapter adopted a one-mile stretch of I-481 as the chapter's official community service project.

The next I-481 UUP highway pickup will be on Saturday, October 10th (rain date October 17th). Members who are interested in participating should e-mail David Peckham at djp6486@hotmail.com or call the UUP office at 422-5028.



UUP at the Fair



On Saturday, August 29th, UUP Members Robert Szkotak and Daniel Waterman, both from IMT-Operations & Networking, volunteered their time to work at Upstate's health and wellness booth at the NYS Fair. They shared with fairgoers the many services available to them, including the Woman's Health Network.

Benefits of Membership

Dear Upstate Colleagues,

As a full- or part-time professional or academic at Upstate Medical University, you have the right to join United University Professions (UUP), an affiliate of the New York State United Teachers (NYSUT), the National Education Association (NEA), and the American Federation of Teachers/Local 2190 (AFT) of the AFL-CIO.

UUP is the nation's largest higher education union, representing more than 35,000 employees at the 29 state-operated SUNY campuses and SUNY System Administration. UUP is the only organization designated to negotiate a contract with New York State on behalf of SUNY's academic and professional employees. This contract sets and protects the terms and conditions of your employment.

Over the years, UUP's negotiated contracts have meant:

- Competitive compensation packages
- Tenure protection
- Academic freedom
- Superior health/benefits packages
- Continuing support for affirmative action and social justice
- Funding for professional and academic development

In addition, UUP provides a long list of benefits and professional programs for its members (some sponsored by NYSUT and AFT):

- Dental and vision plan insurance coverage
- Free group life insurance
- Free tuition on a space-available basis
- Discounted products and services from companies such as Apple, AT&T, Bally's, BJ's, Enterprise, Goodyear, Liberty

Mutual, Office Max and Verizon Wireless.

- Eligibility for NYS Health Insurance Program
- Individual Development Awards
- Technology development awards
- Safety and health training
- Retraining fellowships
- Affirmative action leaves
- Campus project grants

Especially important is UUP's role as a leading force in the American labor movement. UUP speaks with a unified political voice on behalf of higher education at the state, national and international levels.

In New York State, UUP acts as a watchdog, challenging legislation or state/federal policies that may affect public higher education funding or member's contractual rights, including tenure and academic freedom.

There is no additional cost to join UUP. However, there are invaluable gains to members, to students, to the University, and to a more productive and healthy society.

UUP is the union that makes SUNY work. Please join us by completing and signing the Membership Form within this newsletter and send it via campus mail to the UUP Office, Madison Towers.

If you are unsure whether or not you are an agency fee payer, just contact the office at 422-5028 and we can let you know.

Yours in Solidarity

Michael J. Lyon, PhD

Syracuse UUP Chapter President

PLEASE RETAIN FOR YOUR RECORDS

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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.

Corruption in America

Rosemarie Bundy, Syracuse Chapter UUP Retiree

Having been asked by our editor of this newsletter to talk about the rather eclectic books on my reading list, I am taking up the challenge. One of the books that came into my ken in the last six months was a carefully documented text concerning corruption in America. *Corruption in America: from Benjamin Franklin's snuff box to Citizen's United*: Cambridge, Harvard University Press, 2014. It is a law-based text by a well-known legal scholar, Zephyr Teachout. She is a law professor at Fordham teaching antitrust and media law. Since this writer is not a lawyer, the question of attempting a critical review of this book is an impossibility but there are some startling facts that may increase our ability to read through chaff and discern bloviation and outright lies.

The first insight is that corruption is a continuum, not in a time sense, but in a sense of intensity or moral turpitude. Think of it as a line that runs from outright felonious corruption on the left, then moving to the right toward innocuous interactions between politicians and the polity. Along the continuum line we notice various intensities of influence from the far left, which is called 'quid pro quo' (Latin for this for that) and has been considered until recently a felony. Citizen's United removed that opprobrium. As we proceed along the line to the very right, the influence that is being 'bought', for that's what it truly is, lessens until the drag of influence is lost in a \$5 cup of coffee.

Another description talks of three kinds of interest: self-interest, group interest, and public interest. We can see how concen-

trating on self-interest leaves the other two in limbo. But it is very startling to understand that decisions made politically in the public interest always benefit self-interest and group interest. Clean air decisions benefit the public but may reduce profits; i.e. self-interest. But they do benefit the profit-taker's grandchildren with a livable world and clean lungs. Is that not a marvelous benefit?

The newest term learned was bright-line laws. These are statutes that are written with actual limits. They're not concerned with intent which according to Teachout is very difficult to prove; they're only concerned with actions. How about a statute that limits gifts to nothing above a \$25 value? Anything other than that would be a criminal offense. Why opt for this method?

- 1) They're easy to prove.
- 2) They're clear cut.
- 3) These signals to the public are like flags or a bullhorn; no confusion.
- 4) They don't have the imprecision of the word 'corruption' in the statute to confuse the judiciary.

Teachout's advice is to enlarge the meaning of corruption especially after the Citizen's United court case. We can see how a precise definition is a bulwark against temptation.

Best quote in the book: "a conception of democracy requires a comprehensive conception of corruption".

Analogies at the Fore

Rosemarie Bundy, Syracuse Chapter UUP Retiree

Interesting analogies sometimes are more revealing than a dry recitation of the facts. Now that the Greek financial problems have left the center stage in the MSM (main street media), the cold sobering facts are being displayed; i.e. the history of how Greece came to be in such a pickle.

Most economists accept the understanding that there was corruption in the Greek government that prevented all the facts from coming out about how their budget was shielded from examination, what ruinous loans they were making, and how wealthy tax evaders escaped prosecution. Secrecy, again!! When will we learn?

Off-the-books debt liabilities were shielded from prying eyes. Goldman Sachs was the major actor in these fiduciary transactions enabling Greece to hide its crumbling status. Guess whose division it was; your and my favorite 'gangsta' investment banker, Lloyd Blankfein. In his latest public article, Robert Reich, former Secretary of Labor under Clinton, now professor at Berkley, dissects the path to the unsustainable debt burdening Greece. He shows how Blankfein was instrumental in securing onerous loans to Greece, all legal. Goldman Sachs

had structured them in a most insidious fashion making it impossible to restructure the loans without paying hefty fees, thus limiting Greece from taking advantage of the falling interest rates. Goldman Sachs made out like the "proverbial bandit." Goldman Sachs was bailed out by our government in 2008, stayed in business, and received huge payments in fees and interest from the loans. Their stock went from \$53 in 2009 to \$200 presently. And.....our gangsta banker made \$24 million last year.

It is incumbent on us, the American populace, to call a spade a spade, look under the rocks, watch out for the smooth talker, be suspicious of 'too good to be true' and any other clichés that one can call to mind concerning these bankers. They all fit.

Here's the analogy that brings it all together. Lloyd Blankfein is a THUG. He is no different from a Mob capo extorting money. He just doesn't say 'dese' and 'dose'.

Robert Reich, "Goldman's Greek Gambit", *The Nation* 301 August 3/10, 2015 5,8.

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

The Advisor • Syracuse Chapter Newsletter

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

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

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

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