



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

A New Beginning and Change

As you have probably already heard by now, as of June 1st, Mike Lyon had stepped down as president of the Upstate UUP Chapter and I took over as president. I want to first thank Mike for his leadership and dedication to not



*Carl Pettengill
UUP Chapter President*

only our Chapter, but for all his work at the state wide level. Besides being the chapter president, Mike was also a member of the statewide UUP Executive Board, temporarily filled in for 4 months as the State Membership Development Officer, until a replacement was elected and last but definitely not least, served on the last negotiations team for our last contract and currently is working on our team for the new negotiations starting this month with the Governors team. Mike has agreed to continue on as the Academic Grievance officer for the campus and still serves on several local and statewide committees. Some other changes with the chapter leadership, Theresa Baxter NP, has

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Upstate supports the Ecuador earthquake relief effort; donations being accepted

Doretta Royer, Public Relations

When Upstate Medical University's Anna Stewart Ibarra, PhD, traveled to Ecuador last fall to continue her research into a global public health threat, she didn't expect that she would also be dealing with a natural disaster—an earthquake that left the country in a state of emergency, particularly affecting small coastal fishing villages.

Stewart Ibarra is a faculty member in the Department of Medicine and the director of the Latin America Research Program at Upstate's Center for Global Health & Translational Science. An internationally recognized expert in the ecology of infectious diseases, she has been working in Ecuador for the last nine years and her research includes studies on the environmental and socio-political drivers of the transmission of dengue fever in coastal Ecuador, where dengue is hyper-endemic.

She's been based in Ecuador since last fall working with her partners to develop a prototype for a new device to specifically attract and exterminate *Aedes aegypti* mosquitos that cause dengue fever and Zika virus, among other diseases.

"After learning of the earthquake, I was concerned about her well-being and contacted her through email,"



Following the earthquake, Stewart Ibarra registers people seeking medical care at the Sathya Sai school in Bahia de Caraquez. Physicians from Machala, as well as volunteer physicians from across the world have traveled to the area to provide care.

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been appointed to fill my position as Vice President for Professionals. Joyce Freeman was appointed to replace Theresa as the Contingent officer. Rich Veenstra continues as the VP for Academics, Deb Benware continues as Treasurer and Colin Massulik continues as the Secretary. Please feel free to contact any of us if you have a question or issue. You can always call the chapter office at 422-5028, and Peggy our Chapter Assistant will help direct your call or assist you.

Our annual downtown members meeting and picnic marked the beginning of summer. This year was our largest attendance with approximately 400 members in attendance. We had a guest speaker from Albany, our state Membership Officer, Tom Hoey.

Our Fall members annual meeting and picnic at the Community Campus will be held on Wednesday, October 12th. Mark your calendars now. More information for that event will be provided as we near that date.

I also wanted to bring to your attention that our Membership team here at Upstate is busy contacting staff that may have overlooked signing up to become official voting members of UUP. If you didn't sign a membership card to become a member, you are considered a fee payer, which means you're just paying the membership fees, but have no voice in how your

union is run and miss out on valuable benefits. Negotiations for the new contract start this month with the state. You will not be able to vote or even comment on the contract if you're not an official member. Please take a moment and fill out a membership card either on line or in person if you are contacted by someone on the membership team.

As the contract negotiations moves forward, we will keep you informed as to any announcements from the state officers. You can always check the UUP website (www.uupinfo.org) in Albany for the latest information as well. If you are not receiving emails from the Upstate chapter office or me, please call the Chapter office to provide your email to Peggy and she will sign you up for email notifications.



**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.




Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross	Fed Taxable Gross
Advice # 123456789		Pay Start Date	09/10/2015	Current	3456.78 1234.56
Advice Date 09/10/2015		Pay End Date	09/24/2015	YTD	45,678.90 34,567.89
Department ID 1234		Pay Rate		56,789.10	
EARNINGS		TAX DATA		TAXES	
	Current	YTD		Current	YTD
	Hrs./Days	Earnings	Hrs./Days	Earnings	
Regular Pay Salary Employee	3456.78	45,678.90	Marital Status	4	4
Location Pay	56.78	678.90	Allowances	2	0
			Add. Amt.		
BEFORE TAX DEDUCTIONS		AFTER TAX DEDUCTIONS			
	Current	YTD		Current	YTD
Regular Before Tax Health	456.78	1,234.56	UUP Member 26P	34.56	456.78
Supplemental Ret. Annually Prog.	678.90	5,678.90			
TIAA Retirement Before Tax	56.78	1,234.56			

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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said David C. Amberg, PhD, vice president for research at Upstate, "I was relieved to hear from her that she and her team were fine and learned that they were mobilizing to help the ground relief efforts in the most affected areas. In her email, she asked if there was any way that Upstate could help."

That request has resulted in an Ecuador Earthquake Relief effort of the Upstate Foundation, presented in tandem with a local community health NGO (non-governmental organization) in Ecuador. Stewart Ibarra and her field team are overseeing the account to ensure that the donations will be used where most needed.

She says that medical supplies are needed most at this time and that 100 percent of the donations will be used for these purchases. The supplies, she says, are being distributed to the community by her team of volunteers on the ground in Bahia de Caraquez.

In addition to a lack of medical supplies, she also says that there is a shortage of health care professionals to provide medical care and that Ecuador is facing a long-term public health crisis post earthquake.

"There are thousands of people without homes, sleeping outdoors, who need primary medical care, including many vulnerable infants and elderly," says Stewart Ibarra. "We have partnered with volunteer physicians from all over the world to attend to hundreds of families in a makeshift clinic that we

set up at the Sathya Sai school in Bahia de Caraquez. We are grateful to the directors of the school for opening their doors and supporting this endeavor and we thank those who are contributing to the Upstate Ecuador Earthquake Relief effort. We also invite doctors, nurses and other health care providers to consider joining this relief effort as a medical mission." According to a recent CNN report, at least 277 people were killed and at least 2,500 others were injured in the worst natural disaster to hit Ecuador since its last major earthquake in 1949. These numbers are expected to rise as the search for survivors continues.

"Upstate has a long-standing relationship with Ecuador, particularly through its Center for Global Health & Translational Science where our researchers collaborate with Ecuadorian researchers on important infectious diseases studies," Amberg said. "For example, findings from our dengue studies may also translate into a greater understanding of the Zika virus. Our collaborations with Ecuador are very important to us, and to the World's population. The Ecuador Earthquake Relief effort through the Upstate Foundation is our way of showing our support to a partnering country in its time of need."

Visit Ecuador Relief Effort to contribute
<https://www.foundationforupstate.org/ecuador>

Visit Dengue Reddes on Facebook to follow Stewart Ibarra and her team in Ecuador.
<https://www.facebook.com/denguemachala/>





As a member of UUP, you could receive exclusive savings on auto and home insurance from Liberty Mutual.¹

Join thousands of satisfied customers with Liberty Mutual Insurance.²



Discounted Rates—You could save up to \$519.52 a year³ on auto insurance and receive additional discounts on home insurance.



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Contact me to set up an on-site visit, like an Ice Cream Social on campus! Your local Liberty Mutual representative will come and meet your members.

Patti Mady
Relationship Manager
585-613-3861
patricia.mady@libertymutual.com

For a free no-obligation rate quote call 800-225-8281 for a local representative in your area.



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INSURANCE



This organization receives financial support for offering this auto and home benefits program.

¹ Discounts and savings are available where state laws and regulations allow, and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. ² Based on Liberty Mutual Insurance Company's 2014 Customer Satisfaction Survey in which more than 81% of policyholders reported their interaction with Liberty Mutual service representatives to be "among the best experiences" and "better than average." ³ Average annual savings based on countryside survey of new customers from 01/23/2014 to 01/16/2015 who reported their prior insurers' premiums when they switched to Liberty Mutual's group auto and home program. Savings do not apply in MA. ⁴ For qualifying customers only. Accident Forgiveness is subject to terms and conditions of Liberty Mutual's underwriting guidelines. Not available in CA and may vary by state. ⁵ With the purchase of optional Towing & Labor coverage. Applies to mechanical breakdowns and disablements only. Towing related to accidents would be covered under your Collision or Other Than Collision coverage. ⁶ Optional coverage. Applies to a covered total loss. Deductible applies. Does not apply to leased vehicles and motorcycles. Not available in NC. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 175 Berkeley Street, Boston, MA 02116.

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481 Highway Cleanup

Mike Lyon, UUP Member, Otolaryngology

What can you say when you have the privilege of picking up someone else's trash? Most of the time I just say WOW! The best of all is that we have the section of 481, right by the trash burning steam plant. But there is an upside. A couple of times ago we actually made a few bucks and it wasn't from returnable bottles and cans. It was hard cold cash. That's right \$21 buckaroos. Don't worry; it was put to good use, coffee and donuts for all. Unfortunately the gift cards proved to be just what they were, trash.



It's not all joyous times. Sadly, we do come across the occasional road kill. Try as I might I could not revive him. I must admit though I didn't try mouth to mouth and we didn't bring an AD unit. But gladly there are success stories as well. We were fortunate to be able to revive Gumby!! In fact he insisted on driving home.



Seriously, I want to big **THANKS** to those that give up a Saturday morning to make things a little cleaner out there. Being the brilliant person I am I didn't write down the names of those I didn't know. Therefore, I have made an editorial decision to not name anyone except our organizer Dave Peckham. But you work with them and I am sure you can identify each and every one.



28TH ANNUAL ★ UPSTATE MEDICAL UNIVERSITY/ESF UUP CHAPTERS

UUP CLAMBAKE



SEPTEMBER 18, 2016 ★ 12:00 – 5:00PM

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

TICKETS AVAILABLE FROM:

UUP Office.....	203 Madison Tower, 60 Presidential Plaza	422-5028
Tammy Blackburn	IMT, Suite 200, Rm 234: 5793 Widewaters	48880
Kim Brown.....	PM&R Rehab Therapies, Rm 2118	42300
Mark Buttiglieri	Social Work, Rm 1504: UH	44345
Diane Conklin	CHP, Dean's Office, Rm 1108.....	46562
Tina Evans	Hem/Onc: Cancer Center, 2 nd Floor.....	48233
Patty Martin	Telcom, Rm 302: CWB	47890
Chevelle Jones-Moore.....	Cancer Center, Rm 1093; UH	43616 or 441-9346 (P)
Chris O'Brien.....	Quality Services, Rm 1407 (7:00am-3:30pm): CC.....	492-5027
Maria Pembroke.....	Nursing Admin., Rm 1105: UH.....	47487
Carl Pettengill	422-5028
Paul Stasior	Social Work, Upstate Peds: Harrison Center, UHCC & Joslin Center	45725 or 467-0352 (P)
Marty Toper	Clinical Pathology Admin., Rm 4732: UH	46742
John View	ESF, Rm 16 Bray Hall	470-4863
Mike Lyon.....	158 Weiskotten Hall.....	464-7253



UPSTATE UUP MEMBER: \$20 • INVITED GUEST: \$45
TICKET SALES END AT 2:00PM, THURSDAY, SEPTEMBER 8TH
NO TICKETS SOLD AT THE DOOR • TICKETS NON-TRANSFERABLE

DOOR PRIZES, RAFFLES, A DJ, AND MORE!

Pathway to Wellness Programs & Community Events

Monday Mile Parks Passport Summer Challenge

Get active this summer at any of Onondaga Counties 17 Monday Mile trails. Walk, stroll or jog. Have your family join you. Register at www.healthymonday.syr.edu Pick up a passport or download on online. Walk any time that fits your schedule and get rewarded! Challenge goes to August 1st so get started now.

NYS Well Every Day Monthly challenges

Each month, NYS Well Every Day offers a healthy challenge to NYS employees. Complete the challenge and receive a magnet. July challenge is: Be Physically Active for 20 Minutes Outdoors. August is a little different with the return of The Olympic Experience. September's Challenge is: to cut the amount of caffeine, soda or alcohol in half. To register for this month's challenge, visit www.worklife.ny.gov/wellNYSeveryday

NYS Welleveryday First or Next 5K

NYS Welleveryday encourages you to participate in your first or complete your next 5k walk/race. After completing your 5k, go to: <http://www.worklife.ny.gov/wellnyseveryday/5k.cfm> and register to receive your 5K magnet.

Quit Smoking Café

The Quit Smoking Café will be held Thursday, July 7 and on August 4 from 1 to 3 p.m. in the atrium of Upstate Cancer Center. The Quit Smoking Café will feature tips on how to quit smoking and smoking cessation support. For more information, visit <http://www.upstate.edu/hospital/healthlink/smokefree/>

In September, watch for another session of Eat Right, Move, Lose—a behavior focused weight management program that is presented in classes and facebook group formats. These 20 minute sessions are at no charge. The program that starts in September will go right up to the Holiday Challenge that begins in November 2016.

For Weight Watchers at Work, please contact Virginia Russell for program start dates, location and fee information.

There will be an employee smoking cessation class starting in September, 2016. Contact Theresa Hankin for more details.



2016 Corporate Challenge Race Participants from Upstate!

Lee Berube was the race winner and Cara Lavier came in 4th place for women! Congratulations!



Phishing Emails and You

Shawn O'Reilly, UUP Member, IMT Department

When it comes to email, we've all come across a phishing email that appeared to be a legitimate email. Phishers take advantage of the fact that it is difficult to know with absolute certainty with whom you are communicating via email. They use this uncertainty to pose as legitimate businesses, organizations, or individuals, and gain our trust, which they can leverage to convince us to willingly give up information or click on malicious links or attachments.

Be Aware of Phishing Scams

First and foremost you should utilize a spam filter (this service is should be provided by your email provider), keep all of your systems patched and your anti-virus software up to date. The second line of defense against phishing is you. If you are vigilant, and watch for telltale signs of a phishing email, you can minimize your risk of falling for one. Telltale signs of a potential phishing email or message include messages from companies you don't have accounts with, spelling mistakes, messages from the wrong email address (e.g. info@yourbank.fakewebsite.com instead of info@yourbank.com), generic greetings (e.g. "Dear user" instead of your name), and unexpected messages with a sense of urgency designed to prompt you into responding quickly, without checking the facts. "Resume" and "Unpaid Invoice" are popular attachments used in phishing campaigns. Here are some scenarios you may encounter:

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 social engineers interact with the victim to persuade the victim to share details or perform an action, such as entering information into a login page.

- An email appearing to be from the "fraud department" of a well-known company that asks you to verify your information because they suspect you may be a victim of identity theft.
- An email that references a current event, such as a major data breach, with a malicious link to setup your "free credit reporting."
- An email claiming to be from a state lottery commission requests your banking information to deposit the "winnings" into your account.
- An email with a link asking you to provide your login credentials to a website from which you receive legitimate services, such as a bank, credit card company, or even your employer.
- A text message that asks you to call a number to confirm a "suspicious purchase" on your credit card. When you call, the operator will know your name and account information and ask you to confirm your ATM PIN. (This is a form of SMSishing.) What should you do?

Recommendations

- Be suspicious of unsolicited emails, text messages, and phone callers. Use discretion when providing information to unsolicited phone callers, and never provide sensitive personal information via email.
- If you want to verify a suspicious email, contact the organization directly with a known phone number. Do not call the number provided in the email. Or, have the company send you something through the US mail (which scammers won't do).
- Only open an email attachment if you are expecting it and know what it contains. Be cautious about container files, such as .zip files, as malicious content could be packed inside.
- Visit websites by typing the address into the address bar. Do not follow links embedded in an unsolicited 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.
 - Keep all of your software patched and up-to-date. Home users should have the auto update feature enabled.
 - Keep your antivirus software up-to-date to detect and disable malicious programs, such as spyware or backdoor Trojans, which may be included in phishing emails.

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>
- More information on the CIS Critical Security Control 7, Email and Web Browser Protections: <https://www.cisecurity.org/critical-controls.cfm>

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

Provided by:





NYS's New Paid Family Leave Law: Implications for UUP Members

New York just became the fifth state to enact a paid family leave law. It's important to understand that the new law provides mandatory coverage for private sector employees only. Public sector employees will only be covered if their public employer elects to opt-in to coverage. For unionized public employees, this opt-in must be bargained.

In other words, benefits provided by the state's Paid Family Leave Law do *not* automatically extend to UUP members or other NYS employees.

But the law may have positive implications for our collective bargaining efforts:

- Establishing political support for the concept that all employees should have paid family leave benefits will strengthen our hand in negotiations.
- Allowing public employees to "opt-in" through collective bargaining will permit negotiation over how to best coordinate the new statutory benefits with existing—and possibly expanded—contractual family leave benefits.

It is still crucial to press SUNY to support UUP's efforts to bargain comprehensive paid family leave benefits in the NYS-UUP Collective Bargaining Agreement.

Fast Facts: New York State's New Paid Family Leave Law

Who's covered by the law?

Employees with 26 consecutive weeks of prior employment with the employer.

What does the law cover?

Leave for birth, adoption, foster care, or care of a family member with a serious health condition.

Length of Leave Period

Jan. 1, 2018 – 8 weeks in any 52-week period
Jan. 1, 2019 – 10 weeks in any 52-week period
Jan. 1, 2021 – 12 weeks in any 52-week period

Leave Benefit Level

Jan. 1, 2018 – 50% of salary, up to 50% of state average weekly wage*
Jan. 1, 2019 – 55% of salary, up to 55% of state average weekly wage
Jan. 1, 2020 – 60% of salary, up to 60% of state average weekly wage
Jan. 1, 2021 – 67% of salary, up to 67% of state average weekly wage

(Note: Minimum benefit of \$100 per week. Employees with salaries less than \$100 per week receive full salary.)

* Current state average weekly wage is \$1,296.48.



Downtown Annual UUP Membership Meeting & Picnic



UUP MEMBERSHIP MEETING AND PICNIC



Social Engineering Through The Internet

Shawn O'Reilly, UUP Member, IMT Department

Cybersecurity experts continually identify the use of strong, unique passwords as one of their top recommendations. However, this is also one of the least commonly followed recommendations because unless you know the tricks, it's difficult to remember strong, unique passwords for every login and website.

Why Strong, Unique Passwords Matter

Cybersecurity experts make the recommendation for strong, unique passwords for several reasons – the first being that every day malicious cyber threat actors compromise websites and online accounts, and post lists of usernames, email addresses, and passwords online. This exposes people's passwords, and worse yet, they are exposed with information that uniquely identifies the user, such as an email address. That means that a malicious actor can look for other accounts associated with that same person, such as work related, personal social media, or banking accounts. When the malicious actor finds those accounts they can try logging in with the exposed password and if the password is reused, they can gain access. This is why unique passwords matter.

Secondly, when malicious cyber threat actors can't easily find or a guess the password, they can use a technique called brute forcing. This is a technique where they try every possible password until the correct password is identified. Computers can try thousands of passwords per second, but for this technique to be worthwhile, the malicious cyber threat actor needs the password to be easy to identify, which is why a strong password matters. The stronger the password the less likely brute forcing will be successful.

When malicious actors use brute forcing techniques they often try every word in the dictionary because it's easier to remember words than random letter combinations. This technique is not limited to English-language dictionaries, so switching languages will not help. And since many passwords require a combination of uppercase and lowercase letters, numbers, and symbols, the malicious actors rely on human instinct to narrow down the possibilities. For instance, most users when faced with choosing a password that fits these requirements, will pick a word, put the uppercase letter first, and end the password with the number and symbol. Alternatively, many people will replace common letters with a number or symbol that represents that letter. This changes a common password, such as "password," into the only slightly more complex password of "p@ssw0rd," which is still an easy to guess pattern.

Recommendations

Consider using a password manager, which is an application

that can run on a computer, smartphone, or in the cloud, that securely tracks and stores passwords. Most password managers can also generate strong, random passwords for each account. As long as the password to access the password manager is strong and unique, and two-factor authentication is being utilized, this technique can be affective. However, if the company running the cloud-based password manager is compromised, or a vulnerability in their software is discovered and leveraged by an attacker (which does happen!) it is possible that all of your passwords could be compromised. If you choose a password manager that is local to your computer or smartphone, your passwords may be compromised if malware gets on your computer or you lose your smartphone. When choosing a password manager, ensure it is from a known, trustworthy company with a good reputation.

A strong password consists of at least 10, and includes a combination of uppercase and lowercase letters, numbers, and symbols. A unique password is a password that is only used with one account.

Another technique to assist in building strong, unique passwords, is to choose a repeatable pattern for your password, such as choosing a sentence that incorporates something unique about the website or account, and then using the first letter of each word as your password. For example the sentence: "This is my January password for the Center for Internet Security website." would become "TimJp4tCfISw."

This password capitalizes 5 letters within the sentence, swaps the word "for" to the number "4," and adds the period to include a symbol. The vulnerability in this technique is that if multiple passwords from the same user are exposed it may reveal the pattern. Variations on this technique include using the first letters from a line in a favorite song or a poem.

Further Information

More information on the role of strong passwords in enterprise defense is available in the CIS Critical Security Controls: <https://www.cisecurity.org/critical-controls.cfm>

Further advice on passwords is available in the MS-ISAC Security Primer available at: [http://msisac.cisecurity.org/whitepaper/documents/SecurityPrimer - Securing Login Credentials.pdf](http://msisac.cisecurity.org/whitepaper/documents/SecurityPrimer-SecuringLoginCredentials.pdf)

Provided by:



THE VALUE OF YOUR CAR

We've all heard how a new car's value depreciates the moment you drive off the lot. So it may seem counter-intuitive to think of your car as a financial investment. However, a little effort along the way can pay substantial dividends down the road. Here are simple things you can do to drive the value of your car up when it comes time to sell.

Buy Smart

The time to start thinking about selling your car is before you even buy it. DMV.org suggests you do some online research to see which makes and models hold their value before you purchase a new car. You may even find that treating yourself to a nicer model is also a smarter move economically.

Park Smart

If possible, park your car away from other cars to avoid door dings. If you must park near other cars, watch out for 2-door models with extra long doors. When possible, park in the shade to protect the material of your dashboard.

Keep a Clean Machine

Dirt doesn't just look bad – it can actually deteriorate your car faster. Clean your car inside and out regularly to help protect paint and fabric. Plus, who doesn't love being behind the wheel of a just-washed car?

Stay Under Cover

Seat covers are a relatively small investment that will keep your interior looking brand new – especially if you have pets or children. They'll not only protect your seats from everyday wear and tear, they'll shield them from sun damage. If your seats are already looking a bit worn, seat covers can help them look new again.

Keep Records

Anyone can say they've taken good care of their car. Records provide proof, so be sure to save all receipts in a folder so you can present them to a prospective buyer. Carcare.org recommends that you maintain your car regularly, and take care of small problems before they become big problems. If you're placing an ad for your car, be sure to mention recent work that's been done.

What NOT to Do

Avoid smoking in your car; the smell will likely be a deal breaker to a non-smoker. Eating in your car is not only unsafe, it causes stains and leaves crumbs in hard-to-reach places. Finally, if you need to get your car painted, don't get too creative. A color that's hard on the eyes will certainly be a hard sell.



Of course, a good auto insurance policy the most important protection of all. With Liberty Mutual Insurance, you can enjoy superior auto coverage and save money at the same time.

As a member of UUP, you could receive exclusive savings on auto and home insurance from Liberty Mutual.

Enjoy the benefits of being part of a community.

You could save up to \$519.52 a year, and you'll have access to all the Advantages of being a Liberty Mutual customer.

To learn more about Liberty Mutual Auto and Home Insurance or to get a free, no-obligation quote, you contact me at:



Diane Nies
6265 Route 31
Cicero, NY 13039
315-699-3090 ext. 54103
Diane.Nies@LibertyMutual.com

Looking for direction.... ?



One facet of the NYSUT mission statement is to improve the personal lives of its members and their families. NYSUT Social Services is a valuable benefit available to you. There is no charge, no limitation on usage and is completely confidential. We provide you and your family with a personal response to your unique issue.

Call NYSUT Social Services
1-800-342-9810, ext. 6206
socsvcs@nysutmail.org

Scott Hicks, LCSW
Ani Shahinian, LCSW-R

**Problems come in many forms.
So does the help NYSUT provides.**

How to Cheat and Get Away With It

Rosemarie Pagano Bundy

Enlightenment comes sometimes a bit too late. Reading books and articles on the economic conditions of today that have led to this crippling and anger-producing income inequality, one stumbles across bits of information that are startling. After a plethora of books by various authors, Listen, Liberals by Thomas Frank and Rewriting the Rules by Joseph Stiglitz came into view. The landscape they described about the state of the economy in our country was so bleak and was so dependent on “rents” (the economist’s generic language for interest or return on capital assets) with the commensurate moneys being shifted to the 1%, that I went looking for just how individuals with capital assets use these assets to amass more money and assets for themselves.

I remember reading a long academic article by a Prof. William Lazonick when searching for information on a trope called MSV. Had no idea what that abbreviation meant so it entailed more searching. MSV, as an abbreviation, stands for maximize shareholder value. Now, that didn’t seem so bad; shareholders do need to get some return on their money. But according to the professor it subverts the manner in which corporations had operated until the 1970’s. The directors of large corporations increased the shareholder value, especially to themselves, by the mechanism of buying back their stock and increasing the share price; then exercising their stock options that they received in lieu of salary, they sell them at a higher price. Seems wonderful, but in the process they neglected: a) upgrading facilities, b) expanding the growth of their companies, c) rewarding their workers through benefits and training, d) and downplaying research and development to promote innovation. MSV has become the universal banner under which these corporations operate, never mentioning all the other purposes, or

supposed purposes, of having large industrial corporations in a nation. This is one method of subverting the economy that was designed to benefit all Americans, not just the elite 1%. Robert Reich calls this ‘pre-distribution’ of the money.

After this expedition into educating oneself in arcane economic terms, in the articles that popped up came a reference to Rule 10b-18. Mystifying; where is this rule stated, what is it for, and what does it mean? In the process of searching, the web sites that arose from the query for Rule 10b-18 it was joined by a basic discussion of Rule 10b-5. What a shock when I finally ferreted out what they applied to; Rule10b-5 is from the Code of Federal Regulations SEC Rule 10b-5 on fraud in buying and selling stock and one of its bedrock applications is the restriction of the felonius custom of using ‘insider trading’ to enhance a stock buy or a stock sale. That is, using insider information to time and target a sale or purchase of stock that the public does not have access to, thus giving the ‘insider’ a tremendous monetary advantage. Rule10b-5 says, No-No. Good for us, the general public; fairness in the markets.

But there’s more.....along with the rule prohibiting insider trading, etc, the SEC wrote Rule10b-18. The euphemism for Rule 10b-18 is ‘safe harbor’. This rule is meant to aid the CEO’s, members of the Board of Directors, Veeps, and managers of corporations to steer clear of the law but still manage to buy, sell, and exercise stock options without incurring felonies within the realm of insider trading. There is even a website that has the title ‘FAQ’s on Rule10b-18’. SEC ends up giving aid to enemy. How can the average guy or gal maintain a middle class existence when our regulatory agencies are giving away the store! Talk about being rigged.

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: _____

Please use the enclosed Business Reply envelope to return your UUP Membership Card at right.

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

07/15

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

Last Name _____ First _____ MI _____ Birth Date ____ / ____ / ____

Street Address _____ Non-SUNY Email _____

City, State, Zip _____ Home Phone _____

SUNY Department _____ SUNY Title _____

Signature _____ Campus _____ Gender _____ Date _____

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

Payroll Deduction Authority for UUP Membership

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

BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.

UUP Tuition Benefit

As a UUP member, you have tuition assistance benefits. This program waives full tuition expenses (one course/semester including winter and summer intersessions) 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>

Here are some that did take advantage of this benefit:



Ray Muldoon graduated this May, having earned a Doctor of Nursing Practice (DNP) degree, awarded by our College of Nursing. "I was in the first cohort at our college to earn this degree. My research project was a retrospective study of the effect of a family-systems based intervention upon early psychiatric readmission. My paper is entitled: "The Effect of Therapeutic Consultation upon Psychiatric Readmission within Thirty-Days". I utilized our union tuition benefit to defray a large portion of the cost related to earning this degree." On a personal note Ray will become a grandfather for the second time! His daughter Melissa (a graduate of SUNY Buffalo State College and The University of Buffalo) will have her first baby (a girl) in September.

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

One of the benefits that we get via our contract is the ability to take on space available basis tuition free at any SUNY campus. You will still have to pay any fees and this doesn't include community Colleges.



I would like to give a shout out to UUP to helping me achieve my "bucket list" of obtaining my Masters of Science in Management from Keuka College. I will be graduating May 28th. I appreciate the opportunity, as well as the monies that I received to help support my goals.

"Were there none who were discontented with what they have, the world would never reach anything better." - Florence Nightingale

Michelle Strom, RN, BSN, MSM
Nurse Manager Midwifery/GYN

Theresa Baxter, VPP

Hello, I'd like to introduce myself; as your newly elected interim Vice President for Professionals, Upstate Chapter of UUP. Previously I was your elected Officer for Contingents, a role now held by Joyce Freeman.

A little about me: First and foremost, I'm the mom to 3 amazing people- Brandon, Josh, and Kristen. I enjoy having a great

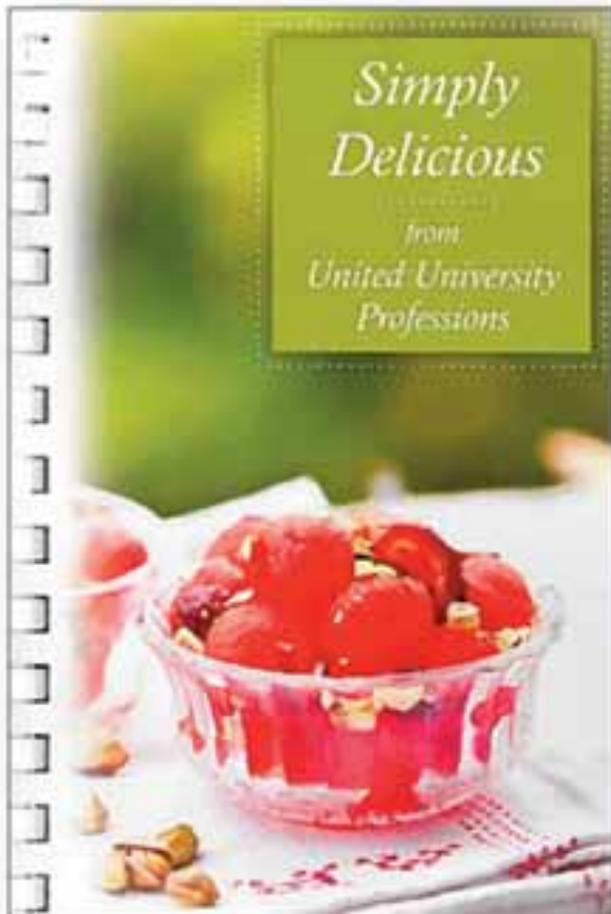


Picture above are Upstate Nurses raising awareness for Domestic Violence at the Katie M. Socci Stampede. From left: Theresa Baxter NP, Lisa Johnston RN (SICU), Olivia King NP

garden, exercising, discovering new healthy foods, and fun adventures, to name a few things. Personally and professionally, It's satisfying to help people to help themselves, and staying active to help resolve the opioid epidemic. Everyday is an opportunity to learn and to make a difference.

After graduating from Crouse Hospital School of Nursing, I was a Registered Nurse/Patient Service Leader in the SICU downtown campus for 8 years. While there, I continued my education, receiving BS in nursing from Keuka College, and MSN from SUNY Upstate. I've been in my current role of Nurse Practitioner for Acute Pain Service, downtown campus for about 2 1/2 years. When I began this position and became a member of UUP, I decided to learn more about the union, which led me to this role. I'm looking forward to working closely to make this union great for all members, and activating my clinical brothers and sisters. Working together, we can become stronger!

My office number is 464-9273; I can also be found providing quality patient care most evenings. Interested in becoming involved in your union? Call, drop me an email, say hi to me in the hallway!



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

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

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

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

Fill in Order Form Below — Cut Out and Mail

	<p>You may order as many copies of UUP's "Simply Delicious" cookbook as you wish for \$10 each, plus \$2.50 for shipping per book ordered. Enclose check payable to "UUP College Scholarship Fund" and mail to:</p> <p>United University Professions PO Box 15143 Albany, NY 12212-5143</p>
Please mail _____ copies of the UUP cookbook @ \$12.50 each to:	
Name _____	
Address _____	
City, State, Zip _____	

WELCOME NEW UUP MEMBERS!

Rachel D. Bennett	Radiology - Diagnostic	Camlee M. Gianotti	Respiratory Care Services
Michael Morose	IMT - Educational Communications	Aaron D. Meile	Radiology - Diagnostic
Tammy M. Bealer	Pharmacy	Leonard P. Modelewski	Medicine - Cardiac Cath Lab
Helen C. Clancy	College of Nursing	Howa A. Thabet	Advanced Practice Services
Russell S. Oehler	Respiratory Care Services	Kari Burke	
Cheri J. Wegerski	Anatomic Pathology - Cytopathology	John M. Oehler	Resident - Medicine
		Rochelle Nagales Nagamos	Resident - Pathology
Colleen A. Wolford	Nursing - Utilization Management	Anthony A. Mohamed	Resident - Radiology
Kristin R. Wright	Central Distribution Services	Shaigan J. Iqbal	Resident - Internal Medicine
Erin E. Morse	Administrative Supervisors - CGH	Mohini V. Bollineni	Resident - Endocrinology
Susi Koshy	Internal Medicine	Shannon M. Sweeney	Resident - Psychology
Anthony Z. Zelinsky	Pharmacy	Adi Aviram	Resident - Clinical Psychology
Tanya L. Hicks	Case Management	Yunsoo Park	Resident - Clinical Psychology
Mohammad Abualia	Clin Path - Core Laboratory	Dinghy B. Sharma	Resident - Psychology
Sean M. Barkley	Campus Purchasing	Kate G. Edwards	Resident - Psychology
Gina Caramadre	Facility Design Services	Kathryn F. Boardman	Centralized Patient Transport
Mari G. Martell	Nursing - Case Management	Heather R. Clark	Human Resources
Martin R. Strait	Pharmacy	Christine A. Hunold	Sterile Processing
Kathleen R. Szczech	Bioethics and Humanities	Megan C. Jones	Centralized Patient Transport
Kristen M. Viggiano	IMT - Operations & Networking	Heidi R. Noce	Radiology - Administration
Renee Y. Conroy	Pediatric Dev Eval Center	Lucas E. Roberts	IMT - Operations & Networking
Karen M. Davis	Hospital Administration	Sara C. Rounds	Nursing - Hyperbaric Unit
Julie A. Ritchie	Cell & Developmental Biology	Patricia M. Ryan	PM&R - Rehab Therapies
Telisa M. Stewart	PHPM	Stacy R. Shourt	Advanced Practice Services
Martha A. Wojtowycz	Public Health & Prev. Medicine	Peter Stojanovski	PM&R - Rehab Therapies
Nicole M. Cross	PM&R - Rehab Therapies	Jennifer Marsh	Social Work
Charlena Fraser	CHP - Arts and Sciences	Mahmoud Abdelghany	Resident - Cardiology
Matthew R. Heselton	Centralized Patient Transport	Komal Akhtar	Resident - Medicine
Kwabena Yeboah	Resident - Radiology	Varsha D. Allampalli	Resident - Anesthesiology
Brian M. Bartlett	SUNY CPD	Mark A. Arnold	Resident - Otolaryngology
Renee Y. Calkins	Advanced Practice Services	Ajapal S. Bhangu	Resident - Dentistry
Judy A. Dunn	Nursing - Ophthalmology Amb. Care	Palma Cassano	CG - Operating Room
		Heather A. Hudson	CHP - Physician Asst Studies
Laura L. McBreairty-Pete	Nursing - Case Management	Jamie A. McCleary	PM&R - Rehab Therapies
Bryant D. Montano	Respiratory Care Services	Cassandra Ryan	Radiology - Diagnostic
Kimmie S. Simmons-Wilson	Upstate Connect	Trevor A. Sydney	Nursing - Pt Sup Svc (Adm Sup)
Brad R. Spoor	Clinical Engineering	Yetta A. Williams	Environmental Services
David E. Shatrau	Telecommunications	Michelle L. Zoanetti	Pediatric ED Nursing
Ron F. Graham	CG - Respiratory Therapy	Sean C. Huckins	Neurosurgery
Terry R. Reardon	Nursing - Utilization Management	Jill C. Boyer	Social Work
Maureen E. Williams	Social Work	Jeffrey D. Fay	Clin Path - Core Laboratory
Patricia Curtin	Hematology/Oncology	Brenda A. Lotito	Human Resources
Ricardo Martinez	Pharmacy	Bethany M. Scott	CG - Operating Room
Jeffrey Blake	IMT - Customer Support	Peter J. Colligan	Radiation Oncology
Danielle Byrne	Curriculum Office	Corey M. Brim	IMT - Educational Communications
Dragana Drobnjak	Library	Luke R. Doeing	IMT - Operations & Networking
Temitope Famotibe	Respiratory Care Services	Chelsea N. Donaldson	Clin Path - Blood Bank
Jeffrey Romans	PM&R - Rehab Therapies	Ashley M. Manoucheripour	Anesthesiology (Hospital)
Stacey Todd	Environmental Services	Thomas K. McFarland	IMT - Administrative Info Sys
Wei Song	Pathology	Tina M. Poppe	IMT - Hospital Info Systems
Barbara A. Evanitsky-Slivka	Clinical Pathology Admin	Michael A. Sciarrino	Advanced Practice Services

Sean M. Tanny	Radiation Oncology - Cancer Center	Amani Jasim	Radiology - Diagnostic
Julie M. Walker	Cancer Center - Multidis Suite	Christine E. Whitney	PM&R - Rehab Therapies
Lisa J. Winkler	Nursing - Case Management	Danae M. Tallini	CC - Ortho
Matthew D. Hill	IMT	Ruby K. Fowler	Upstate Triage & Transfer Center
Serafin Bague	Environmental Services	Lori L. Marshall	Transitional Care
Amanda L. Beach	Nursing - Ophthalmology Amb. Care	Michelle F. Vallelunga	Nursing
Susan J. Berry	Medical Quality Office	Deborah J. Sawmiller	Nursing
Julia Conlan	Financial Services - Patient	Sheree Banks	Hospital Purchasing
Festus N. Ezeocha	CG - Respiratory Therapy	Jill S. Failing	Pathology - Hospital
Sara R. Fisher	Nursing - Trauma Care Service	Eileen V. Hudack	IMT - Hospital Info Systems
Kathleen E. Gillies	Medicine - Cardiac Cath Lab	Gregory C. Hurst	Radiology
Amy O'Brien	Emergency Management	Caitlin Kelley	Office of Capital Programs
Brittany M. Pavelski	Patient Educ & Interpreter Svc	Mariah N. Lalonde	Financial Services - Patient
Dana M. Ruth-Setek	Hematology/Oncology	Anita B. McConnell	Nursing - Pt Sup Svc (Adm Sup)
Jan Sawyer	Utilization Management	Gerald Santoferrara	PM&R - Rehab Therapies
Robert S. Taylor	IMT - Administrative Info Sys	Dorothea M. Scholes	Employee/Student Health Svc
Moriah D. Adams	Anesthesiology (Hospital)	Thomas M. Spangenberg	PM&R - Rehab Therapies
Barbara L. Brown	Financial Services - Patient	Shane A. Taro	Nursing - NSS Office Staff
Anna L. Bush	Radiology - MRI	Beth K. Vacco	Electrocardiology (EKG)
Kim Y. Johnson	Nursing - Case Management	Marguerite S. Walser	CG - General Surgery Clinic
Eric Rodriguez	College of Nursing	Jacqueline Thomas	Utilization Management
Brandon M. Sherman	IMT - Customer Support	Kelly R. Braham	CG - Pharmacy
Jennifer Kitchen	Continuum of Care	Eufrosina Young, M.D.	Neurology
Jennifer A. Brennan	Graduate Studies	Nicole M. Rogers	Utilization Management
Jennifer E. Courtwright	Medical Staff Service	Megan A. Murray	Utilization Management
Briana George	Pathology - Hospital	Daniel P. Suarez	Surgery Resident
Beth Rolland	PM&R - Rehab Therapies	Avideh Rashed	Pediatrics Resident
Katie P. Schmidt	Pharmacy	Anuja Khettry	Pediatrics Resident
Michelle Stine	Upstate Connect	Eric D. Emberton	Surgery Resident
Kyle M. Weinheimer	IMT - Customer Support	Bentley A. Strockbine	Forensic Psychiatry Resident
Artur Zurkowski	Clinical Engineering	Jaswinder Palsingh Virk	Internal Medicine Resident
Don Cibula	Public Health & Prev. Medicine	Debra Allen	Nursing - NSS Office Staff
Danning Huang	Public Health & Prev. Medicine	Hayley Brandt	NSS - CG - Nursing Support Pool
Kathleen Paice Froio	Public and Media Relations	Angela C. D'Andrea	Nursing - NSS Office Staff
Mark E. Polhemus	Medicine	Caitlin M. Farruggio	PM&R - Rehab Therapies
Richard M. Cantor, M.D.	Emergency Medicine	Sarah L. Gasowski	Accounts Payable
Asalim Thabet, M.D.	Pediatrics	David M. Hodge	Financial Services - Patient
Francisca C. Egbuna	Upstate Connect	Amy L. Loan	Pediatric Dev Eval Center
Erin Kelly	IMT - Hospital Info Systems	Nicole Logalbo	IMT - Clinical Data Svcs
Kirana Maher	Financial Services - Patient	Chia M. Lor	
Robert C. Ratliff	Radiology - MRI	Balbina P. Santana	Interpreter Services
Amanda Regnier	Upstate Connect	Lisa M. Schremp	O.R. Materials
Daronda L. Shepard	Advanced Practice Services	Daniela R. Tierson	Pharmacy
J. Daniel Chizzonite	Administrative Supervisors	Emily M. Vanderveeken	Radiation Oncology - Cancer Center
Robert S. Mescavage	Marketing		
Marnie Annese	Public Health & Prev. Medicine	Qianna Walker	Nursing - NSS Office Staff
Heather Lindsay	Campus Purchasing	Timothy M. Durfee	OR
Jessica R. Ryman	Medicine - Cardiac Cath Lab	Wendy L. Dufrane	Utilization Management
Erin M. Sauer	Radiology - MRI	Olivia A. Pollard	PM&R - Rehab Therapies
Aimee E. Goulette	Cancer Center Administration	Kenia A. Knights, M.D.	Resident - Ob/Gyn
Scott G. Bloss	Office of Capital Programs	Stephanie Tamulevich	PM&R - Rehab Therapies
		Melanie K. Moss	PM&R - Rehab Therapies
		Jennifer M. Tucker-Locke	PM&R - Rehab Therapies

Eric C Furbeck	PM&R - Rehab Therapies	Quonitra W. Bullock	Nursing - NSS Office Staff
Donna M. Owens	PM&R - Rehab Therapies	Catherine F. DiSalto	Clinical Neurophysiology
Aimee L. Kelly	PM&R - Rehab Therapies	Laura E. Simionescu	Neurology
David M. Hawley	PM&R - Rehab Therapies	Carmen M. Martinez, M.D.	Neurology
Steve M. Antoine, M.D.	Resident - Internal Medicine	Tania N. Gardner	PM&R - Rehab Therapies
Patrick H. Lemmo	HIM	Mary L. Lemery	UPAC Peds
Susan M. DeMartini, M.D.	Resident - Emergency Medicine	Kathleen A. Valentino	Hospital Administration
Donna L. Rogers	Central Distribution Services	Tracy A. Stoddard	Radiology
Shuhong Luo	College of Nursing	Shannon D. Snyder	Pharmacy
Katie L. Andrews	Hospital Administration	Pamela J. Haines	Nursing Administration
Rebekah A. Baranco	Joslin Diabetes Center	Laurie E. Forger	Pharmacy
Roman Danyew	IMT - Hospital Info Systems	Emily R. O'Hern	EP Lab
Jenny Dickinson	Pediatric Administration	Emily J. Costello	PM&R - Rehab Therapies
Laura L. Hinman	Medicine - Cardiac Cath Lab	Shahram Izadyar, M.D.	Neurology
Frank Mandicott	Nursing Recruitment Ofc	Juliann Axton	Surgery - Kidney Transplant
Kathleen G. Tibbits	Advanced Practice Services	Brianna K. Bicknell	PM&R - Rehab Therapies
Andrew C. Tran	CG - Pharmacy	Michele L. Hasper	Financial Services - Patient
Maggie E. Vevone	Upstate Triage & Transfer Center	Karina Olivera Wright	Surgery - Kidney Transplant
Jessica L. Wagenblatt-Redden	Advanced Practice Services	Kaitlyn E. Ranieri	Social Work
Kristyn S. Bennett	Pharmacy	Elizabeth A. Sonnacchio	Financial Services - Patient
Sarabeth Wojnowicz	Pharmacy	Laurie L. Fegley	CG -2E - Ob/Gyn/Nursery
Jennifer L. Schleier	Nursing - Stroke Program	Meghan L. Rey	Marketing & University Comm
Kelly Dolan	Nursing 10 G	Jenna Briggs	IMT - Customer Support
Michelle A. Lonkey	Nursing	Kelli Carsten	PM&R - Rehab Therapies
Joseph F. McMullen	IMT	Allisa Coomey	IMT - Educational Communications
Johanna K. Foge	Radiation Oncology	Patricia Koves	Nursing - Case Management
Kathleen Spinek	Radiation Oncology	Michelle McMahon	Nursing - NSS Office Staff
Elwaleed Elnour, M.D.	Neurology	Christopher Milewski	CG - Radiology
Maria Trajcevski (Santoro)	Clinical Neurophysiology	Martha A. Prater	Upstate Connect
Jennifer Kelly	Medicine	Erin K. Dwyer	Clinical Research Unit
Nicole Olmsted	Neuro ICU	Robin J. Thomas	Health Care Teleservices
Jennifer Tarasevich (Maum)	PM&R - Rehab Therapies	Taressa Y. Smith	Upstate Connect
Jennifer L. Gorman-Fecco	CG - 5E - Transitional Care Unit	Jean DiFlorio	Dental
Jodie L. Kuchinski	Clin Path - Core Laboratory	Aymee L. Brady	Upstate Connect
Yan Xiang Liang	Nursing - 9F - Neuroscience ICU	Ramani Voleti	PM&R - Rehab Therapies
Lisa M. Lioto	CG - Social Work	Collette M. Fay	Pharmacy
Carrie L. Sabin	Nursing - NSS Office Staff	Kelly M. DeSena	Wellspring Breast Center
Caleb D. Taylor	Financial Services - Patient	Colleen S. Colesante	Pharmacy
Mary J. Cunningham	OB/Gyn	Yvonne R. Goodman	Distribution/Materials
Jennifer Helmer	Medicine	Rhonda T. Oxendine	IMT - Clinical Data Svcs
Shawky Badawy, M.D.	OB/Gyn	Shirley A. Hill	IMT - Clinical Data Svcs
Muhammad M. Naim	OB/Gyn	Elizabeth Edwards	PM&R - Rehab Therapies
Wiley D. Bunn	OB/Gyn	Lia Fischi	Nursing - Case Management
Jayne Charlamb	OB/Gyn	Tess Koehler	CG - Radiology
Robert Silverman, M.D.	OB/Gyn	Kimberly Proietti	Pharmacy
Alsia M. Honeygan, M.D.	Resident - Ob/Gyn	Tracy L. Roberts	Radiology Ultrasound
Keisha L. French	OB/Gyn	Megan S. VanBeveren	Radiology Ultrasound
Stacey M. Hennick, M.D.	Resident - Ob/Gyn	Lynn S. Scott	Ambulatory Administration
Jennifer Makin, M.D.	Resident - Ob/Gyn	Sarah Everett	Social Work
Sarah Ward	PM&R - Rehab Therapies	Devin Kerr	Library
Jason M. Wallen, M.D.	Surgery - General	Krista Newell	Clin Path - Molecular
Zachary A. Love	Nursing - 6A - Medicine/Pulmonary	Amanda Walsh	Clin Path - Immunology
		Antonise Capers	Hyperbarics

UUP Join Hundreds at Rally for UAW Workers

UUP members joined hundreds of Capital Region unionists in a June 15 march and rally in support of United Auto Workers in Green Island, who have refused to accept a punitive contract offer from Honeywell Aerospace.

The 42 members of UAW Local 1508 walked out five weeks ago, and have watched while replacement workers were bused into the factory as they picketed outside. Pictured below are Negotiations Team members Mike Lyon, left, Tom Tucker, right, and Albany Chapter member Vincent Commisso, center.



Chants of "Scabs go home!" rose in front of the block-long brick building as unionists from UUP, NYSUT and dozens of other labor organizations gathered.

"We don't believe in locking workers out," said UUP Membership Development Officer Tom Hoey, above, second from left. "Replacement workers are not the way to go."



The presence of UUP and NYSUT members was cited by speakers at the podium as a long list of supporters was read. "Out of solidarity, we have to stand with our brothers and sisters in all the unions. When support is needed, UUP is there," said Tom Tucker, who co-chairs the UUP Outreach Committee.

Outreach Committee Co-chair and Negotiations Team Assistant Chief Negotiator Pamela Malone, right, was at the rally, along with a dozen other UUP members, many of them from UUP's Negotiations Team. Pictured with Malone are Negotiations Team members Paula White, left, and Anne Wiegard. UUP Chief Negotiator Philippe Abraham also took part at the rally.

The striking workers, who make brake pads at the factory, have turned down the company's latest offer because it hiked health insurance costs considerably, froze the pension plan and provided no cost-of-living increases.

A number of federal and state lawmakers pledged their support for the strikers. Mario Cilento, president of the New York State AFL-CIO, told the strikers that his staff remained ready to provide assistance to the Honeywell workers. He also told them he fully understood how stressful it was to be on strike.

"You fought for a fair contract, and now it's everyone's fight," Cilento said. "You'll be successful because we stand together. We just have to outlast them for one day."



GOING ON VACATION?

Vacations were invented to help you leave your worries behind. Here are a few tips designed to help ensure that your trip isn't interrupted with problems from the home front.

Tell the Good Guys You're Going Away...

Ask a neighbor to watch your house, or have a friend drive by to keep an eye on things – it will be well worth the added peace of mind. You can even bribe them with treats or a souvenir from your trip. The U.S. State Department also recommends that you have a friend or neighbor hold onto your spare key and, if possible, ask them to park their car in your driveway to make it look like someone is home. Be sure to notify the Post Office and have your mail delivery stopped, suspend your newspaper deliveries, and for longer trips, notify the police department.

...Not the Bad Guys

While it's hard to resist sharing selfies taken on the beach, be careful about what you post to social media. AARP.org cautions against broadcasting that your home is empty. Make sure your settings allow only family and friends to view your feed. An un-mowed lawn can also be a tip-off, so be sure to hire someone to keep it trim while you're away.

Put Lights on Timers

A house that is dark all evening is a sure sign that nobody's home. Same thing with a house where the lights are on all night. A timer will not only create the illusion that someone is flipping the switch, it will help you use energy efficiently. If you normally keep your curtains open, don't close them while you are away.

Lock Up More Than Your Home

If you have a safe, throw in important documents, computers and valuables. If you need to hide money, don't put it in your sock drawer...thieves know most people hide cash in their dresser. Place it out of sight in a very high or very low place, outside of the bedroom. Just don't make your hiding place so good that you can't find it later or you forget where it is.

Install an Alarm

They're a great deterrent. Plus, they can also help you save money on your insurance. Be sure to ask your insurance agent about Liberty Mutual's Protective Device Discount.

Don't Let a Burst Pipe Burst Your Bubble on Vacation

If you live in a cold climate, be sure to keep your heat at a temperature warm enough to ensure that your pipes don't freeze. That will also ensure a warmer welcome when you return from your trip.



The best way to put your mind at ease? Make sure your home is protected with good insurance, year round. You can trust Liberty Mutual Insurance to provide superior coverage — we've been doing it for 100 years.

As a member of UUP, you could receive exclusive savings on auto and home insurance from Liberty Mutual.

Enjoy the benefits of being part of a community.

You could save up to \$519.52 a year, and you'll have access to all the Advantages of being a Liberty Mutual customer.

To learn more about Liberty Mutual Auto and Home Insurance or to get a free, no-obligation quote, you contact me at:



Diane Nies
6265 Route 31
Cicero, NY 13039
315-699-3090 ext. 54103
Diane.Nies@LibertyMutual.com

Past President Rambling

Mike Lyon, UUP Member, UUP Chapter Past President



Michael Lyon, Ph.D.,

I am not sure where this rambling will end up. But I warned everyone that this would occur if there wasn't enough content for the newsletter.

I am reflecting back on my life long experiences that involved, in some aspects, unions. I am a product of the 60's, if that means anything to you. I was an anti-union person during those days and I think I know why. Some

of these memories may be worse than they really were at the time. My Dad was not a union member at any time during his working career and I can remember him being out of work for long periods of time and us struggling. But it's how I remember them. The UAW was on strike and they wanted more for their lowest paid workers, many times more, than my Dad made. I should add that my mother also worked. When he finally got a job, unfortunately, it meant many long hours and frequently he wasn't home when my brothers and I had to go to bed. I vividly remember lying awake, in our trundle bunk bed, crying because I was scared and he wasn't there. We had just gone to the movies and I believe the feature was the "Attack of the Giant Women" or "Attack of the Crab Monsters" or something like that. Of course, these monsters were due to radiation as was every monster during those days. My Dad wasn't home because he was working while those bums that had been earning vastly more were on strike for even more. That was my narrow vision at that time, which carried over into my adult life.

While pay is certainly an important aspect to what a union fights for, I have learned that it is much, much, much, did I say much, more. Our day-to-day fights are for every one of you to have a safe place to work; to be able to come to work and not have to deal with a bullying supervisor; to get the respect you deserve for what you do. I have frequently said and still believe, "there would be no unions if employers treated their employees right".

To management (I know you are reading this): Have the people who do the work be involved in how the work is done. Too many times things become so top down that nothing works. So I urge you if you are going to change how things are done, involve those who do it, from those at the lowest level to those at the highest level; keep all feeling as their opinion matters. One last thing, to those at the highest level: there is nothing, nothing below your paygrade and you cannot be more insulting to all at a meeting than to hear this said out loud.

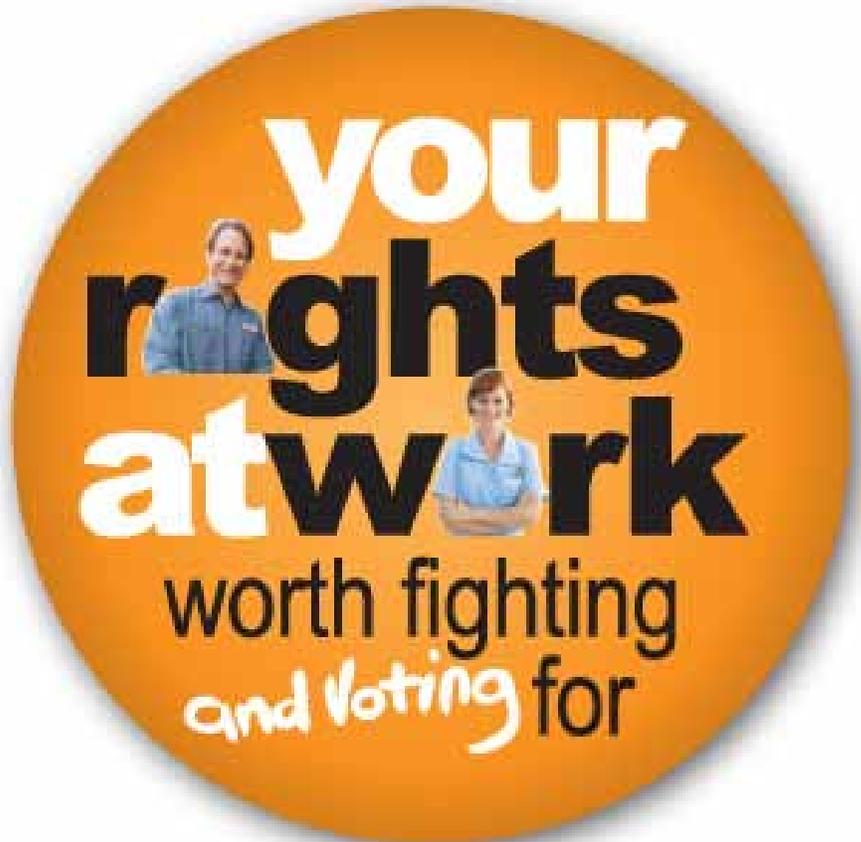
Ok, Ok, Ok: a couple of more last things, these are not my quotes:

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

Oh yeah, you need to know that along the way, people DIED! That's right, died, to get these benefits and we fight to keep them during every contract negotiation. Don't think for a minute that these are guaranteed, or some kind of entitlement. Please, those of you out there who are fee payers, just sign the membership card (included in this newsletter). There is power in our numbers. The other side watches and sees how much our members care. If you give the impression that you don't care, we lose. Your involvement, or lack thereof, speaks **VOLUMES**.

P.S. Just played a board game with my 8 year old nephew. Halfway through the game suddenly the rules changed??? If you don't know the rules, contact the union. You may not get the answer you want but at least you will know the rules.

The End??



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