



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

Dear Members,
The National elections are behind us, and what a ride it has been since November 8th. But even though they are over, your union,

as well as our parent and affiliated unions still fight to protect your worker rights. We are also working hard to secure proper support for the university and hospital.

The governor again has proposed cuts that must not happen. The NYS Health Department has also proposed reductions in our DSH Payments that would severely hurt the hospital. We are not only pushing back hard to get these proposed cuts restored, but in the case of the annual NYS budget, get additional funding restored from all the past years of cuts.



Carl Pettengill
UUP Chapter President

The governor has proposed his Excelsior Program to give tuition assistance to NYS University bound students. We think it's a good program if it is supported with proper funding, staff and buildings infrastructure. We are not fighting this battle alone. This year SUNY and UUP have the same goals going into this budget battle. We may ask

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The Upstate New York Poison Center is celebrating 60 years of service!

The Poison Control Center of Upstate Medical University provides expert management of the poisoned patient 24/7/365 for both the general public and health care professionals. The UNYPC also provides public, and professional education throughout our 54 county coverage area.

What do we do at the Upstate New York Poison Center?

Manage Calls

One of the primary functions of the Poison Center is to triage calls from the general public, health care facilities, schools, industry, Depart-

ments of Health, physician's offices and most importantly, homes. Our focus is to advise callers on the most appropriate action to take with a poison exposure with the majority of calls managed at home.

Professional Education

We provide professional education to health care providers including nurses, physicians, pharmacists, EMS personnel, and students through Conferences, in-services, clinical rotations and scholarly publications to bring them up to date on recent trends and management of the poisoned patient.

Public Education

We provide the general public with poison prevention education through targeted poison prevention and poison safety programming through health fairs, schools and community

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Ready to take your call in a poison emergency or for poison information.

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Facts & Concerns, what you need to know

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It's time he holds a town hall to hear to his constituents concerns

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you to go to a website to send a letter to your state representatives to help us with this fight to protect our university and hospitals from financial harm.

Another political battle you will be hearing about is a referendum in this coming November's election called the NYS Constitution Convention. All unions and many factions will be getting the word out to vote NO for this proposition. The big money conservatives are already starting to pour large amounts of money into an ad campaign with very misleading information. They see this as another way to cut workers benefits and make more corporate profits. We will be holding informational meetings in the future to inform everyone about the facts and how this vote will affect you if passed (see article in this issue).

I want to also take a moment to inform you of some upcoming events we are planning. I will soon announce some dates and times for meet and greets with your union officers and representatives. We will have these at various campus locations so you can stop in for light refreshments or to just say hi or if you have a question or concern you might like to discuss with us. I'm also working on holding a union benefits fair to help you know more about all the benefits and programs that are available to you through the union. This coming month there will be ballots sent to your home for your vote on chapter leadership that should be returned in the prepaid envelope. We're

using a new company to handle the voting and the forms will look different as they are now scanned to make counting faster and easier with quicker results. This will save the union a lot of money over the old way of handling all of the SUNY campus elections (about \$50k)

Mark your calendars for our annual picnics. Our campus president, Dr. Danielle Laraque-Arena as well as Dr. Fred Kowal, State President of UUP will address the members in the short business meeting prior to the picnic downtown. This will be held at 11:30 AM, June 14th. The venue may need to change from previous years as there is construction slated to start in June in front of Weiskotten hall. I'll let you know once we find out the construction dates. The picnic held at the Community Campus will be on October 11th in its usual locations. Dr. Danielle Laraque-Arena will again be our guest speaker as well as a state UUP officer, yet to be determined.

In closing please remember that I or one of the officers is always available to you if you have a question or concern. Please don't hesitate to contact one of us, as no question is too small.



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				Net Pay 1,234.56			
				Pay Rate 56,789.10			
EARNINGS				TAX DATA			
Current		YTD		Federal		State	
Hrs./Days	Earnings	Hrs./Days	Earnings			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.			
BEFORE TAX DEDUCTIONS				TAXES			
Current		YTD		Current		YTD	
Regular Before Tax Health	456.78		1,234.56	Fed Withholding	3,456.78		1,234.56
Supplemental Ret. Annually Prog.	678.90		5,678.90	Medicare	45,678.90		34,567.89
TIAA Retirement Before Tax	56.78		1,234.56	Social Security	3,456.78		1,234.56
				NY Withholding	45,678.90		34,567.89
AFTER TAX DEDUCTIONS				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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and agency-based programs. Public education is delivered through newsletters, educational materials, website, and social media.

Research

The poison center conducts research in the field of toxicology to evaluate the efficacy of treatment, discover new applications for antidotes, determine trends, refine processes, and measure outcomes. Educators at the center conduct research related to educational programming.

Toxicosurveillance

The calls to the poison center provide data that is used for toxicosurveillance, a database used for real time tracking of

exposures nationwide to determine if there is an unexplained or unanticipated increase in exposures in a given area or involving a specific population base.

Collaboration

The poison center partners with national, state and local organizations, agencies, business and other hospital departments to promote poison prevention awareness and safety.

Public Relations

The experts at the Poison Center respond to media questions regarding a recall, new trends in drug abuse, and poison awareness to allay public concerns, heighten awareness and promote wellness.

The Upstate New York Poison Center staff

Certified Specialist Poison Information

Registered Nurses and Pharmacists with critical care experience are trained in toxicology and certified by the American Association of Poison Control Centers as Specialists in Poison Information.

Clinical Toxicologists

Doctors of Pharmacy with clinical pharmacy experience are trained as Fellow in toxicology at the poison center with expectation of certification by the American Board of Clinical Toxicology.

Medical Toxicologist

Physicians with a strong interest in toxicology and emergency medicine or critical care experience and/or Certified by the American College of Medical Toxicology

Health Educators

Experienced educators skilled in needs assessment, program development and implementation, project management, evaluation, desktop publishing, research, media relations, data collection. website development, grant writing and social media

In celebration of the Poison Center's 60th year of service, Lee Livermore, education coordinator at the poison center, will be setting up a table, welcoming visitors and friends at the Upstate downtown cafeteria on Tuesday 3/7 from 7:30 am to 1:30 pm and at the Community campus in the lobby on 3/14 from 7:30 to 1:30 pm. Stop by to share your favorite "poison" story! Lee will provide poison safety tips and other handouts for visitors and friends stopping by to say "hi".

<http://www.upstate.edu/poison/>



Constitutional Convention Facts & Concerns

On Nov. 7, 2017, the people of New York State will be asked the following question on the ballot: Shall there be a convention to revise the constitution and amend the same?" This question appears every 20 years under the New York State Constitution (Article 19, §2).



UUP says vote 'NO' on this question. Here's why.

The NYS Constitution establishes the fundamental rights we enjoy as citizens of New York State, as public employees, and as retired public employees. A Constitutional Convention would become the vehicle to further the attacks on public education, unions and collective bargaining, pension security for retirees, and other basic rights and protections.

The following are some of the basic rights and protections under attack across our state and nation. A Constitutional Convention could further threaten them.

- The right to a free public education (Article 11, §1)
- Prohibition of reductions in public pension benefits (Article 5, §7)
- Rights to workers' compensation (Article 1, §18)
- Rights pertaining to union membership and collective bargaining (Article 1, §17)
- Social welfare rights (Article 27, §1)
- Prohibitions on the use of state monies to assist religious schools ("Blaine Amendment Article XI, §3)
- A budget role for the state Legislature
- Adirondack "Forever Wild" protections
- State land and forest protections

A Constitutional Convention could:

— Eliminate collective bargaining rights

Consider Scott Walker and Wisconsin's "Act 10" legislation, a model for anti-union interests. It raises employee health care and pension costs, prohibits public employee unions from bargaining over anything other than wage increases based on inflation, bars automatic union dues deductions from paychecks, and requires annual union elections.

— Radically change public employee retirement systems, including but not limited to employer contributions, employee contributions, and benefits

Changes to the SUNY ORP could also occur. In all likelihood, no one would be protected from changes through "grandfathering."

— Change the defined benefits that people expect to receive from TRS or ERS

— Diminish the Legislature's budget role, giving more power to the Executive Branch

A governor could dictate the state budget without legislative approval.

— Change the role or eliminate the Board of Regents

A former NYS governor proposed eliminating the Board of Regents to give the governor more direct authority over education policy. Regents are appointed by the Legislature, with public accountability.

Why we must mobilize our colleagues and communities to vote 'NO'

- Groups and individuals that want to alter basic rights protected by the NYS Constitution will get people who support their positions to vote.
- There are very wealthy, anti-union groups that will spare no expense to curtail collective bargaining and other rights.
- 2017 is an "off election year." Voter turnout is normally low. We could lose state protections and rights if people who support them stay home on Election Day.



Is a Constitutional Convention the only way to make changes to the state's Constitution?

No. The Constitution can be changed through individual amendments passed by two separately elected legislatures and voted on by the electorate. Changes can be made without opening up the entire Constitution and threatening our basic rights and protections.

How are delegates to a Constitutional Convention selected?

If voters approve a Constitutional Convention on the Nov. 6, 2017, ballot, three delegates per state Senate district and 15 at-large delegates (204 in total) would be elected in November 2018 (the next general election). Delegates can include members of the Legislature, other elected officials, and political party leaders. It's not likely that convention delegates would be "representative" of a grassroots movement, which convention supporters will claim.

When would a Convention be held and what would it cost?

The convention would take place in Albany in 2019 for an unspecified period of time. The last New York State Constitutional Convention was in 1967 (voters declined to support a convention in the last two referendum votes in 1977 and 1997) and last 5½ months. It cost taxpayers roughly \$6.5 million. In 2015 numbers, that's more than **\$46 million!**

Take Action Now!

Work with your chapter colleagues and participate in your chapter's action plans

Activities can include:

- Write letters to the editor in local news outlets
- Write articles in organization newsletters
- Offer to speak or lead discussions at meetings of local organizations to which you belong
- Distribute leaflets in your neighborhood
- Educate family members, neighbors, friends and colleagues
- Recruit others to get involved in your chapter's activities



Work with Coalitions

Groups involved in organizing to defeat the ballot for a Constitutional Convention include:

- Organized labor
- Environmental and conservation groups that support "forever wild" provisions that protect environmentally sensitive areas
- Public education advocates
- Social welfare advocates who will seek to maintain the requirement that New York state provide for the underprivileged
- Fiscal conservatives who want to keep existing state and debt limits in place
- Government watchdog groups that oppose spending the millions of dollars necessary to hold a Constitutional Convention

Donate to VOTE-COPE

Those who want a Constitutional Convention to try and strip away collective bargaining, pensions, and other basic rights will spend billions trying to convince people to vote for the Convention. NYSUT will need to spend as much as possible to inform its members and the general public about what's at stake. The only way to accomplish this is through voluntary donations to VOTE-COPE, the union's nonpartisan political action fund.

- **Check out the UUP website at www.uupinfo.org for Constitutional Convention information and updates**

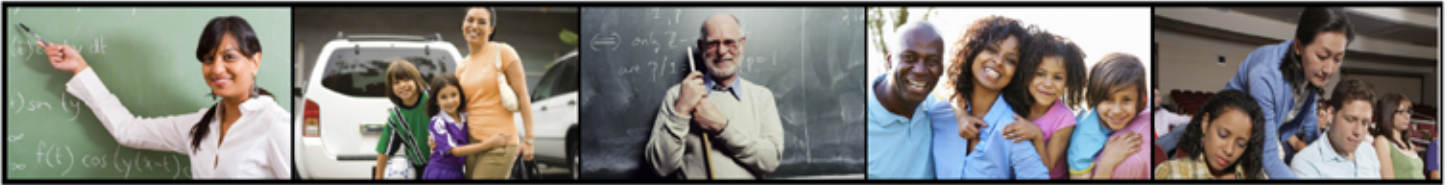
For More Information

Contact UUP Vice President for Academics Jamie Dangler 800-342-4206 or via email at jdangler@uupmail.org

— **The NYS Constitutional Convention Clearinghouse:** <http://www.newyorkconcon.info>

— **League of Women Voters of New York State:** <http://www.lwvny.org/programs-studies/con-con-edu.html>

— **The Nelson A. Rockefeller Institute of Government:** http://www.rockinst.org/nys_concon2017/



Save with NYSUT Member Benefits

We salute our hard-working members for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you—the hard-working UUP bargaining unit member—an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- Life Insurance
- Vision Plan
- Financial Counseling Program
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.
- American Solar Partners



To learn more about Member Benefits-endorsed programs & services, visit memberbenefits.nysut.org or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Stay Informed about Contact Negotiations

We are committed to communicating with the membership about contract negotiations--to the greatest extent possible--as negotiations proceed. This is your contract, and we want members to be informed, involved, and active throughout the process.

To facilitate this communication, **we have created a Members-Only web portal. Here is the link to the portal:**
<https://uuphost.org/myuup/MembersOnly/check.php>.

A link to the portal is also accessible via the UUP website; click on the "UUP Negotiations Information" box in the top right corner of the page.

Proposals exchanged between UUP and the State are posted in the new Members-Only section and updated as negotiations proceed.

The Members-Only section is password-protected; you need both your Department ID and your NYS Employee ID. On electronic pay stubs or electronic payroll records, the Department ID may be listed as "Department Code," "Campus Code," or "Agency Code." Your employee ID can be found in the center of your pay stub, listed as "NYS EMPLID". Use the last five digits of your employee ID as your unique password to enter the site.

Please do not publicly share or post information found in the Members-Only section; this information is confidential and intended for UUP members only.

In order to participate in the ratification vote for the new contract, employees represented by UUP must have signed up as full union members prior to the tentative agreement being reached. The date when the tentative agreement will be signed cannot be predicted. If you do not know whether you are a full member or an agency fee payer, look for the "UUP Member" line item on your pay stub in the "After Tax Deductions" box, or contact Toni Murray, our chapter assistant, who can check for you. You may sign up as a full member via the website, at www.uupinfo.org, by clicking on "Join UUP" and filling out the membership form online.

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In case you missed it:

During the Winter DA UMU's 3 chapter officers review documents for a DA discussion, as their new delegate listens intently to the Treasurer's report to make sure there's no quackery at play.

Pathway to Wellness - Celebrating 5 years!

Suzanne Brisk, UUP Member, Employee/Student Health

Pathway to Wellness – Celebrating 5 years of Wellness

Pathway to Wellness started 5 years ago. The program offers tobacco cessation, weight management, diabetes education, walking trails, monthly challenges and monthly special events. Have you tried a walking trail or eaten a healthy salad bar with your co-workers? Why not go to www.upstate.edu/wellness to see the online programs and offerings. You can keep up to date with current events and tips at www.facebook.com/UpstatePTW



Week 4: Whole Grain Sampling Day

Swiss Chard and Orecchiete

Education by the Dietitians and Tasting from 11:00 am-1:00 pm

Morrison's Dieticians will be offering some nutrition education programs at Café 750 and at Community Campus.

Monthly NYS Well Every Day Monthly Challenge

The NYS Well Every Day challenge for March is: Plan meals in advance to make healthier choices

Register and track your progress online for 17 days of the month at: www.worklife.ny.gov/wellNYSeveryday
April Monthly Challenge is to Compliment 7 people today
May Challenge is to engage in 17 minutes of physical activity before noon.

June Challenge is to Meditate for 7 minutes a day.
Improved health and wellness is just a challenge away so why not join in a challenge

Eat Right, Move Lose, ERML

Eat Right, Move, Lose is a behavior focused weight management program that is offered at no charge to anyone at Upstate with an Upstate ID. Classes will start the week of March 13 and end May 19th, 10 weeks. In honor of the American Nurse Association proclaiming 2017 the Year of the Healthy Nurse, we are offering an online meeting that you can participate in on your break, after work or when you are ready to focus on weight management. There will be classes on campus and a closed private facebook group. Watch for the flyer and get registered.

March is National Nutrition Month

For March 2017 Morrison's Café 750 and Community Campus Café will feature:

Week 1: Mindful Eating

Hale Kale Salad

Education by the Dietitians and Tasting from 11:00 am-1:00 pm

Week 2: Food Waste Education

Stuffed Portobello with Baharat Cauliflower and Quinoa

Education by the Dietitians and Tasting from 11:00 am-1:00 pm

Week 3: Plants in Unexpected Places

Cauliflower Pancakes with Green Yogurt Salad

Education by the Dietitians and Tasting from 11:00 am-1:00 pm

My First or Next 5K

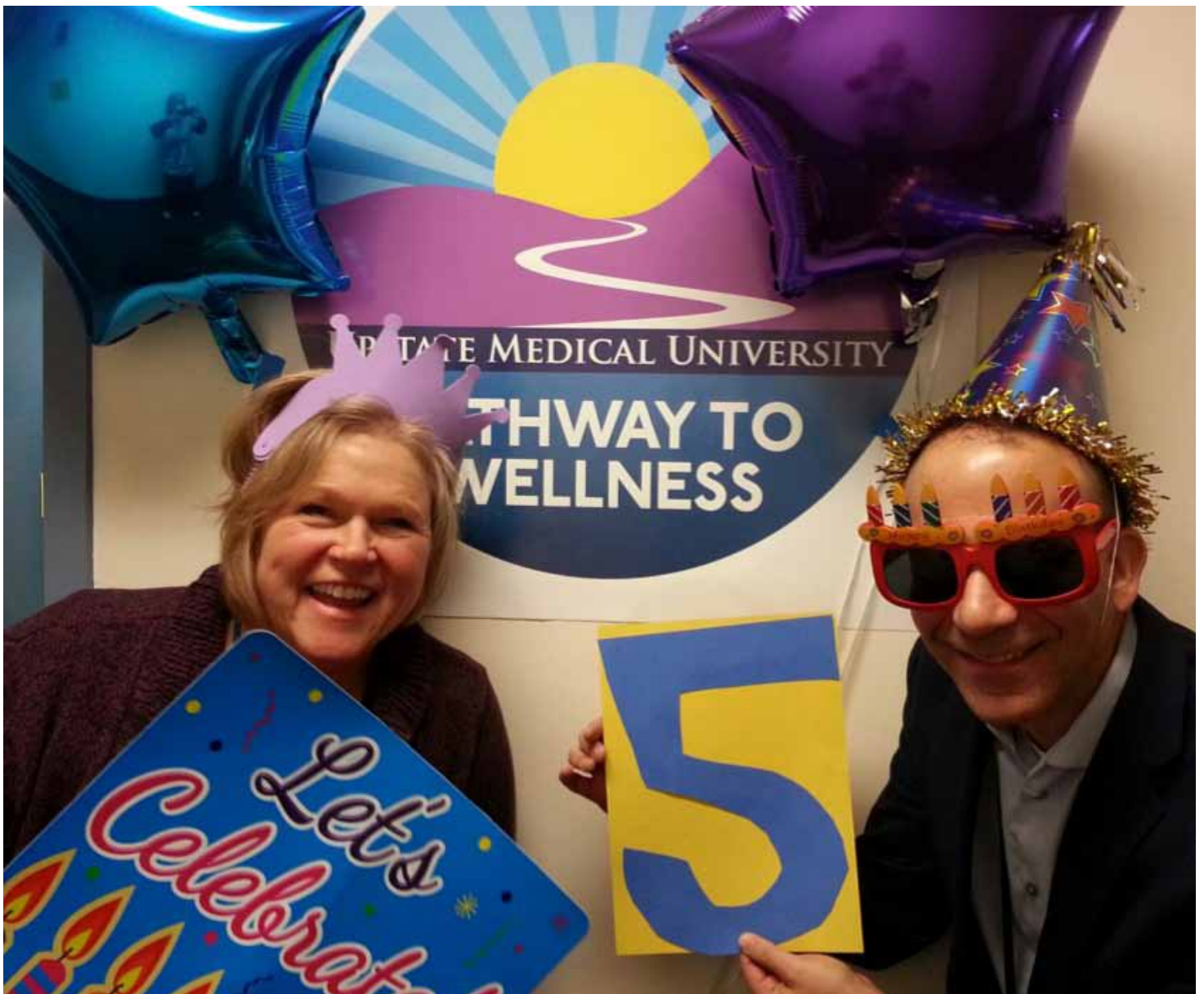
The NYSWellEveryday is now offering the 5K program all year long. You can complete a 5K multiple times and get multiple magnets. <https://www.worklife.ny.gov/wellnyseveryday/5k.cfm>

Quit Smoking Café

March Quit Smoking Café is on the first Thursday, of every month, from 1-3 pm in the Atrium of the Cancer Center. Cancer patients and their families are all invited to stop over. Employees, students, volunteers can come get help too. Enjoy some light refreshments and meet Theresa Hankin. Ask questions and find out how to quit, how to make a plan and what help is available to quit.

March 15 Kick Butts

Tobacco Task Force is planning events for both Upstate Campus locations on March 15 th (National Kick Butts Day) Downtown will be at 10- 11 am. Upstate smoking policy that states no tobacco within 100 feet of the campus bound-



aries. Staff, students or volunteers who would like to be a part of the event should contact Theresa Hankin (DT) or Jennifer Cary (CC). We will also promote our smoking cessation services of Theresa Hankin and Carol Walczak.
http://www.upstate.edu/hospital/healthlink/smokefree/downtown_map_smokefree.pdf
http://www.upstate.edu/hospital/healthlink/smokefree/community_map_smokefree.pdf

Souper Monday Mile Walks

Monday, March 13 noon will be the final Souper Monday Mile walk. Walk the walk and get a coupon for a discount on soup at Morrison's the same day. Indoor and outdoor walks at Downtown and Community Campus.

More Walking

April will start the "Walk with Us" Series with Syracuse University. Get ready to join us for a healthy walk.

Tranquility Tuesdays

Dr. Kaushal Nanavati and the COM Skaneateles Learning community are offering a 30 minute meditation March 7th and the first Tues of each month thereafter at 12 noon in 3507 Setnor.

Therapy Thursday

Therapy dog visits in the library -Thursday, March 30 Thursday, April 27. All visits are 11:30 to 1:00, all are welcome

Humor for April

If you have a joke, cartoon that you would like to share, please send it to brisks@upstate.edu or 205 Jacobsen. We want to collect humor for an April Pathway to Wellness program.

Book Review: LabGirl

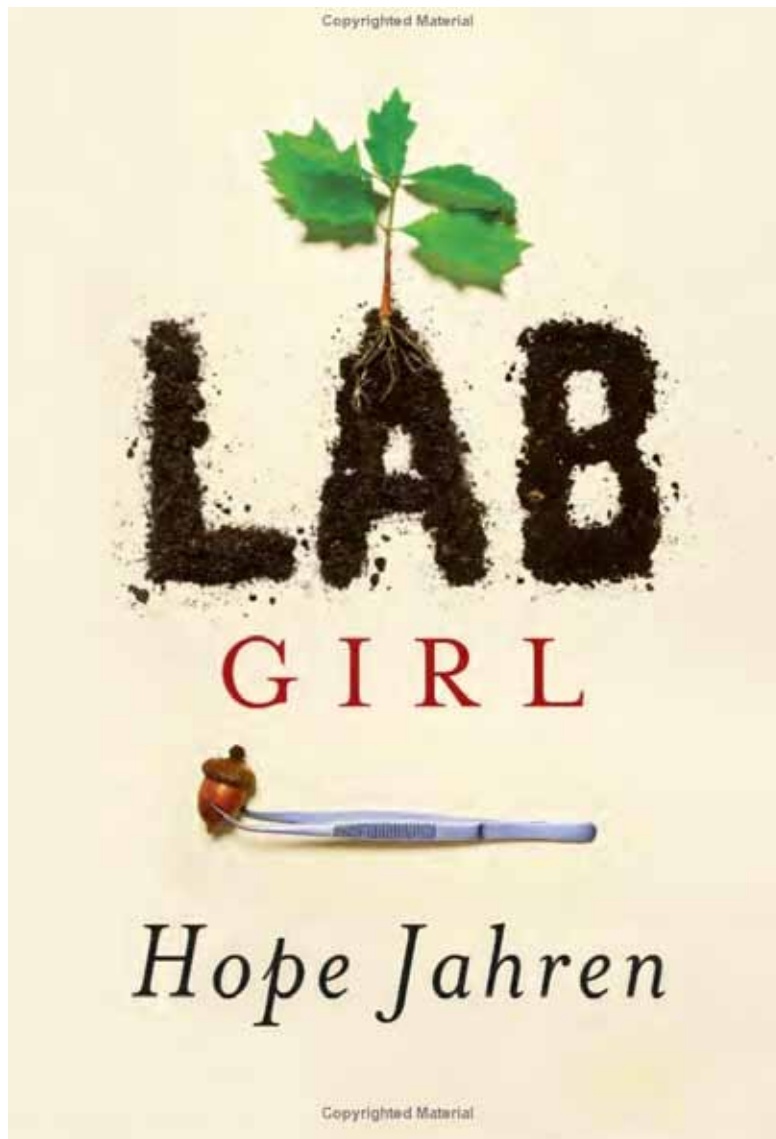
Rosemarie Pagano Bundy

I am reading an absolutely engaging book. It is engaging because it is written so well by a very bright woman scientist. But it has the added benefit of teaching oneself some new fact about a very shrouded scientific endeavor in every other chapter. One feels like you are being nourished as the pleasure of the words and the descriptive stories are spread out in front of you. It's my favorite type of book; one then learns things painlessly, vicariously, and deliciously without damaging one's perception of yourself that cognitive functions have not died. I learned more about trees, and growth and plants, and the respect we should maintain for 500 million years of evolutionary trial and error. The reason that these books become so important, in a diminished life due to the inevitable aging process, is that they reassure us that all is not lost. There is purpose, reason, forward thrust, and meaning to this short existence we have.

The book is LAB GIRL by Hope Jahren. It chronicles her early years growing up in a harsh environment in a small town in Minnesota. Her parents are of Nordic descent and not the demonstrative types. One parent is a science professor at a small community college whom she follows like a puppy dog. The mother, to be as understanding of the position and time in which she experienced her mature life, seems thwarted and resigned to her job as wife and mother without any overarching purpose that would demand better use of her evident potential. With this as her growing-up environment, her drive impels her to become a laboratory scientist in the very arcane discipline of geobiology.

The memoir uses her secondary skill as a writer and poet. The memoir is lyrical, flowing, vulgar at times, iconoclastic re the scientific establishment and quietly humorous, but with a nurturing sense for both the people who work for her in her very own lab and all the students she develops through her creativity in designing experiments in the larger world plus the lab that bring us to tremendous insight into the natural world; our only world where we live. She describes how difficult it is for a woman in the lab to maintain funding while keeping working. It lays out all the pitfalls of entering on this path in life: how it affects one's personal life, how it creates a view of the political structures that govern her work, how maddening academic structures can be in their antediluvian state, and how money for research is dispensed in a niggardly fashion through those structures.

But my personal favorite passage is a paragraph of a very mundane experiment with sweet potatoes in a greenhouse that describes so well how we are missing the forest by not even looking at the trees.



Last spring, Bill and I were sifting through the aftermath of a big agricultural experiment up at the greenhouse. We had been growing sweet potatoes under the greenhouse gas levels predicted for the next several hundred years, the levels that we are likely to see if we, as a society, do nothing about carbon emissions. The potatoes grew bigger as carbon dioxide increased. This was not a surprise. We also saw that these big potatoes were less nutritious, much lower in protein content, no matter how much fertilizer we gave them. This was a bit of a surprise. It is also bad news, because the poorest and hungriest nations of the world rely on sweet potatoes for a significant amount of dietary protein. It looks as if the bigger potatoes of the future might feed more people while nourishing them less. I don't have an answer for that one.

Employee Assistance Program

The EAP is a voluntary program designed to offer a highly professional, confidential source of help for people with personal problems or concerns.

Representatives of labor and management comprise the EAP Advisory Committee and jointly sponsor our program. We hope you find the information on our web site (<http://www.upstate.edu/eap/>) helpful. We look forward to serving the campus and hospital community.

The EAP coordinator, Sarah-Lee Ritchie, is available Monday-Friday, 8:00am-4:30pm (315 464-5760). Arrangements can be made to meet at other times.

The EAP program at SUNY Upstate Medical University has a new e-mail address! People can reach EAP by e-mailing eap@upstate.edu

You should know that Sarah-Lee is no newbie and **she does a GREAT JOB!!!**



LEAD Institute Online Training Available

UUP is pleased to offer members and chapter leaders a series of online workshops to assist members in developing their careers. Workshops can be taken in learning tracks by theme; they are designed for chapter leaders who assist members directly, for prospective chapter leaders, or as individual workshops that are of interest to individual members. The workshops can be accessed from the UUP website at www.uupinfo.org; click on LEAD Institute under Links, and then on the specific workshop. The workshops are planned and presented by NYSUT labor relations specialists assigned to UUP, and guest presenters. They are available on demand anytime by selecting a workshop link from the menu. Courses are less than an hour long.

They currently include:

- Dealing Effectively with Difficult People;
- Grievance Investigation, Filing and Presentation;
- Introduction to Collective Bargaining;



- Member Engagement;
- Motivating Members to Action;
- Performance Programs: How to Use Them to Your Advantage;
- Permanent Appointment: Freedom after Seven Years of Indentured Servitude;
- The Path to Continuing Appointment

Katko Is Hiding

Rosemarie Pagano Bundy

We have all seen the information coming out of Congressman Katko's office. He talks about having listening sessions, telephone town halls, scheduled meetings with his constituents through appointments. This seems like a great deal of time spent with his constituents listening to their problems and their concerns. He professes to have some understanding of the cultural/social mindset of the citizens in his district. But.....and it's a big but.....he is refusing to hold town hall meetings. That's why the title says 'Katko is hiding'.

Why are town halls needed right now and why is John Katko playing games with these folks who are asking him to have town meetings. Let's answer the first question. Why town halls? First, they draw more people than a listening session or a small office gathering. They draw from a varied set of constituents; geographically, politically, socially, and economically. Secondly, they may last longer and provide more information to the audience. But the most cogent reason is that the audience becomes much more well-informed on the nuances of problems in our area. It is really a learning session in civics and political realities. Most of us do not have the time nor inclination to learn, say, the economics of the inner city. But just have someone prepare a very detailed question for Katko that teases out this Republican's mindset based on his response to a certain problem, everyone's eyes are opened. The audience is presented with a multi-sided question containing items they have never even thought of and alternative solutions, none of which Katko

may want to sign on for publicly, even though they are the best and the least costly.

Katko is a good man in the catbird seat right now. A Republican in a predominantly Democratic state, elected in one of the swing districts, i.e., going from one major party to the other. The feeling is, he would like to keep his seat for another term at least, but would never get support from the RNC and other backers if he responds publicly to 'hot button' questions from the audience that differ strongly from the party's ideology. It is especially delicate in this Trump time. Can you imagine what his answer would be to a question concerning Betsy DeVos' qualifications for management of the Department of Education. We are sure he has thoughts on that but he cannot discuss them. Wonder how he would speak of the 75,000 mentally ill people who can now purchase guns per the latest bill.

This is a bit of a nudge to Katko to hold several town halls. Why does he think those calls to his office occur? Those callers are concerned not only for themselves but also, for every non-speaker in our district. Our country is a democratic republic; that means that we vote to be represented by individuals that speak for whole groups of our citizens. It is time for Katko to understand that he must do what is right and speak for all of us, regardless of the personal cost to himself. That is the hallmark of a civil servant, emphasize servant. Hold a town hall or that pass'e epithet, "lily-livered" will apply to you.



Living Healthy - Chronic Condition Self-Management Program

Feel better. Be in control. Put life back in your life.
FREE Six-week workshop series

Open to Caregivers also.

The Chronic Disease Self-Management Program (CDSMP) helps you gain control over your health and improve your quality of life.

The program is FREE and available for everyone over the age of 18 living in Onondaga County.

Consider the Chronic Disease Self-Management Program if you care for someone or have a chronic condition.

To learn more and view scheduled workshops:

www.upstate.edu/livinghealthy

(315) 464-4827

livinghealthy@upstate.edu



THE TOP AGENCIES TO RECEIVE DONATIONS FROM UPSTATE EMPLOYEES IN THE 2016 CAMPAIGN:

Top Upstate Funds:

Golisano Children's Hospital & Children's Miracle Network	36,184.00
Upstate Cancer Center Annual Fund	26,990.47
Maternity Renovation Fund	7,205.00
Friend in Deed Annual Fund for Upstate University Hospital	6,739.50
Don Roller Memorial Fund	5,259.94
Alzheimer's Disease Research Fund	4,718.00
Upstate Employee & Student Emergency Fund	4,683.00
Medical Alumni Association General Scholarship Fund	4,358.00

Food Bank of CNY	21,545.50
Francis House	13,869.50
Vera House Inc.	10,904.00
Hospice of Central New York	9,207.08
Central New York SPCA	8,647.75
United Way of Central New York	7,797.50
Catholic Charities of Onondaga County	7,780.00
Alzheimer's Association, CNY Chapter	6,398.75
Rescue Mission Alliance of Syracuse	6,314.50
Planned Parenthood of Central and Western New York	5,843.00
Hopeprint	4,937.50
The Samaritan Center, Inc.	4,574.00
ACR Health	4,189.25
AccessCNY, Inc.	4,078.00
Jewish Community Center of Syracuse	3,974.00
Sarah's Guest House, Inc.	3,735.00

Thank you to the employees* who supported our community and raised \$528,291.

Upstate
Community Giving
Campaign

*A special thank you to our retirees who donated \$44,965.



Visit our website (www.upstate.edu/communitygiving) for a complete list of donors.

A GREAT COMMUNITY GIVING CAMPAIGN

Chapter Elections are Underway

Calendar*

Chapter Requests to E&C Committee Due	12/02/16
Election Certification Date	1/11/17
Mail Chapter, Retiree & Affiliate Nomination Forms	1/18/17
Chapter, Retiree & Affiliate Nominations Close.....	2/15/17
Chapter Nomination Lists Posted on UUP Website	2/17/17
Mail Retiree Election Ballots	2/22/17
Retiree Election Ballots Due.....	3/22/17
E&C Committee: Count Retiree Ballots	3/23-24/17
Mail Chapter Elections Ballots.....	3/8-10/17
Chapter Elections Ballots Due.....	4/12/17
Count Chapter Elections Ballots.....	4/13-14/17

Conduct Run-off Elections as required

*Dates may be modified

Candidate Statements

Vice President for Academics and Delegate Richard Veenstra, PhD.

Richard Veenstra, PhD, Professor, Dept. of Pharmacology, I was first asked to be your Vice President for Academics when Mike Lyon, the previous VPA, became our Chapter President. Now Carl Pettengill is our Chapter President and Mike is on the Negotiations Team and continues to serve as the Academic Grievance Officer for the Upstate Medical University Chapter of UUP. During my first two terms as your Vice President for Academics, I have dealt with Faculty issues involving classroom curriculum changes and your Academic Freedom, workload creep, terms and conditions of Faculty Appointments, and the Basic Sciences Representative to the Clinical Practice Plan Governing Board. I am still learning about the contractual rights of you, the Faculty of Upstate Medical University, as defined in the Agreement between United University Professions and the State of New York (the UUP "Contract") and the Policies of the State University of New York Board of Trustees. My goal is to fairly and honestly represent your academic rights and interests when problems occur and hope I've served you well during these first two terms. I routinely attend the Spring, Winter, and Fall UUP Delegate Assemblies as your Vice President for Academics and Academic Delegate, participate in the Health Science Center Advocacy Day in Albany every year, as well as our local Chapter Officers, Executive Board, and biweekly Labor-Management (L/M) meetings, and the Adopt-a-Highway cleanup every spring and fall. So I am asking for your vote to serve as your Vice President for Academics for another two year term beginning this summer. I also serve as the Vice Chair of the Upstate Faculty Council and lead an active research program in cardiovascular electrophysiology where I am striving to maintain my record of 30 years of extramural funding to study the regulation of electrical communication and the basis for the arrhythmogenic

cardiotoxics of certain drugs like to use/ misuse of loperamide.

There is a Guide for Academics at SUNY available at the UUP website, uupinfo.org, click on the Resources for Academics in the red banner at the bottom of the page, and then on the Guide for Academics (<http://uupinfo.org/reports/guides/Academic-GuideRevised100614.pdf>).

There are many resources listed there including Knowing your Contract Rights and Benefits and Family Leave resources. Links to other important information like the SUNY BOT Policies, Patents, Inventions, and Copyright Policy, and Negotiations updates are found on the UUP homepage.

Lastly, if you like the benefits and protections provided by the UUP Contract, please consider becoming an Upstate Medical University Academic Delegate. Your academic officers aren't getting any younger and we have a shortage of academic delegates representing our Chapter. Please vote for me and I promise to be your voice for academic concerns and to ensure that the Upstate Medical University Chapter academic delegation is fully represented at each Delegate Assembly and at all times at home in the Syracuse region.





**Chapter Secretary and Delegate
Colin Massulik**

It is with great enthusiasm that I announce that for the third time I am running for the officer position of Chapter Secretary. If elected for another term, I will continue my work with the other elected officers, executive board and the membership. As the chapter secretary, I promise to keep accurate minutes of the meeting of the Chapter and Executive Board. And as you may recall from this past election for committee assignments, the secretary is also responsible for chapter elections, of which I have orchestrated twice. If it's experience, respect or collaboration you look for in a candidate, then I ask for your vote in the next election.

Upstate Cord Blood Bank

Due in part to efforts by Senator John DeFrancisco Upstate Medical University officially opened the Upstate Cord Blood Bank in a ribbon-cutting ceremony Thursday, Feb. 9.

The \$15 million, 20,000 square foot facility features a state of the art processing laboratory and cryogenic storage containers that can store nearly 14,500 units of cord blood. The building is located on Upstate's Community Campus, 4910 Broad Road in Syracuse, home to Upstate's obstetric services.

The bank will collect, test, process, store and distribute umbilical cord blood donated by families throughout central and

northern New York to be used by those in need of life-saving medical treatments and for medical research.

The bank is currently accepting cord blood donations from families who give birth at Upstate's Community Campus. Cord blood donations will be accepted from families who give birth at Crouse Hospital and St. Joseph's Hospital Health Center as early as summer 2017. Agreements with other area hospitals will be forthcoming.

For more info: <http://www.upstatecordbloodbank.com/> or call 315-492-2600



Musing on Cancer Survival

A recent article (link below) entitled 'It's Not An Even Playing Field: How financial Instability Takes A toll on Cancer Patients finds myself questioning (once again) my survival with AML which is now approaching 10 years (knock on wood). I almost ended my occupational health career of thirty plus years to devote attention to environmental factors that might impact cancer survivorship, like home environmental stressors e.g. microbes etc. But after reading the relevant literature, the financial factors seem to be a recurrent dominant theme which this article speaks to.

So based on my own experiences:

- Ability to be treated at a world class cancer center - good health insurance
- Ability to "survive" a million dollar health care bill - good health insurance
- Ability to recover for over a year (out of work) with full pay and benefits - good sick leave benefits and union contract language.

So do union benefits contribute to survival?

Of course having several clever and experienced doc's and hard working, devoted nurses in my corner ; support community; rock solid family and friends; a donor with the right stuff; and lots of luck did not hurt either.

Cancer Is Not Just Bad Luck

Given that my AML was (more likely than not) caused by my benzene exposure of years ago while working in an industrial environment I did look into legal action such as workers compensation. A highly regarded lawyer from the state where the exposures took place basically said this would not be easy and was not very interested in taking the case. BTW he sent me the



list of recognized occupational disease agents from the state board. This list looked like something from the 1950's, amazingly out of date.

But the reality for me was rather than pursuing some very challenging, stressful, protracted, most likely doomed legal action I focused on recovery. Perhaps because I really didn't need to given the benefits listed above. BTW, having seen (and continue to see) firsthand the brutal impact the broken workers compensation system has on our patients strongly influenced my decision to push on with recovery as well.

Greg Siwinski, UUP Member
SUNY-Upstate Medical University
Occupational Health Clinical Center
Syracuse, NY

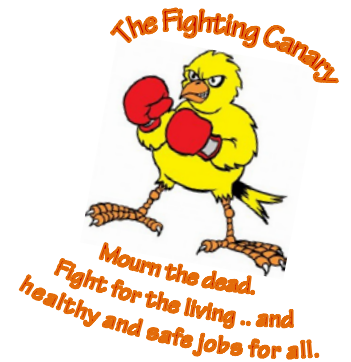
UUP 2017 Chapter Elections Nomination List

40811 - Upstate Medical University Chapter

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PETTENGILL, CARL M	P	LYON, MICHAEL J	A	KOVACS, ANDREW J	P
Vice President for Academics and Delegate		PECKHAM, DAVID J	A	LIVERMORE, LEE W	P
VEENSTRA, RICHARD D	A	SHUE, FRANCES	A	MAHONEY, MARGARET	P
Vice President for Professionals and Delegate		THREATTE, GREGORY A	A	MASSULIK, COLIN G	P
BAXTER, THERESA L	P	VEENSTRA, RICHARD D	A	MOORE, KIMBERLY L	P
Secretary		Professional Delegate		NICHOLS, ROBIN I R	P
MASSULIK, COLIN G	P	AFRICA, BENJAMIN F	P	PEMBROOK, MARIA	P
Treasurer		BAXTER, THERESA L	P	PETTENGILL, CARL M	P
BENWARE, DEBRA J	P	BECKON, YOLANDA L	P	SCHOLL, DAVID MICHAEL	P
Officer for Contingents		BENWARE, DEBRA J	P	STASIOR, PAUL R	P
Officer for Retirees		BRAUND, CAROL V	P	STEER, LINDA M	P
BRAUND, CAROL V	P	CAVER, LARHONDA S	P	TOPER, MARTIN A	P
Academic Delegate		CIRAVOLO, JOSEPH R	P	WILLIAMS, MAUREEN E	P
GRASSL, STEVEN M	A	FIUMANO, KATHLEEN M	P		
IVEY, HORACE S	A	HOWINGTON, THERESE L	P		
		JOHNSON, KIM Y	P		

**We need your
SUPPORT for ...**

Syracuse area
**Workers' Memorial Week
Booklet -- 2017**



Friends:

April 28 is fast approaching. It is the day set aside around the world to recognize workers killed, injured and made sick by their jobs.

This year, the Syracuse area planning group has expanded its horizons. Like others in the US, we are planning several events during the week around the 28th. We also want to expand the program booklet with more information.

We need your help to reach these new goals. All it takes is **an ad in the booklet to be handed out between April 8 and May 20 at several events**, giving you a much larger audience than other years.

The starting point is ArtRage Gallery's exhibit, *At all costs: Photographs of American workers by Earl Dotter*. With gallery staff, we're encouraging talks, films, meetings and discussions in that space during the exhibit.

At our events, we'll integrate the exhibit's title with the 2017 international April 28th theme (*Discrimination on the job hurts us all*), backed by the traditional one of *Mourn for the Dead. Fight like hell for the living*. Plans include:

- ✓ **April 8 - May 20:** ArtRage Gallery hosting an exhibit of Earl Dotter's amazing photos of workers, official "opening" on **April 8**;
- ✓ a presentation at ArtRage by Dr. Karen Messing, about her latest book, *Pain and*

prejudice: What science can learn about work from the people who do it (focused on hazards facing women workers and those who stand all day at work) (date **between April 19 and 25** to be determined);

- ✓ **April 28:** an outdoor activity downtown about noon, to remember workers killed, injured and made sick by their job; and
- ✓ **May 1:** Earl Dotter will speak at ArtRage on International Workers' Day.

Like other years, the 2017 booklet will recognize people who were killed, injured or got sick because of their jobs in Central and Northern New York in the last year. It will add:

- information about health and safety hazards and dangerous jobs in the area;
- a regional calendar of events;
- resources to protect workers' rights, especially immigrants and refugees; and
- supportive ads and messages.

Help us get out the message about the need to prevent job-related deaths, injuries and diseases. The attached sheet has the sizes and costs of ads for this year's booklet. **Deadline** to submit content (as a JPG or PDF) is **March 31**. If you need help, have questions, or want to submit an ad, please phone or e-mail:

Dorothy Wigmore
Director, Outreach and Education
Occupational Health Clinical Centers

(315) 432-8899 x 127 wigmored@upstate.edu

WELCOME NEW UUP MEMBERS!

Michael Adamo
Caitlin M. Alvin
Jessica M. Amato
Marie J. Antil
Sanam Anwer
Kimberly Armstrong
Julie K. Arrigo
Jarrod Bagatell
Jaime Baker
Michelle Baker
Puneet V. Bansal
Matthew Barres
Liliana Barros Una
Amanda L. Bigness
Jennifer Biondi
Teresa E. Blough
Brendan Blunn
Mary Bodner
Zachary Boswell
Jessica Boulia
Amy L. Bradt
Evan Brennan
Michele L. Brown
Kelley Brown
Christopher Bruns
Lindsay A. Bugge
Stephanie Burnett
Alexandria Calabrese
Esther Caletka
Karen M. Callahan
Annette Capria
Cynthia A. Carr
Jomarys E. Castro
Janine M. Caswell
Nicole S. Cathcart
Louis Cavalluzzi
Melissa Chapman
Nikki Christopher
Andrea Claps
Jennifer L. Colburn
Michael A. Colella
Myrna N. Colon
Melissa L. Comstock
David Coriale
Jessica M. Costosa-Umina
Christine L. Cottet
Elizabeth Crane
Reis Cunningham
Hannah D'Amico
Crystal Davis
Travis J. DeBois

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Charles P. Desimone
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Tierney Dygert
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JoAnn Featherstone
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Richard Francisconi
Louis A. Frechette
Lisa Frederick
Susan Freeman
Shawna Frigon
Jessica Futrell
Abdelkarim K. Galal
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Lauren George
Jessica C. Giacona
Michelle A. Gibson
Kathleen M. Gildemeyer
Nancy F. Goodman
Alexandra Halligan
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Brigette Holl
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Rebecca S. Humbert
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Arthur E. Hunt III
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Michael Ioerger
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Rossy Katanga
Megan A. Keating (Pelletier)
Patricia Kelley
Rebecca T. Kelsey
Michael P. Kenny
Kerryanna M. Kershner
Mae T. Khabir
Stephanie King
Robin Kompf
Emily Kraft
Todd R. Laidlaw
Kacie L. Legg
Meredith Lewis
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Janet Lewis
Dianna Lewis-Brewster
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The Advisor • Syracuse Chapter Newsletter

Editor: Mike Lyon
 lyonm@upstate.edu

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The opinions expressed in this newsletter are those of the authors or of the Syracuse Chapter and are not necessarily the opinions of United University Professions. The editor welcomes member submission of letters, articles, pictures and comments of interest to the Syracuse Chapter.

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