



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

It's hard to believe that it's August already. It seems that summer gets shorter as each year passes. Soon, Labor Day and the Labor Parade will be here at the State Fair. We have been busy working on plans for the next academic year, and the annual parade kicks off events. Besides the parade, in September UUP will be hosting a Be the Match event. This takes place on September 29th in the small cafeteria on the 2nd floor from 11 to 3 in the afternoon. The event is for individuals to sign up to be a bone marrow donor to save lives for those in need of a bone marrow transplant. It is extremely hard to find a perfect match and so the more that register the better the chances. It only takes a few minutes and all they need is your information and a cheek swab.



Carl Pettengill
UUP Chapter President

Next we will be having the annual picnic at the Community Campus on October 11th in the Community Room. The event starts at Noon with various guest speakers from the campus and UUP state officers. It then moves over to the cafeteria for the picnic with the same great menu as the big picnic

continued on p. 2

The Label of "State Worker"

Kimberlee M. Garver LCSW

Recently at the annual UUP meeting, someone in the audience asked during the Q&A session at the end of the informative meeting, "How can we improve the image of the state worker?"

Though I had never thought about this question before with regard to UUP, it is an issue that has crossed my mind more than once. The mentality that state workers punch in, punch out, and take advantage of the system is one that I hear from time to time. When I arrive in the morning and see workers lined up to punch out at 0730, I must admit this idea sadly resonates with me too.

I grew up knowing about unions but only peripherally. My father was employed as a police officer and my mother as a secretary. Her last job was at a nuclear power plant,



where she too was part of a union. She did not appreciate the annual exam she had to pass to maintain her job and complained of that often. She also griped about administration and the waste of resources, things of value that were discarded in her workplace.

I don't know that my children have heard much more about unions than I did growing up, even though their father and I are both part of UUP at SUNY Upstate. They know about the annual clam bake. They know that we have representation. Each of them has studied unions in school, especially with regard to work place safety. They read "Uprising" by Margaret Peterson Haddix, and I also read it. This historical fiction novel inspired me as I learned more about the start of and the fight for unions in decades past.

continued on p. 3

THIS ISSUE:

p.7 **Be The Match:**
National Bone Marrow
Donor Program Screening

p.11 **UUP History:**
A brief history of your union and
some of what it has done

p.14 **Cyber Security Update:**
Stay cyber safe on vacation
and while shopping online

continued from p. 1

meeting on the main campus.

In November UUP reminds you to vote NO on the Constitutional Convention question on the back of your voting ballot when you vote. This could affect your pension as well as many items we take for granted in our work and personal lives.

We are also working on presenting a Narcan training program here on campus. The opiate abuse situation is in the news almost nightly. We need to be prepared to help someone if they are experiencing a life threatening overdose. Opiate addictions have no social or economic boundaries. Up until a few weeks ago I thought it hadn't touched my personal life yet. That is until they found my cousin unconscious on the floor of her living room from an opiate overdose. It was Narcan that saved her life. We'll advertise when the training seminar is scheduled. You will need to preregister because seating will be limited and you will receive a lifesaving kit once you are trained. It will be presented by Poison Control staff and Theresa Baxter our Vice President for Professionals.

I would like to take this time to remind everyone about some important issues that could land you in hot water and facing a disciplinary action. There have been a lot of cases where we have had members in trouble for problems with social media. If you list Upstate as your employer in social media, there are work rules that also take effect on what you say or post even if

you're not at work and on personal time. You need to be very sensitive to this fact. Also if you make threatening or inappropriate comments in a text or in a post, you could find yourself in a disciplinary situation as well. Please consider fully what you're about to post or text. Ask yourself, "could I say that at work", or "is it appropriate what I'm texting to, or about, my co-worker".

I also need to remind you that privacy is extremely important at Upstate. We were informed by administration that they are going to be creating a new annual training course and that they are going to be looking at zero tolerance. To protect your reputation and position at Upstate please follow all of the rules that Upstate provides in training. I would rather meet you at a picnic or other event than in my office discussing a disciplinary hearing.

The contract team has been meeting every other week with the Governor's team negotiating our next contract. They've been posting regular updates in the statewide member's only website (<https://uuphost.org/myuup/MembersOnly/check.php>) . Once a tentative agreement is reached, the team will visit every campus to discuss the proposed contract and answer any questions you may have. It's important to remember if you're not a member you have no say and cannot vote on the contract. Please make sure you register as a member so you can have a say in your union, for You are the Union!

Contact Negotiations



Since I am a member of the negotiations team and on your campus, I frequently get questions about our next contract. We continue to meet with the state pushing monetary as well as non-monetary issues. It would be easy if we were the only ones at the table. There are more table sessions scheduled with the state in the near future. I'm sure you understand that we are not interested in a fast contract but a good and fair contract and that takes time. If we were willing to take the draconian contract they offered, we could have been done after our first meeting but I am sure our membership would have screamed "NO WAY"

For the most recent negotiations update go to this link and follow the instructions:

<https://uuphost.org/myuup/MembersOnly/check.php>

You will need the last 5 digits of your New York State ID as well as your department ID. Both of these can be found on your pay stub. You can go to self-serve to find those.

Yours in Solidarity
Michael J. Lyon, PhD
Otolaryngology

July Winners

The following people won Clambake Tickets **WOW** an incredible \$40 value if you are not a member at our July meeting.

Nicole Stonecipher
Pam Haines
Jessica Feldmann
Maureen Capoto
Krystin Salmonsens

Once again **WOW** These are the people who won \$5 Morrison gift cards:

Jenny Schumaker
Amy Beale
Amanda Fisher
Karin Kohl
Lisa Phelps
Judy Carroll
Bonnie Seitz
Sarah Lewis
Jen Kieffer
Susan Barbour

continued from p. 1

I often volunteer. However, when I volunteer, I more often represent the schools my children attend or my neighborhood or my faith community. During social work month, I also am more cognizant of my pride in my role as a social worker, and I tend to focus on how social workers are viewed in society. I do not often also represent the union of which I am proud to be a part. I know that the union works for me, especially at times like now when we are negotiating our contract. To represent them across environments, both through my positive work ethic and my community involvement, would be like giving back for what UUP has done for me.

In Self Serv, there is an opportunity to track Community

Service. I have done this in recent years. I wonder if one union does more volunteering in the community than another union, and if this could be represented in some sort of data presented to employees.

How can I improve the image of the state worker? Like anything in my life, I am responsible for me, not all state workers. I can do my part to represent UUP and state workers in NY in positive ways through my conduct on and off the job. Too, the ways I talk about what it means to work for the Great State of NY at the best state hospital in said Great State should reflect my pride in being not only a union member but also a state worker.



PM&R Heart Walk Team

Staff from the Physical Medicine and Rehabilitation (PM&R) department participated in the Heart Walk, sponsored by the American Heart Association and American Stroke Association, in April of this year. Members included team captain Danielle Wheeler-Vickery, Jean Stewart, Lindsey Solamon, Linda Kodya, Brittany Roe, Jillian Cardinalli, Kerry Walsh, and Emily Talbot. Danielle has been the team captain since 2010 and PM&R has been fundraising and participating in the event for over 10 years.

Marketing Garner Awards

Upstate's Marketing & University Communications and Public & Media Relations Department collected the Web content best of category award at the annual SUNYCUAD <http://sunycuad.org/awards/list-of-awards-for-excellence-winners> conference this year.

Also, Amber Smith received excellence in writing for a story that appeared in Upstate Health magazine called "A Stroke of Great Luck,"



Pre-retirement planning information session for SUNY ORP members is Sept. 14

Pre-retirement planning information sessions for members of the SUNY Optional Retirement Program will be held Thursday, Sept. 14 from 9 a.m. to noon or from 1 to 4 p.m. in 2231 Weiskotten Hall. Participants attend one session and should be within five years of retirement.

Participants will learn more about retirement plans, collecting social security, retiree health insurance and investment

options, level of funds needed for retirement, and retirement distribution options. This is an interactive discussion. Materials will be provided.

Supervisory approval is required to attend the session. Registration is required by Sept. 11 at: <http://www.upstate.edu/hr/intra/training/register/index.php?topicid=120815>. Use key word: ORP.

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**

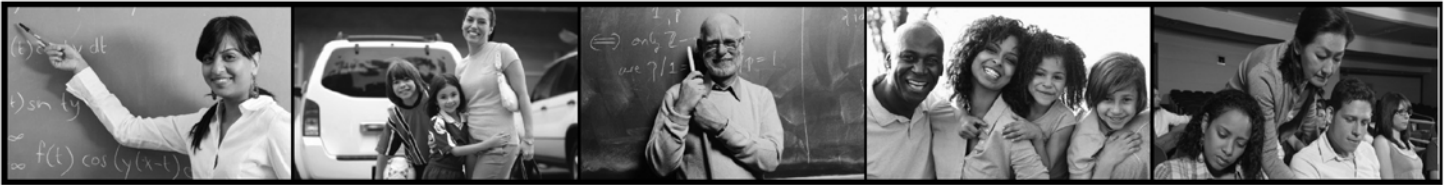
For More Information

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.

Be The Match

Pete Ludden, LRS

Your union, United University Professions, in conjunction with Upstate, will be holding a bone marrow registration event on behalf of "Be The Match", which is a part of the National Bone Marrow Donor Program. I have been on the Bone Marrow Donor Registry since 1998. What follows is the story behind the reason I joined the registry, as told by Valerie Atwater.

On April 28, 1998, Aaron Andrew Atwater became a hero to his brother, Craig, by donating his life saving bone marrow to him. Their unique and inspirational story lives on, and it is our hope that we can lead an "army" of people to donate their Bone Marrow through Be the Match to come to the aid of others facing similar challenges.

Aaron was born in 1978, during a difficult birth, leaving him with cerebral palsy in the severe range, as well as seizures, lifelong respiratory problems, unable to speak and walk or use his hands. Doctors predicted he would not survive 5 years. Craig and his brother Chad were toddlers at the time, but immediately grew very close to their youngest brother. Craig, being the oldest, would learn to feed him and help care for him, always near his side.

In 1998, when Craig was 22, he was suddenly ill and diagnosed with severe Aplastic Anemia. This is a rare blood disorder which causes the immune system to wipe out all of the necessary blood cells to sustain life. He was rushed to Strong Hospital in Rochester NY, where both of his siblings were tested for compatibility, and a search was done on the National Donor Registry. A miracle occurred and we received the news that Aaron was in fact, the perfect 6/6 match to his brother. Many considerations had to be made prior to allowing him to be the donor, given his many medical conditions, so the search for an unrelated



donor continued until it was deemed that Aaron could proceed.

Craig had many setbacks during the time waiting for the transplant, including numerous infections from having no blood counts, reactions to medications and ending up in ICU with sepsis and heart failure. Miraculously, he recovered from all of it, but still had the grueling task of surviving the transplant and the pre conditioning chemotherapy and radiation before the transplant.

On April 28, 1998, Aaron gave his bone marrow to his loving brother. His bone marrow was harvested, and he woke up smiling and seemingly pain free. Fourteen days later, Craig's counts began to rise and soared each day from there. He has had no effects from the transplant. His blood counts remain normal, 19 years later. He resides in Wake Forest, NC, (formerly from Baldwinsville, NY) with his wife Keri and three.. YES three... children. Maddie, Max and Jake. Craig's life was able to flourish because of this life saving gift.

Aaron passed away on December 10, 2016, leaving a huge void in our hearts. We would like to continue to honor his wide smile and spectacular life by asking each of you to consider Bone Marrow Donation and participating in our bone marrow drive. We are thankful for our gift of Aaron and invite you to be a part of his everlasting army of heroes.

Our Drive will be held on Friday, September 29 in the small cafeteria at the downtown campus between the hours of 11:00 am and 3:00 pm. Anyone between the ages of 18-44 is eligible to join the registry. It only takes a few minutes to complete the registration form and use a swab to become a member of the army that Valerie mentions.

Every year 14,000 patients are in need of a bone marrow transplant from someone outside their family. Maybe you could Be the Match for one of those patients.

how marrow donation works



1. **SWAB** to join the registry
2. Doctors search for patient **MATCHES**
3. One in 430 go on **to DONATE**

Pathway to Wellness

Suzanne Brisk, UUP Member, Employee/Student Health

September

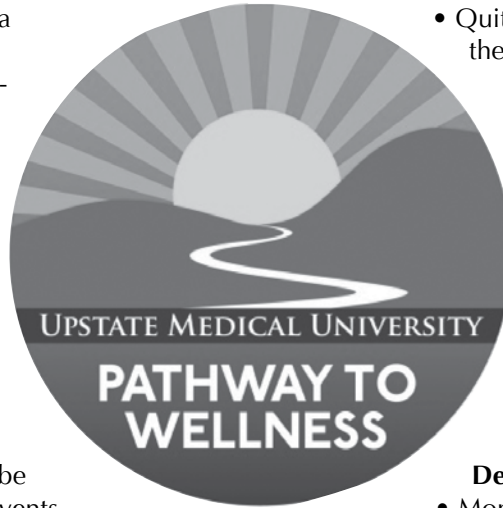
- Monthly Challenge is to eat 7 bites of a fruit or veggie at each meal for 17 days. <https://www.worklife.ny.gov/wellnyseveryday>
- Sharon Franchetti had a great idea for a challenge. Sharon's department at Galleries is challenging other departments to wear your Team Upstate t-Shirts all on one day, take a photo and post the photo on Facebook/UpstatePTW. The photo with the most likes on September 29th will get a department prize and recognition. Have some fun and show your off your involvement with Team Upstate. Could be any color Team Upstate t-shirt. Lots of events had Team Upstate -Shirts this summer!
- Eat Right, Move, Lose- a behavior focused weight-management program offered by Pathway to Wellness at no charge will start the week of September 18th. The program is offered in classes, on facebook and via webinar. Watch for flyers and times. Also an "express" option will be available. Walk-up and weigh-in support and accountability.
- Morrison Cafe's on campus will be featuring the apple at the monthly RD Live, Taste and Try.
- Quit Smoking Cafe, Sept 7, first Thursday of the month at the Cancer Center Atrium.

October

- October is WALKTOBER- Be thinking of your team and the step challenge. The challenge is provided by SU Learner Center and includes the VA Hospital and the School of Forestry. Upstate holds the trophy and needs to defend the title. Steps can be walked anywhere and are tracked online.
- October is WATA- Wellness And The ARTS- a new monthly long celebration of how the arts promote healing, health and well-being. Join in!
- October is also the start of Flu Shot Clinics
- The last week of October is Welloween in the Library.
- October Monthly Challenge is to eat 7 bites of a NYS Apple. A yummy challenge.
- Morrison cafes on campus will

feature the pumpkin at the RD Live, Taste and Try.

- Quit Smoking Cafe, Oct. 5, first Thursday of the month at the Cancer Center Atrium.



November

- Great American Smokeout, NOV 16. Try to Quit Smoking for 24 hours.
- Healthy Holiday Weight Management starts Nov 13.
- Monthly Challenge is to express gratitude 7 times.
- Quit Smoking Cafe, Nov. 2, first Thursday of the month at the Cancer Center Atrium.

December

- Monthly Challenge is to take 7 minutes to organize an area.
- Quit Smoking Cafe, Dec.7, first Thursday of the month at the Cancer Center Atrium.

Reminder: Upstate follows the CEO Cancer Gold Standard that requires a tobacco free, smoke-free and electronic cigarette free campus. There is no place on campus to smoke. Please consider nicotine replacement; gum, patch or lozenge to help manage cravings. When you want to quit, Upstate offers smoking cessation classes, support groups and a Quit Smoking Cafe. Contact Theresa Hankin at -4-3519 for more information.



Attached Photo- Kick Butts Day in April with Mr. Butts, Otto, Scooch and Crunch Man.

Team Upstate at the JP Morgan Corporate Challenge



Team Upstate captains for A Run for their Life gathered at the Upstate Cancer Center July 26 for the event's kickoff luncheon. Money from this and other events sponsored by the Carol M. Baldwin Breast Cancer Research Fund of CNY, benefit breast cancer research at Upstate. A Run for their Life will be held Sunday, Oct. 1, beginning at Gillie Lake Veterans Memorial Park in Camillus. To join Upstate's A Run for their Life team, visit: http://www.upstate.edu/specialevents/baldwin_run.php



Jodie Brown, RN, MSN/MBA, was recently accepted in to the a PhD program at the University of Buffalo and has received the Senator Patricia K McGee Nursing Faculty Scholarship from the New York State Higher Education Services Corporation (HESC). Her research interests focus around Nursing Workforce issues and she hopes to work closely with the Upstate Hospital Nursing Department as she completes her dissertation work.



Reprinted From the NEA Higher Education Advocate



Jason Walta is an attorney in the NEA Office of General Counsel and an adjunct faculty member at American University's Washington College of Law.

Free Speech

Union advocacy will be required

JASON WALTA

This was the year the campus speech wars boiled over. At Berkeley, violent protests roiled campus when a speaking invitation was extended to the cartoonishly offensive Milo Yiannopoulos. At Princeton, online mobs deluged African American Studies Professor Keeanga-Yamahatta Taylor with hateful messages and death threats after she criticized President Trump in a commencement address. The list of similar occurrences could go on and on, and even includes a shooting at the University of Washington during a clash between protesters.

Beneath the chaos and rancor, there are familiar patterns. Almost like clockwork, groups of liberals protest fire-brand right-wing speakers—either by disrupting the event or pressuring administrators to cancel it. As the *New York Times* reports, the provocation of these protests is not only predictable, but appears to be part of a strategy. Although the speakers are nominally invited by campus groups, the Young America's Foundation—a “national conservative group that is well funded, highly organized and on a mission”—has made a name for itself by paying fees to controversial speakers and training student leaders to organize the events.

A similar pattern is at work behind the seeming spontaneous online mobs that threaten scholars and pressure administrators to discipline those who speak to hot-button political issues. Reactionary outfits like *Campus Watch* and *Professor Watchlist* devote themselves to monitoring scholars' speech in order to inflame outrage and incite harassment against expressions of views they disdain.

On some campuses, these efforts have eroded administrative commitment to academic freedom, and faculty are the ones to suffer. At Essex County (N.J.) College, for example, administrators fired Lisa Durden, a communications adjunct and pop culture pundit, after she went on TV to defend Black Lives Matter protesters.

Worse yet, conservative legislators have joined the fray. Not content with gutting funding for higher education or rolling back tenure and collective bargaining, they now seek to micromanage faculty and institutional speech. In Iowa, proposed legislation would require the state's public universities to consider “political affiliation and balance in the employment of faculty” and forbid the hiring of faculty if it would “cause the percentage of the faculty belonging to one political party to exceed 10 percent the percentage of the faculty belonging to the other political party.” Another bill, authored by the libertarian Goldwater Institute and introduced in a handful of states, would require public universities to remain neutral on “public policy controversies of the day”—effectively silencing schools on such issues as the value of affirmative action or the necessity of strong tenure protections.

The only way out of these dilemmas is a robust and vocal commitment to academic freedom. When it comes to student efforts to disrupt or disinvite speakers, take a page from the lawyers. As Yale Law Dean Heather Gerken explains, the “reason why law students haven't resorted to the extreme tactics we've seen on college campuses [is] their training.” She notes that law school “conditions you to know the difference between righteousness and self-righteousness,” which is “why lawyers know how to go to war without turning the other side into an enemy.”

When it comes to administrators—particularly when a horde of anonymous Twitter trolls gets sicced on one of their faculty—disciplined organizing and union advocacy will be required to ensure they adhere to their responsibility to defend academic freedom and institutional autonomy. This includes insisting that schools resist calls to dismiss faculty and condemn targeted harassment and intimidation of faculty, and also that schools have policies and resources to assist faculty who are targeted and threatened.

Historical Overview of UUP

United University Professions is the largest higher education union in the U.S. When it was formed in 1973, UUP represented 3,500 members. The union has grown in numbers and in influence since then; UUP represents more than 42,000 members on 29 state-operated SUNY campuses and System Administration.

Throughout its history, UUP has acted in the best interests of its members, and those efforts have benefited thousands of UUPers, the SUNY community and the entire state of New York.

UUP would not be what it is today without the commitment and enthusiasm of its leaders and members who spur the union toward greater achievements.

In the UUP History section you will find:

- **UUP Administrative History:** (<http://uupinfo.org/history/adminhist.php>) A summary of UUP, from inception to the present.
- **UUP At a Glance:** (<http://uupinfo.org/history/glance.php>) Milestones in UUP's history, by year, from 1967

to the present.

- **Executive Board Timeline:** (<http://uupinfo.org/history/ExecBoardTimeline1973-2013.pdf>) A timeline of statewide UUP officers and Executive Board members, according to official Delegate Assembly minutes, as compiled by UUP secretaries Tom Corigliano and Eileen Landy.
- **UUP Anniversary Booklets:** (<http://uupinfo.org/history/annivbooklets.php>) Compilations of UUP challenges and accomplishments, in words and photos, of the union's 20th, 25th, 30th, 35th and 40th anniversaries.
- **Photos by the Decade:** (<http://uupinfo.org/history/decadephotos.php>) A sampling of photographs of UUP officers, members and activities that have defined UUP, by the decade, including ready-to-print black-and-white and four-color photo collages. More photos can be found in the UUP Digital Archives (<http://meg.library.albany.edu:8080/archive/view?docId=apap039.xml>), housed at the University at Albany. Visit here (<http://uupinfo.org/history/AccessDigitalArchives.pdf>) for instructions to search/request archived photos.



Black and White

Rosemarie Pagano Bundy

Within my library of 'must-reads', two books with similar topics landed there. The first was starred because of the abysmal standing of this democratic nation in the numbers of people incarcerated and the police methods used to put them there. The other book was an inspiring, true saga of an idealistic lawyer's development of a non-profit institution to work on appeals of capital convictions in Southern states.

The first item was Ta-Nehisi Coates' book, *Between the World and Me*. It was written as a letter to his son detailing how African-Americans must act to avoid being killed or arrested on trumped up charges. He wrote of how he loved him but felt he could not keep him safe. That was due to the obvious statistics about police and FBI treatment of young black males, militarized police forces, under-representation of African-Americans in municipal governments, mandatory sentencing laws, and privatization of our prisons. He didn't talk directly about these policies but comes at them on a tangent. I stopped one-third of the way through; the book did not resonate with me, even though I understand how unjust those practices have become.

The Coates book was dismissed after the third that was read; it was an angry, black man screaming at the system. It isn't that I am not cognizant of the basis for his anger that stems from abuses suffered by African-Americans for 200 plus years and is still present. But the book is full of hateful speech with an obvious and present need for revenge with no let up. The words don't say it but the tone of the writing does; it kills empathy and the compassion to change. Since it is light on the facts, it creates an acute dislike of a rant that smacks of ego more than real

love. It felt as if he was using the fear for his son's life to stroke his own ego and earn royalties.

In contrast, the second book, Bryan Stevenson's *Just Mercy* drew me in to reading every word and crying symbolically. One tableau almost brought real tears. This author walks us through biased, corrupt, municipal judges, prosecutors, and police activities in our American South, ending in wrongful convictions and even executions. He accepted the dictum, "it is what it is" and then describes the situation so carefully that the flaws in the system jump off the pages. No crying about how we all are hurt when this happens; just "put your head down and keep working." Admirable!

Stevenson's book, emotional in spots, is packed with actual stories and a multitude of facts, real-life happenings, told in a straight-forward manner, with legal explanations clear, forceful but to a minimum. His descriptions of the prisons are accurate, scary, but matter-of-fact. It was impressive writing! I have been against the death penalty for some time but this book made me want to actively secure a ban on this practice for our country.

Here was a memoir of 20 years of hard, grinding work to alleviate some of the sins of racism, transforming it at its root. He has saved over 100 prisoners from wrongful convictions and the death penalty, changing minds in the process. One does not see the same in Coates' book. The last thing that surprised me was the urge to send a donation to Stevenson's non-profit. He needs to keep working and writing.



The REAL AHCA

Rosemarie Pagano Bundy

As an independent voter, it is appalling what the Republicans are attempting to do with healthcare in the United States. Not only is the American Health Care Act [AHCA] NOT a repeal of the Affordable Care Act [ACA] but under the obfuscating words they are putting a mean-spirited, corrupt, power agenda that in the last analysis will do what this turn-coat party has wanted for the last 52 years. They are attempting to dismantle every social safety net that has been enacted since Lyndon B. Johnson was president, starting with this healthcare bill. The AHCA is just the beginning. Next comes Social Security and Medicare; it is obvious what their plans are. They are telegraphing their intentions.

In the discussion of the AHCA it is obvious from the non-partisan Congressional Budget Office report concerning the impact of this legislation on American citizens, it is obvious that this will deny thousands of citizens essential healthcare while performing just what the Republicans have intended: i.e., tax cuts that will go primarily to the upper 10% of our population of 322 million souls. These are tax cuts made on the backs of the poorest, the most vulnerable, the elderly, and much to our shame, our children! How can we hold our heads up if we allow some small-minded ideologues to shape our communities in this manner. Have we lost all sense of shame, embar-

assment, and internal moral precepts?

If this law passes and the cuts are made to Medicaid and the original strictures of the ACA are removed, then there will be money in the Federal discretionary budget to create the so-called 'tax reform' which is a really a euphemism for 'paying off the wealthy'. The image in one's mind is of Grover Norquist dancing a jig with his Middle Eastern wife while rubbing his hands together to see if there is some scheme he can work to siphon off some of that new-found money. Shades of Uriah Heep! Maybe he can contact Jack Abramoff to get some ideas of how to perform this act of prestidigitation. That's what they did once before with Native American money.

The scariest numbers in a comparison of what this act will do have been the ones that Ezra Klein stated on one of the news shows. His organization worked the numbers and came up with these statistics. They calculated that 400 of the wealthiest families will receive a tax benefit that would have provided Medicaid coverage for 730,000 of our poorest citizens. That coverage is equivalent to \$7 million. We will then, sadly, become a 'banana republic' compliments of Trump!

SUPPORTING OUR COMMUNITY
IS PART OF THE MISSION OF UPSTATE MEDICAL UNIVERSITY.

I'M IN!
UPSTATE
Community Giving
Workplace Givers for
United Way and SEFA
Campaign

Many employees choose to give to charitable funds.

The **Community Giving Campaign** starts October 2nd — look for emails, posters and mailings.

It's an easy way to give to any of the hundreds of SEFA funds including United Way of CNY, the Upstate Foundation and many others.

www.upstate.edu/cgc

Pledge online between October 2 and October 13 for a chance to win \$100!

HOPEPRINT

ACRHealth
Opening doors to create healthy communities

Food Bank
of Central New York

United Way

UPSTATE
FOUNDATION

*Above are some of the agencies that received donations from Upstate employees in last year's **Community Giving Campaign**. There are hundreds more to choose from.*

UPSTATE
MEDICAL UNIVERSITY

Resurgence of Tyranny

Rosemarie Pagano Bundy

I recorded a tip re a new book that Tim Burns, a member of the Ivory Tower Half Hour on PBS mentioned on the air. It's *On Tyranny* by Timothy Snyder, history professor at Yale. Since I respect Burns' judgment, I followed the tip up at OCPL. Beneficial. Glad I did. The appreciation of his skill was phenomenal; the author's words and command of the historical similarities to our present situation was so very hopeful.

The introduction is a very succinct, distilled essay of democratic republics in history. Broad strokes, but one gets the message. Even if he mentions the ancients, Aristotle and Plato, in passing, he uses our modern times, i.e., the last 200 years, to display examples. The quote that frightened me the most is the perspective he gives after describing the 20th century collapses of democracies into right-wing, authoritarian, fascist regimes.

"The European history of the 20th century shows us that societies can break, democracies can fall, ethics can collapse, and ordinary men can find themselves standing over death pits with guns in their hands."

That's in the first 5 pages of text. Worrisome because he is so spot-on.

For individuals not trained in the classics or history, this telling becomes a necessary exercise; both in the review and the application to our present situation. It is uncomfortable to see

the parallels. But isn't it better to recognize the demons we are facing? How can we change if we don't see all the patterns of the downsides?

It's a small book. By that I mean 4 X 6 inches, 110 pages and not all are full. They are truly half pages but are crammed to every period and question mark with ideas and observations. The author has chosen an interesting and indicative style. Although he talks of our present situation and obliquely points out the parallels, he never once mentions Trump's name. His reasoning is so crystal clear. The first reason seems to be that's because he talks only of 'the president'. This mechanism makes it very clear to the reader that they must see that position as a job, a service, an ethical trust, not dependent on one individual. They can then perceive the job as a task described in the constitution and that the task adheres to the rule of law and sanity.

The second reason makes sense if one has seen the power of 'doublespeak' in Orwell's 1984. We have seen its power in the 2016 campaign. The author will not give this megalomaniac in our White House that power (my assessment only, not a psychiatric diagnosis). It was so refreshing plus one has the hope that we will soon see another name in that position very soon.

Reading should only take a little over an hour. Absolutely the best expenditure of one's time. For someone like myself in their 80's, there is not a lot of time left. But this was worth it.

Recent UUP Graduates

On July 13, 2017, Cassandra Brown MS, RN, a Joslin Diabetes Nurse Educator received her Post-Masters Adult/Gerontology Nurse Practitioner Certification from Keuka College. Be sure to congratulate her on this accomplishment!



Another Recipient of the UUP tuition program, Assistant Environmental Services Director Jason Rupert received his MBA in Technology Management from SUNY Poly in Utica May 6th 2017.

"I have always felt this is just one of the very valuable contributions from the Union. The continued growth of an employee is a benefit beyond words."



Sun, Sand, and Cybersecurity

Shawn O'Reilly, UUP Member, IMT Department

School's out and the beach and mountains are calling. It is that time of the year when so many of us pack our bags and hit the open road or head to the airport for a well-earned vacation. We may be ready to take a break from our normal lives, but we still need to be cyber secure while we are enjoying our time off! In this month's edition, we will explore some ways to be safe and smart with our devices, Internet usage, and social media while out travelling on vacation.

Stop-Think-Share

Always be careful about how much you post on social media about your vacations before and during your travels. Criminals can and do watch online posts to find people that are on vacation because that means you have left your home unattended.

Before "checking in" to a location on a social network, consider what else you are sharing – like the information that you aren't home. Consider skipping the "check in" and making your vacation posts after you have gotten back. This is another way people can see you aren't home. Perhaps this will have the double benefit of letting you take the time to choose only the best photos to post after your trip is over! At the very least, consider using privacy settings that only let friends see your posts. Additionally, consider turning off GPS and auto-tagging/auto-check in features, if you have them enabled.

Disable WiFi auto-connect services

Some devices have an auto-connect feature that will search for and automatically connect to available and accessible WiFi networks without your interaction. This can allow your device to automatically connect to an unencrypted, public WiFi network, or even one that was set up by a malicious actor to eavesdrop on your browsing and connection activity.

If you want to connect to a store or hotel's network, check with an

employee to see what the correct network is called, and see if they can provide a network password for a more secure, encrypted network. Always use a secure, encrypted network that requires login credentials if you have the option. In the event that isn't an option, and you can use your phone as a WiFi hotspot, use that instead to get a more secure connection for another device that can't make direct use of the cellular network's connection.



Additionally, make sure you do not choose to "remember this network" or "join this network automatically" once you have settled on a more trusted network for use during your vacation. If you have these settings switched on for a very generically named network, your device may connect you to a less secure one that happens to have the same name. Even if you have this turned off, there's another setting that will automatically connect you to a network you have joined before, which can be a problem since your device doesn't know the difference between your coffee shop's "Guest" network and a malicious "Guest" network. Turn these settings off so you don't automatically connect, and choose to connect only to more trusted, safer WiFi networks.

Keep your devices close, and locked when not in use!

Whether it's your laptop, tablet, or smartphone, be sure to keep your device on you or with someone you trust. Never leave a device unattended in an airport, train station, restaurant, hotel lobby or anywhere else in public while travelling. There is a common scam that targets people who leave devices sitting next to them. In this scam, another traveler will approach you

and ask for help and then lay a newspaper or map down over your device. While you're distracted answering their question, they are picking up and pocketing your device under the cover of the newspaper or map!

Additionally, keep your device locked using a password, pin, pattern, or fingerprint lock when you are not actively using it.

Any questions related to cybersecurity, please contact Shawn directly at oreillys@upstate.edu.



Are You Really Being Secure Online?

Shawn O'Reilly, UUP Member, IMT Department

Browsing the web and interacting with websites in a secure fashion is immensely important in today's connected world. Everyday things like online banking, shopping, and submitting your taxes involve sharing financial and sensitive information online. This makes browsing securely something that everyone should consider more closely. Below we will explore some ways to connect to the Internet and browse websites securely, as well as how you can double check that you are being secure.

Use a Secured Wi-Fi Network

Wi-Fi access is widely available, but many of the free connections are to unsecured public Wi-Fi that will leave your information travelling openly! On an unsecured public Wi-Fi network, cyber criminals can easily access the data you are transmitting due to the fact that your information is not encrypted.

A more secure public Wi-Fi network requires a password or credentials to gain access that are provided by someone acting in an official capacity for the local business and the use of encryption. When looking for an available and more secure wireless network, you will see ones using encryption marked with a small lock symbol next to the name of the network. Some hotels and shops that provide free Wi-Fi to customers provide access to their secure networks by providing you with credentials or an access code when checking in, making a purchase, or on request.

If you opt to use a public Wi-Fi connection, make sure you understand the risk – others may be able to see what you do. Keep this in mind and do not conduct sensitive transactions or log in using your credentials on any sites. Not all apps and sites support encryption and other good security practices, which leaves you much more open to many types of cyber-attacks when on a public Wi-Fi connection.

Secure Your Information in Transit

Keep an eye out for that little lock icon on your browser, or the "https" in the URL! Sites that are taking security seriously will encrypt the sensitive information you are exchanging with the site. This is a strong way to ensure that your online activities like

shopping or submitting personal information are protected.

The small lock icon or "https" at the beginning of the URL are indicators that encryption is currently in use. The lock icon is commonly found in the address bar on the most popular browsers, including Chrome, Firefox, Safari, Edge, and Internet Explorer.

Verify the Website



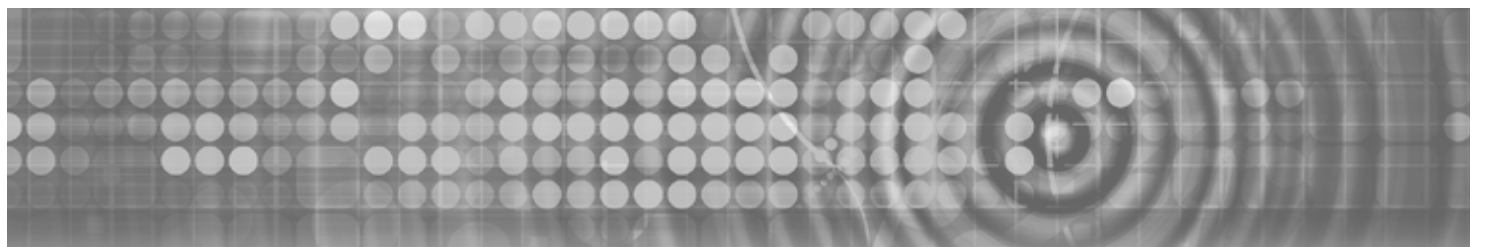
When you are looking for information or products online, make sure you are on the website you intended to visit, or are going to the correct site.

One particular sneaky technique used by cyber criminals is called typosquatting. Typosquatting is when someone purposely owns a website that is similar to a trusted website but with a typo in the address. For instance, the website "thisissafe" might be trusted, but the website "thisisafe" could be a malicious website using typosquatting. People are often linked to these incorrect, but very closely named websites through phishing emails sent out by malicious actors. Many websites look the same, and sometimes criminals or other unscrupulous folks use the names and logos of trustworthy companies to mislead you. In some forms of attack, a user being led to a false, but convincing copy of a known website will be prompted to enter their legitimate credentials, which are stolen by the malicious actor who set up this ruse.

A good practice is to not click a link that is provided in your emails, and to instead go type the intended website's address directly into your browser to ensure you get to the right place.

The information provided in the Monthly Security Tips Newsletter is intended to increase the security awareness of an organization's end users and to help them behave in a more secure manner within their work environment. While some of the tips may relate to maintaining a home computer, the increased awareness is intended to help improve the organization's overall cyber security posture. This is especially critical if employees access their work network from their home computer.

How do you know the Wi-Fi network is one you should trust?
 Ask someone who should know – the hotel concierge, the barista at the coffee shop, etc. There are no rules about naming your Wi-Fi network, so many Wi-Fi networks run by malicious actors use names that you expect to trust.
 Ask - don't trust the name!



WELCOME NEW UUP MEMBERS!

Rashid A. Ahmed, M.D.
Justin P. Alexander, M.D.
Carlos M. Alvarez, M. D.
Richard L. Amendola, M. D.
Hina Amin, M.D.
Abby Andrews
Katina A. Arnold
Minni Shreya Arumugam, M.D.
Mark M. Ash, M.D.
Waill Ayoub
Janice E. Bach, M.D.
Madhuri Badrinath, M.D.
Ji Yoon Baek, M.D.
Aisha S. Baig, M.D.
Eric S. Balotin
Sarahemla R. Barth
Melissa R. Barton
Matthew R. Bauer, M.D.
Chanel Beard
Lauren K. Beck, M.D.
Joshua D. Beckler, M.D.
Erin R. Beitz, M. D.
Onecia A. Benjamin, M.D.
Faith J. Bentley
Kathleen M. Berardi
Ramya Bhargava, M.D.
Arthur J. Bigsby III, M.D.
Elizabeth Blake
Nolan R. K. Bodah, M.D.
Geralda Borgard
Karen L. Bowers
Alexander E. Braley, M.D.
Sarah I. Bridge, M.D.
Matthew Brown
Susan A. Brush
Elissa K. Butler, M.D.
Patrick J. Calhoun
Daniel Cerniglia
Andrew Chen, M.D.
Erica L. Christensen
Christopher Chryslers
Andrew Chu, M. D.
Meghan R. Cimino
Julia A. Cieurria, M.D.
M'kaila Clark
Dominoe L. Clay
Morgan Clond, M.D.
Tracy L. Clouthier, M.D.
Marlon P. Coelho, M.D.
Cesar A. Colasante, M.D.
Abbe Collins
Kaitlyn V. Coningsby
Colin Conklin
Sara R. Cooke
Dana M. Court
Kathleen Cowen
Linda J. Curry
Danielle K. Daniels, M.D.
Irene DePasquale

Tyler S. Dettro, M.D.
Renee Devesty
Swetha Dhanireddy, M.D.
Archemedes Di
Michelle H. Dick, M.D.
Annette E. DiFant
Daniel A. Diing
Nadya M. Dillon, M.D.
Michael DiMauro
Cara Dooley
German Drulyk
Barbara Eckhard
Stephanie C. Einbeck
Nekpen S. Ekure, M.D.
Heba El Ayash, M.D.
Golshan Fahimi, M.D.
Jenna L. Fancher, M.D.
Lori M. Ferguson
Andrea Ferrrari
Palma Filighera
Andrew L. Fluckiger, M.D.
Karen Frigon
Hiroko Furo, M.D.
Leslie Gale
Hilary M. Gamble, M.D.
Matthew E. Gandy, M.D.
Cynthia Gannon
Caitlin A. Gardiner, M.D.
Ritu Garg, M.D.
Pranita Ghimire, M.D.
Atin Goel, M.D.
Mariangela R. Gomez, M.D.
Rosymel Gonzalez-Houck
Alicia M. Gower
Sriharsha M. Gowtham, M.D.
Sarah A. Gregory, M.D.
Joshua D. Griesman, M.D.
Bishal Gyawali, M.D.
Mackenzie L. Hall, M.D.
Johan C. Hallstrom
Onecia A. Hannibal, M.D.
Matthew D. Harmon, M.D.
Margaret A. Hart
Michelle A. Healy
Samantha L. Heavner
Siri M. Hiremath, M.D.
Valerie Ho, M.D.
Ann M. Holmes
Assaf Holtzman, M.D.
Cory C. Howard, M.D.
Honey Hurtado-Otorosa
Sharmeen F. Hussaini, M.D.
Tarek Ibrahim, M.D.
Michael Ibrahim, M.D.
Fouad Jabbour, M.D.
Bhavana Jami, M.D.
Mohammad Hashim Jilani, M.D.
Sijo V. Joseph, M.D.
Suhayb Kadura, M.D.

Joseph C. Kalet, M.D.
Faisal Kamal, M.D.
Priyanka Kancherla, M.D.
Heerak Kang, M.D.
Mobin Karimi
Sara Khalil, M.D.
Ahsan Ullah Khan, M.D.
Arslan Khan, M.D.
Alisha Khan, M.D.
Sana K. Khan, M.D.
Alexandra V. Kibler, M.D.
Matthew J. Klumpp, M.D.
Timothy D. Kohanski
Karin Kohl
Justin B. Kopec
Jonathan R. Korets, M.D.
Alvin A. Krishna, M.D.
Natalia Kyriazidis, M.D.
Tu Nghi T. Lai
Tori E. Lansing
Terri K. Laptew
Kimberly A. Laxton, M.D.
Michelle E. Lee, M.D.
Jennifer N. Leibovitch, M.D.
Mackenzie Leonard
Courtney A. Lepak
Karen A. Leshko Balamut
Joseph L. Licht, M.D.
Annette-Karen F.M. Liem, M.D.
Kimberly A. Ligas
Jung Jae Lim, M.D.
Angela H. Linder
Laurie A. Lindsey
Phillip A. Mackewicz, M.D.
Sanela Madzarevic
Elizabeth Magowan, M.D.
Chris N. Maierhofer, M.D.
Rachana Mandru, M.D.
Diane S. Mantooth
Alon Marantz, M.D.
Rebecca R. Marcinak, M.D.
Jarrett M. Masson, M.D.
Barbara A. Mathers
Tyler J. Maxwell, M.D.
Ryan D. McConn, M.D.
Colleen McGill
Dana McKinney
Zachary McNall
Mariangeles Medina Perez, M.D.
Mohamed A. Mehdi
Sara Meneilly
Stephen W. Merriam, M.D.
Cheryl A. Messick
Judith D. Metelus
Laura D. Miller, M.D.
Kanish Mirchia, M.D.
Samantha Miskic, M.D.
Ritu Modi, M.D.
Kabhilan Mohan

Gaurav G. Mookerjee, M.D.
 Emily E. Moore
 Casey N. Moore, M.D.
 Shelby Morgan
 David B. Morris, M.D.
 Cory C. Moser
 Nicole M. Mozo
 Lois L. Mummer
 Michael K. Murphy, M.D.
 Vamsee K. Neerukonda, M. D.
 Subash Nepal, M.D.
 Christopher A. Nguyen, M.D.
 Dominique Noel, M.D.
 Tamara I. Nsouli, M.D.
 Ekene C. Nwoye, M.D.
 Michelle L. O'Dell-Woodard
 Oluwateniola B. Olatunde, M.D.
 Andrew L. Orenberg, M.D.
 Eryn A. Ossont
 Samantha M. Palka, M.D.
 Neelam Pandhi, M.D.
 Danielle N. Pannella
 Bijal N. Patel, M.D.
 Anojan Pathmanathan, M.D.
 Wendy Paul
 Maryssa J. Peirick
 Diandra Perez, M.D.
 Ami Petosa
 Jessica N. Phelps, M.D.
 Pooja Poudel, M.D.
 Christopher Price
 Doris Price-Webb
 Michael A. Rachun, M.D.
 Karan N. Ramakrishna, M.D.
 Jacquelyn S. Reed
 Julia A. Reiser, M.D.
 Gale B. Riddell
 Mitchell A. Rienzi, M.D.
 Timothy Rorie
 Daniel J. Rossi, M.D.
 Joseph M. Rozell, M.D.

Nicholas M. Runeare, M.D.
 Ronald C. Russo, M.D.
 Ninad V. Salastekar, M.D.
 Susan S. Samudre, M.D.
 Ann-Marie L. Sanders
 Sachin Santhakumar, M.D.
 Naina K. Sawal, M.D.
 Joseph C. Schmidt, M.D.
 Lisa R. Schwartz, M.D.
 Ali Scrimenti, M.D.
 Trevor J. H. Scudamore, M.D.
 Bhanu Harshita Settipalle, M.D.
 Syed Fawad Hussein Shah, M.D.
 Saika Sharmeen, M.D.
 Rishi Sheth, M.D.
 Rebecca J. Shields, M.D.
 Sung E. Shim, M.D.
 Audesho Shlimun, M.D.
 Raman Singh, M.D.
 Inderpal Singh, M.D.
 Irine Siraj, M.D.
 Karlie Slocum
 Garrett E. Smith, M.D.
 Marcus H. Spera, M.D.
 Matthew J. Sporn, M.D.
 Greg R. Stanley
 Roxanne Stoneburg
 Mary Storie
 Emily R. Stratton, M.D.
 Katherine C. Stummer
 Kyle P. Suen, M.D.
 Tanisha M. Sullivan
 Neil C. Suryadevara, M.D.
 Ajay V. Tambe, M.D.
 Jessica Tatusko
 Kelly M. Taylor
 Abdullwhhab A. Thabet
 Ryan J. Thachen-Cary, M.D.
 Victoria T. Thai
 Kiranya E. Tipirneni, M.D.
 Amilcar A. Tirado, M.D.

Shawn S. Toole
 Nicole Topich
 Nancy J. Towne
 Sarah Trapani
 Nicholas D. Treinin
 Janet C. Y. Tsang, M.D.
 Casey M. Tymko, M.D.
 Michael C. Vail
 Deepak Vallabhaneni, M.D.
 Margo L. Valler
 Katrina B. Van der Kloet
 Brenda R. Van Fossen, M.D.
 Patricia E. Veinot
 Kalyan Wagle, M.D.
 Cheryl A. Waldron
 Kerry Wallace
 Steven D. Ward
 Bradley M. Wasser, M.D.
 Khaing S. Wei, M.D.
 Peter T. Wei, M.D.
 Sherry Weinberg
 Tyler R. West, M.D.
 Paula L. White
 Jacob V. Whyte, M.D.
 Mark A. Wiener, M.D.
 Adjuah S. Williams
 Michael P. Williams, M.D.
 Sherri A. Williams
 Kelly Williamson
 Maxwell Winkler, M.D.
 John C. Winnewisser
 Trisha M. Wladecki, M.D.
 Michelle Woogen
 Andrew J. Yackel
 Sanjay K. Yadava, M.D.
 Qi Yang, M.D.
 James Y. Yarovoy, M.D.
 Han Yang Yin, M.D.
 Lauren M. Zaleski, M.D.
 Allison M. Zuern, M.D.

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

Last Name _____ First _____ MI _____

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

Campus _____ Department _____ Non-SUNY Email _____

AUTHORIZATION FOR VOLUNTARY DEDUCTION

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

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

Signature _____ Date _____

The Advisor • Syracuse Chapter Newsletter

Editor: Mike Lyon
 lyonm@upstate.edu

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

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

UUP Chapter Officers

Carl Fettingill, President

pettingc@upstate.edu

Richard Veenstra, Vice President for Academics

veenstr@upstate.edu

Theresa Baxter, Vice President for Professionals

baxter@upstate.edu

Colin Massulik, Secretary

massulic@upstate.edu

Deb Benware, Treasurer

benware@upstate.edu

Syracuse UUP Chapter Office

Madison Towers, 2nd Floor

60 Presidential Plaza • Syracuse, NY 13202

syracuse@uupmail.org • 422-5028


Support the Political Action Fund of UUP and NYSUT

Give to VOTE/COPE

VOTE/COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees. Dues money is *not* used for political action. Contributions to VOTE/COPE are *not* tax deductible.

Return this coupon to:
VOTE/COPE
United University Professions
P.O. Box 15143
Albany, NY 12212-5143

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



Last _____ First _____ MI _____
 Address (include street, city, state, zip) _____
 Campus _____ Dept. _____ E-mail _____
 Effective no earlier than _____ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with federal, state, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.
 Contribution Per Pay Period (Circle One) \$1 \$2 \$5 \$10 Other \$ _____
 Signature _____ Date _____