



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

Venting/Ramblings of Your (soon to be retired) Out Going President

Carl (I love the guy), through no wishes of his own, had to step down as your chapter president the beginning of October. You could not have had a better advocate and he couldn't have picked a better time. Mostly because of



*Mike Lyon
UUP Chapter President*

the implementation of a new contract with its litany of complexity. I had stuff going against me. I was of the opposite employment category, (required by our bylaws), an academic, had experience as president, been on two contract negotiations teams. SOOO I was asked to step back into that office. I was reluctant; but since I cared, I agreed. Another reason was that we, as an executive board, had failed at planning for succession. As I have been told, failing to plan is planning to fail. I can't really blame the board. It's hard to mentor people if there aren't people to mentor. Also, there is the difficulty for those interested to get the time

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Advocacy Corner - Spring 2019

Rich Veenstra, Academic VP + Chapter Political Coordinator

State elections resulted in a Democratic majority for the first time since 2008 and only the second time since WWII. Along with Governor Andrew Cuomo and Lt. Governor Kathy Hochul, the labor-friendly NYS Comptroller Thomas DiNapoli was returned won his third term; NYC Public Advocate Letitia James became NYS Attorney General. You might think the political future would be brighter for UUP & SUNY in 2019. Then, in January, the NYS Executive Budget was released and the work of the NYSUT and UUP Legislative Departments begins in earnest.

Notably absent from the Executive budget requests was the NYS subsidy to the 3 SUNY- hospitals: Downstate, Stony Brook, and Upstate Medical. In 2002, NYS provided a subsidy to the SUNY Hospitals in exchange for State Executive Budget eliminating hospital employee fringe benefits, debt services, and utility costs. Prior to the 2008 Great Recession, this annual subsidy ranged from \$128 to \$153 million. In recent years, this

hospital subsidy was zeroed out by the Governor and restored to the tune of \$66 to \$87 million primarily due to the advocacy efforts of UUP, NYSUT, and AFT. Last year's 2018-19 NYS budget did not include the previous year's \$78.6M State subsidy, but \$92 million in programmatic funding was provided to the SUNY hospitals from Federal program sources.

The 2019 UUP Legislative Agenda focused on four major priorities: (1) \$30M in additional funding to hire more full-time tenure-track faculty and professional staff; (2) \$65M to eliminate the "TAP Gap" produced by the \$5,165 Tuition Assistance Program limit that covers only 75% of SUNY undergraduate tuition; (3) restoration of the \$87M hospital subsidy for SUNY's hospitals; and (4) enactment of legislation to restore NYS Comptroller oversight and increase transparency of SUNY campus foundations.

Our Upstate Medical Chapter Advocacy effort began May in late Janu-

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Commentary on Central Labor Councils

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Achievements from UUP members across Upstate

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ary with Mike Lyon and Rich Veenstra attending a Labor Breakfast hosted by Assembly member Bill Magnarelli at the Syracuse State Office Building and courtesy welcome visits to newly elected State Senators Robert Antonacci and Rachel. On February 12th, Carol Braund and Mindy Heath joined me in Albany for the UUP Advocacy/NYSUT Higher Education Advocacy Day. Our UUP advocacy efforts continued with February in-district visits to Assembly members Pamela Hunter and Al Stirpe; March in-district visits to Assembly member Bill Magnarelli, Senator Robert Antonacci, and the office staff of Senator Rachel May. Thanks again to our “army of advocates” Deb Benware, Carol Braund, Mindy Heath, Horace Ivey, and Dave Peckham for helping me with those in-district advocacy visits. **New recruits and reinforcements are always needed.** Our first priorities were, as always, restoration of the \$87M hospital subsidy and closing the \$65M TAP Gap.



Greater Syracuse Labor Coalition's Award Dinner, August 21st; Rich Veenstra, VP Academics, Rt; State Comptroller Tom DiNapoli, Ctr.; Deb Benware Chapter Treasurer; Rt

Now for the REALITY. The 2019-20 New York State Budget arrived on time and the NYS subsidy for the SUNY state-operated hospitals was **NOT RESTORED**. The impact of this operational short fall in our three SUNY hospital's budgets remains to be realized, but with reported operational deficits of \$25M or more for each hospital reported in 2017, the long-term outlook is tenuous. What could this mean to Upstate University Hospital, the Upstate community it serves, and you, a UUP member and Upstate Medical University employee? As one UUP member asked this March after hearing on the radio that Sen. Antonacci was attempting to get the subsidy money put back into the budget because this “could affect in a loss of jobs here at SUNY Upstate”, was there any truth to this statement? The short answer is **YES, continual operational budget deficits affecting our Upstate Medical University Hospital could result in a loss of jobs and/or services to our community and you.**

Not only was the SUNY hospital subsidy not restored, the Assembly's effort to reduce the Tap Gap by \$12.8M and the SUNY \$44M in debt service relief for the hospitals was also dropped. The State support for SUNY-operated campuses

remained absolutely flat. On the positive side, direct State support was accelerated by \$109.5 million to offset the costs associated with implementation of the NYS/UUP contract; an additional \$60M in State Disproportionate Share (DSH) funds, thus resulting in \$460M in State/Federal support, was provided in the budget; Upstate and Stony Brook hospitals will receive \$50M each in capital funding; the EOP/EOC/ and Attain program funding was restored; \$500K for SUNY mental health services was restored, and, for our retiree members, the proposal to eliminate the State reimbursement of the Income Related Monthly Adjustment Amounts (IRMAA) for NYSHIP retirees was rejected. This was a tough budget year, next year doesn't promise to be any easier.

UUP ADVOCACY EFFORTS ARE IMPORTANT. These advocacy activities by concerned and involved UUP members are done without the support of your UUP membership dues, but primarily by the volunteer efforts of your UUP coworkers and the voluntary contributions to the NYSUT Vote-Cope fund.

YOUR HELP IS NEEDED AND APPRECIATED.

Get the *Organizing Your Vital Records* booklet

Having all your personal information in one place can make it easier to deal with the unexpected.

COARM has created a checklist designed to be an organizational tool that will help you and your family more easily navigate moments of change. It will also assist you in aggregating your important data.

“We hope this document helps give you a view of your vital information, and some measure of peace of mind for

you and those you hold dear,” said COARM Chair Jo Schaffer.

The document can be found on the UUP website at <https://bit.ly/2E1jNHx> or by contacting Walter Apple, retiree member services coordinator, at wapple@uupmail.org or at (800) 342-4206.



URGENT

from UUP President Fred Kowal

Protect your course materials

Private companies selling faculty course materials

Has your intellectual property been posted and sold without your permission?

It has come to UUP's attention that private companies, such as those listed at right, are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: www.studyblue.com
 Course Hero: www.coursehero.com
 StudySoup: www.StudySoup.com
 Chegg Study: www.chegg.com
 OneClass: www.oneclass.com
 Gradebuddy: www.gradebuddy.com
 Quizlet: www.quizlet.com
 StuDocu: www.studocu.com

Attorneys from UUP's affiliate, New York State United Teachers, filed a "Cease and Desist" order in 2018 on behalf of UUP that would direct the companies to remove all materials belonging to more than 100 UUP members who agreed to be named as victims. The order seeks immediate removal and permanent protection against future illegal use of course materials for all individuals named as parties to the action.

UUP expects to know the outcome of this action sometime in March 2019. If we are successful, we will consider filing actions on behalf of additional UUP members. If you have found unauthorized course materials on these sites and want information about possible ways to get your materials immediately removed, please contact UUP Vice President for Academics Jamie Dangler at jdangler@uupmail.org or 1-800-342-4206.

Ways to protect your course materials from intellectual property theft:

- Search the following websites to see if any of your course materials have been posted **without your permission**.
- Inform UUP if your intellectual property appears on any of these sites—or any others you may know of that are posting course materials without faculty permission.

Protect Your Intellectual Property

1. Make sure all your work, including course syllabi, PowerPoints, exams, and other course materials, includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
 - The © symbol, or the word 'Copyright' or abbreviation 'Copr.';
 - The year of first publication of the copyrighted work;
 - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials: "Reproduction of this material is prohibited without the author's consent."

For more information on copyright, click on the QR code at right or go to goo.gl/EUaYtg



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
 518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG
 FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

Your Union Contract At Work!

**FAST
FACTS**

Programs to Assist Members with Education, Professional Development and Training

Tuition Assistance for UUP Members

“Space Available” Program—This negotiated benefit allows full-time and part-time employees in the UUP bargaining unit to take one course each semester and special session (e.g., summer session and intercession) from a UUP-represented state-operated SUNY campus tuition free, as long as space is available in the course. Fees other than tuition are paid by the employee.

Those interested in applying should contact Human Resources at the institution they will be attending. UUP chapter offices can also provide information about the process and address member questions.

(Contract Article 49)

EKB eLearning Program

Empire Knowledgebank (EKB) eLearning

Program—This program allows UUP-represented employees access to eLearning products provided by Enterprise Training Solutions Inc. through the EKB license. Employees have the opportunity to access thousands of eLearning courses, eBooks and short course videos for opportunities to enhance their professional and career development, for certification preparation and continuing education in a variety of areas. The EKB license can be accessed anytime and anywhere with an internet connection and is provided at no expense to the campus or the employee.

Program details and eligibility information are available at <https://on.ny.gov/2Mo823y>

Grant Programs

Joint Labor-Management Programs are contractually negotiated and jointly administered by state-level committees composed of representatives from UUP, SUNY, and the Governor's Office of Employee Relations. These programs address mutually identified needs and goals of UUP and New York state. Some programs, such as the Individual Development Award program, are administered at the campus level by joint committees consisting of representatives from UUP and the campus administration.

The following programs are exclusive to UUP bargaining unit members and focus on individual employee development:

Individual Development Awards (IDAs)—IDAs are designed to support a variety of professional development projects or activities, assisting eligible employees in developing their full professional potential and to prepare for advancement. Campus Professional Development Committees, comprised of UUP members and management representatives, are formed to review applications and award funding. Funding is available to full-time and part-time bargaining unit members. Maximum award amount is \$1,000 per employee per award period. Interested employees should reach out to their UUP chapter office for specific award timelines.

Program details and eligibility information are available at <https://on.ny.gov/2MvHzBn>

Campus Grants Program—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional develop-

ment, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000.

Program details and eligibility information are available at <https://on.ny.gov/2U8jbby>

Dr. Herbert N. Wright Memorial Safety and Health Training Award Program—This program provides an opportunity for employees with safety and health and environmental responsibilities to update and refine the skills and knowledge needed to recognize, control and correct potential hazards in the workplace and to ensure compliance with applicable laws and regulations. Funds are available for educational, training, and skill-building activities at local or remote sites. The maximum individual award under this program is \$3,000. An individual may apply for more than one award within the current contract period.

Program details and eligibility information are available at <https://on.ny.gov/2FHeP88>

Dr. Nuala McGann Drescher Leave Program—This program, open to full-time term employees, seeks to promote a broad diversity of award recipients with preference given to minorities, women, employees with disabilities, or employees with military status who are preparing for permanent or continuing appointment. Types of support available include: payment of employee's regular salary by the campus; salary for a replacement; and other related expenses for research or study with a justification.

Program details and eligibility information are available at <https://on.ny.gov/2WaFiQk>

Your Union Contract At Work!

FAST
FACTS

Employment Coaching and Placement Program—

This program provides financial support for employment coaching, placement fees and related expenses to employees whose employment has been terminated due to retrenchment, or who have been notified of retrenchment, or who are perceived to be at high risk of retrenchment. A maximum of \$3,500 may be awarded for a one-year period, depending on the employee's plan and availability of funds.

Program details and eligibility information are available at <https://goer.ny.gov/grant-opportunities>

Grants for Employees with Disabilities Program—

This program establishes a fund for full-time or part-time employees with disabilities, as defined by the Americans with Disabilities Act (ADA). The funds cover out-of-pocket expenses incurred for a work-related project or activity where such assistance is not provided by the ADA. They are not intended for accommodations that the campus must provide under the ADA. The maximum individual award is \$5,000 for each application.

Program details and eligibility information are available at <https://on.ny.gov/2AZ3YSM>

Leave for Calendar Year Employees—This program for full-time employees with a calendar-year (12 month) appointment is intended to provide release time and salary replacement to assist eligible employees in developing their full professional potential and in preparing for advancement. Only expenses for salary for a replacement for a period of at least five days will be considered for funding. All other expenses that might be required to conduct the project or activity must be provided by other sources. Employees who accrue annual

leave are not required to charge those credits for any project or activity funded by this program. A maximum of \$4,000 for salary replacement may be awarded to eligible employees once in each award period.

Program details and eligibility information are available at <https://on.ny.gov/2HrAtip>

Retraining Fellowship Program—This program provides financial support to employees who have been terminated due to retrenchment, who have been notified of retrenchment or perceived to be at high risk of retrenchment, or whose retraining would accommodate shifting program needs. Funding is provided for employees to pursue an organized course of study to attain other employment opportunities or to maintain their current employment. If course work is pursued at an accredited institution other than a SUNY institution, the maximum amount reimbursed for tuition is at the SUNY rate in effect at the time.

Program details and eligibility information are available at <https://on.ny.gov/2sGvtfC>

The following programs are exclusive to UUP bargaining unit members and focus on group and campus development:

Enrollment Enhancement Program—Open to a campus committee, group or individual in an academic department or program. The program is designed to assist those who have experienced a significant decline in student enrollment over the past year.

Program details and eligibility information are available at <https://on.ny.gov/2RJtOEG>

Your Union Contract At Work!

FAST
FACTS

Campus Grants Program—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional development, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000.

Program details and eligibility information are available at <https://on.ny.gov/2U8jbbv>

Professional Development Grant Program—This program is intended to fund a professional development project or activity to assist three or more employees to develop their professional potential and to prepare for advancement. Open to both full-time and part-time employees, eligibility is similar to that of the Individual Development

Awards Program. Priority will be given to a project or activity that entails a cost of more than \$1,000 per employee. Awards may not exceed \$2,500 per employee and a total of \$15,000 per application. A minimum 40 percent campus contribution is required for this program.

Program details and eligibility information are available at <https://on.ny.gov/2T85Nnx>

Campus Training and Leadership Workshops—These one-day, on-site workshops provide leadership development to bargaining unit members on SUNY campuses. Delivered by field experts from Empire State College, workshop topics include: Interpersonal and Cross Generational Communications; Diversity: Learning How to Leverage “Difference” at Work; Leadership; and Conflict Resolution and Team Building.

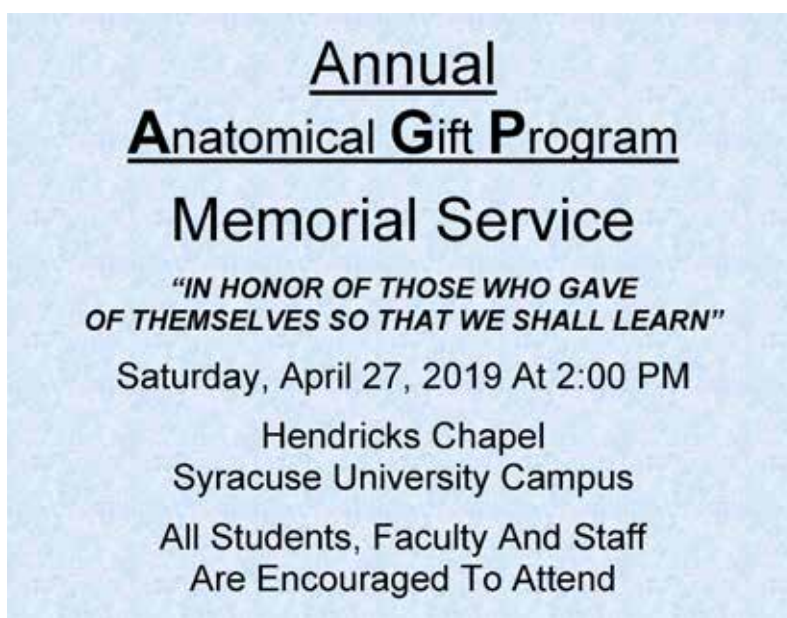
To offer one or more of these workshops at your campus, contact your UUP chapter office.

Saturday, April 27, 2019 at 2:00 pm Hendricks Chapel Syracuse University Campus

Reception immediately following in Heroy Hall

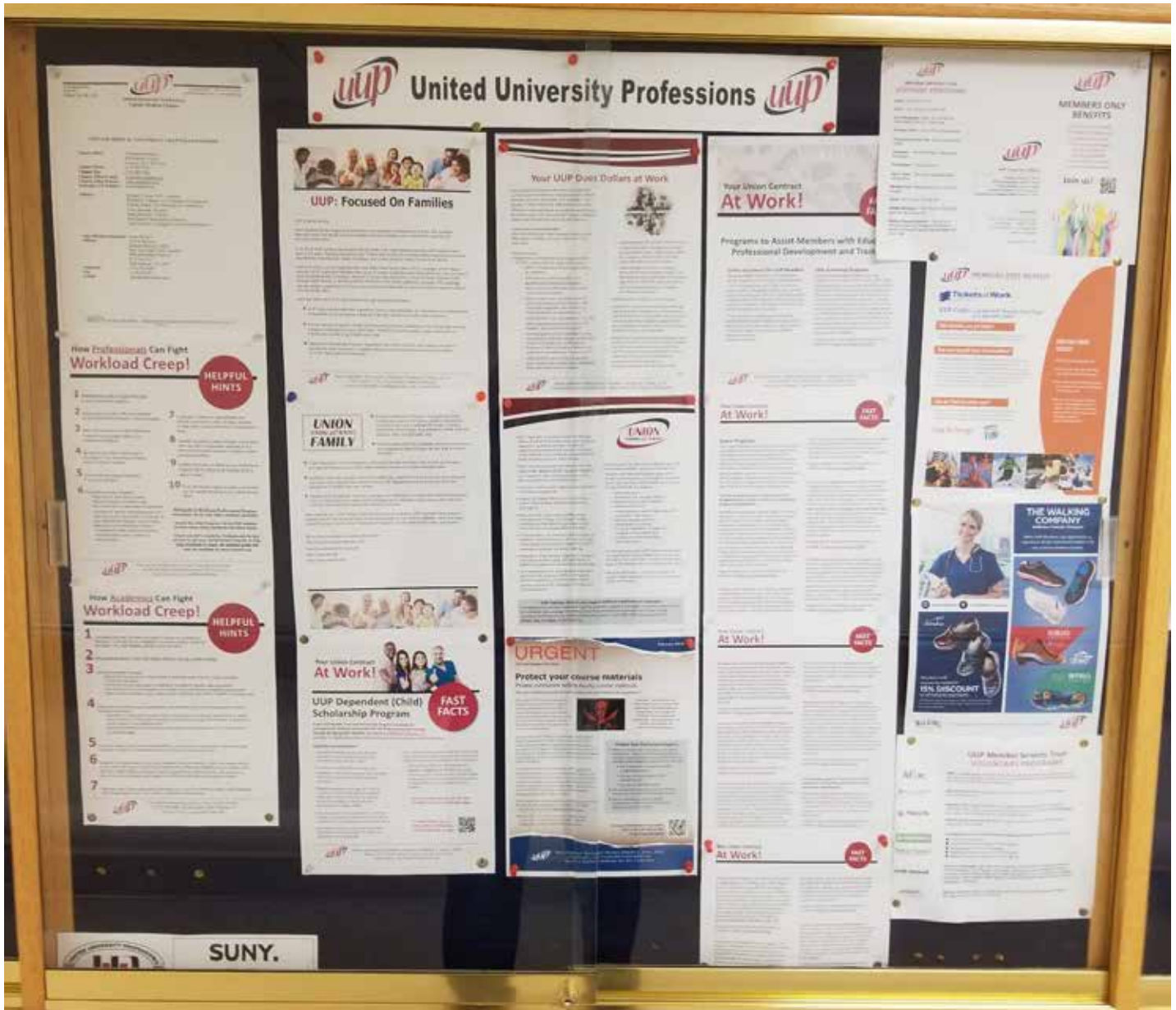
*“In Honor of Those Who Gave of Themselves
So That We Shall Learn”*

First year medical, physical therapy and physician assistant students organize and present this unique gathering that reflects the respect felt for the donors and their families and provides the opportunity for the students and their faculty to demonstrate their appreciation for the donors’ important gifts.



Annual
Anatomical Gift Program
Memorial Service
“IN HONOR OF THOSE WHO GAVE
OF THEMSELVES SO THAT WE SHALL LEARN”
Saturday, April 27, 2019 At 2:00 PM
Hendricks Chapel
Syracuse University Campus
All Students, Faculty And Staff
Are Encouraged To Attend

Informational Bulletin Boards



Looking for information about UUP benefits and programs? Look for the **UUP bulletin boards** located in:

- **University Hospital**, 2nd floor, outside the cafeteria in the hallway behind the Main elevators (pictured above);
- **Weiskotten Hall Addition**, Ground (basement) floor hallway;
- **Community General Hospital**, Ground (basement) floor hallway on the way to the cafeteria, right side.

Finishing Our Story. Preparing for the End of Life

Dr. Gregory Eastwood just published a new book “Finishing Our Story. Preparing for the End of Life,” published by Oxford University Press. It is available on the Amazon, Barnes & Noble, and Oxford University Press websites, is being carried by Barnes & Noble on Erie Blvd (perhaps other outlets in this area, too), and should be in the Upstate bookstore in the CAB within a week.

“My intention is to offer, in straightforward language, relevant information, and sometimes my own perspective, about matters that are pertinent to preparing for the process of dying - how dying has changed and why that is important; what we mean by quality of life and how that relates to end-of-life decisions; what are the implications of making one’s wishes known and how to ensure that they are followed; how ethical conflicts that arise in the care of dying patients may be resolved; what palliative care is and when one might consider receiving its benefits; the facts about physician-assisted death and other forms of suicide when dying seems inevitably soon; what it means to create the final chapter of the narrative of one’s own life.”

The Contents should give you an idea of the scope of the book.

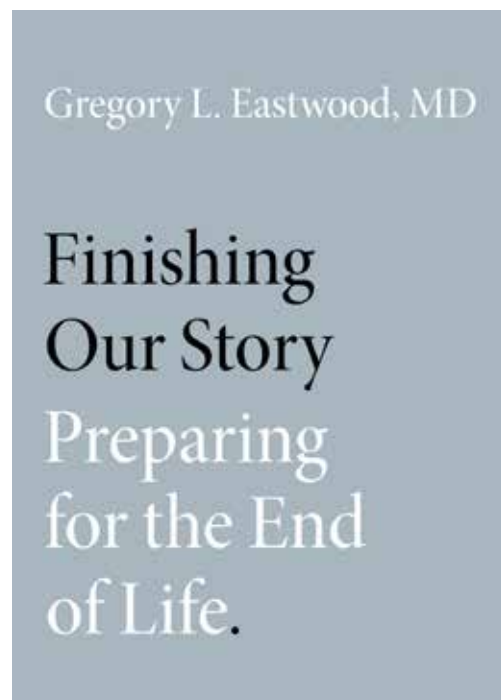
- Introduction
- The Beginning of the End
- Chapter 1. Dying Isn’t What It Used to Be
- Chapter 2. The Good Life... and What Does the Quality of My Life Mean to Me?
- Chapter 3. Making Our Wishes Known
- Chapter 4. Resolving Ethical Conflicts
- Chapter 5. Palliative Care
- Chapter 6. May I Choose to Kill Myself?
- Chapter 7. Finishing Our Story

Here are some quotes from the book.

“I wrote this book because I think many people are confused and a little put off by the end of life as it is experienced in contemporary America and many parts of the world.”

“...this book is for people who have questions about the end of life - what to expect, how to prepare for it, what to do when you get there.”

“Most of us want to make decisions about our lives for ourselves throughout our lives... But what if we are unable to make those decisions ourselves? What if our condition prevents us from being able to decide, because of either the illness itself or our cognitive decline for other reasons? Then how do these decisions get made? Who makes them?”



UUP Tuition Benefit

As a UUP member, you have tuition assistance benefits. This program waives full tuition expenses (one course/semester including winter and summer intersessions) for credit course work taken on either a credit or audit basis at any 4-year SUNY institution. Fees other than tuition are not covered and are the responsibility of the employee. Courses under this program are offered on a space available basis, determined by SUNY, and employees must meet all course prerequisites. Employees in

the Professional Services Negotiating Unit (PSNU) may enroll in a maximum of one (1) course per semester and/or special session (e.g., summer session) under this program.

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

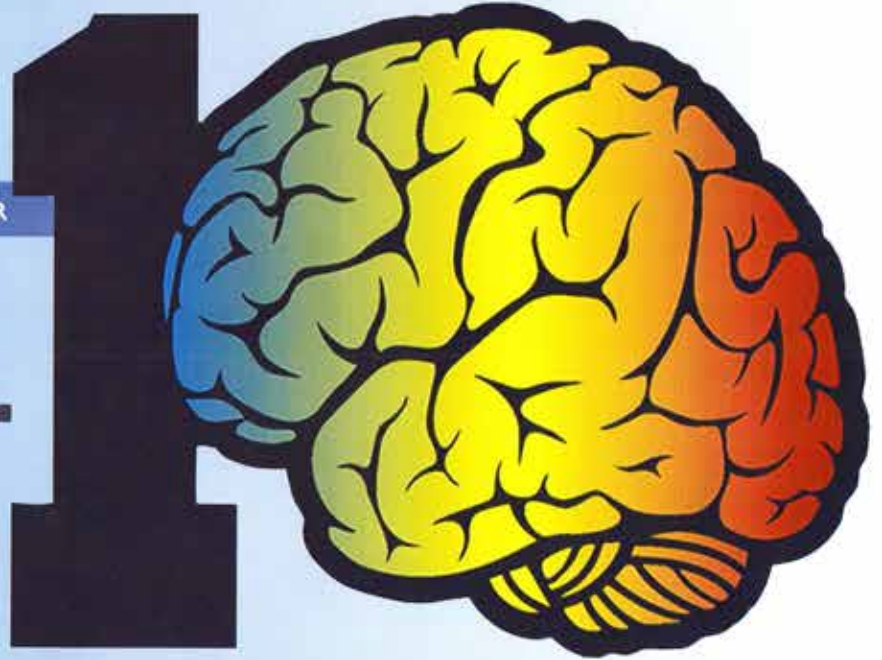
After completing the form:

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

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

UPSTATE COMPREHENSIVE STROKE CENTER

STRIKES AGAINST STROKE



10TH ANNIVERSARY



Friday, May 3

5 to 8 p.m. • Flamingo Bowl, Liverpool

• Handicap Accessible • Bumper Bowling and Ramps Available

REGISTRATION OPTIONS:

\$20 Stroke Survivors

\$20 Youth (*12 and under*)

\$35 Non Stroke Survivors

\$100 Family (*family of 4: 2 adults, 2 children under age 14*)

\$150 Group (*team of 5 players*)

\$50 Couples (*Stroke survivor plus spouse, \$65 for 2-non-stroke survivors*)

Registration deadline is Wednesday, April 17. Entry fee includes a t-shirt, 2 games of bowling and shoe rental. The evening will include a silent auction. **WALK-INS ARE WELCOME!**

All proceeds to benefit the Upstate University Hospital Stroke Fund to support:

- Patient and family education
- Direct patient care needs
- Raising community awareness

To Register go to: www.upstatefoundation.org/Strikes

For more information contact Upstate Foundation, 315-464-4416

A NYS Designated Stroke Center Since 2006

Sharing Some Eye-Openers


by Rosemarie Pagano Bundy

I have used more than my share of the Onondaga County Public Library's resources but it ups their stats. The motto is: Never mind the groceries; you can eat anything in the cupboards... but to be without good items to read is anathema. No learning without books. So here are thumbnails about the last 5 read.

1. **If We Can Keep It** by Michael Tomasky 2019. He has been writing political analysis for 35 years. He writes for the Daily Beast. Clear, precise writing, good descriptions, some close-in historical references for comparison that we may have forgotten, (but he hasn't) and a summary of our present disfunction. The historical items show the early and present pitfalls that have caused our nation to come apart and undermine our democracy with this POTUS. He lists 14 items that must be handled, 8 of them are obvious and 6 are speculative and almost impossible.
2. **Winners Take All** by A. Giridharadas 2018. Only the first 12 pages of the prologue were worth reading because it gave a succinct summary of the rigging of the financial system for the past 40-50 years. Excellent summary. The remaining chapters are descriptions of well-meaning but closed-minded individuals that are trying to benefit humankind but they are the 'elites' and cannot see their position is bringing about all the human suffering and income inequality. It is almost a willful blindness. Motto: "Doing well by doing good". That's bosh.
3. **The End of Authority** by Douglas E. Schoen 2013. He writes in explanatory fashion to show how the loss of legitimate authority and broken trust are endangering our future

as a functioning democracy. He describes how the loss of institutional authority plus the dependence on technology hastens the betrayal of trust and is becoming more concentrated. No time to lose; we must address this problem. A very prescient book because it has a 2013 copyright.

4. **Can We Survive Global Capitalism** by Robert Kuttner 2018. He is an academic writing in economic language understood by other academics, but can be easily deciphered by average readers. He describes the anger when voters realize that laws put in place to benefit global corporations with handouts, tax benefits, and deregulation of beneficial social laws do not promote the welfare of all. He pulls no punches when he calls it unadulterated robbery of the middle class with the resulting income inequality. The other name is 'predatory capitalism'.
5. **Everything Trump Touches Dies** by Rick Wilson. A Republican Strategist Gets Real About the Worst President Ever. This is the secondary title. He is a 35-year veteran of Republican campaigns and has written, by his own admission, some of the snarkest print and TV ads against the opposing party. He writes for the Daily Beast as a conservative and as a member of the NEVER TRUMP contingent within the party. The chapters are detailed descriptions of the last 40- yrs. He laments his party's abandonment of true conservative principles in favor of political objectives and pandering to the corporate lobby machine. It has funny and creative writing and there were more than 25 memes, tropes and inside jokes that one had to look up to be au courant.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		J. DOE		Total Gross Fed Taxable Gross			
Advice # 123456789		Pay Start Date 11/10/2019		Current 3456.78 1234.56			
Advice Date 11/10/2018		Pay End Date 11/24/2019		YTD 45,678.90 34,567.89			
Department ID 1234				Net Pay 1,234.56			
				Pay Rate 56,789.10			
EARNINGS							
	Current		YTD				
Hrs./Days	Earnings	Hrs./Days	Earnings				
Regular Pay Salary Employee	3456.78		45,678.90				
Location Pay	56.78		678.90				
				TAX DATA			
				Federal	State	NYC	Yonkers
Marital Status				4	4		
Allowances				2	0		
Add. Amt.							
				Current		YTD	
Fed Withholding				3,456.78	12,345.67		
Medicare				5,678.90	4,567.89		
Social Security				3,456.78	1,234.56		
NY Withholding				5,678.90	4,567.89		
				Current		YTD	
DEDUCTIONS				34.56	456.78		
Regular Before Tax Health				456.78	1,234.56		
Supplemental Ret. Annuity Prog.				678.90	5,678.90		
TIAA Retirement Before Tax				56.78	1,234.56		

CHECK PAY STUB TO MAKE SURE

To be a member of the union, your paycheck **must** say "UUP Member" under "Deductions."

Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>

The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.

WELCOME NEW UUP MEMBERS!

Timothy J. Abel - PM&R - Rehab Therapies
Teresa Adamik - Utilization Management
James J. Aglio, M.D. - Resident - Orthopedic Surgery
Talal Ahmad, M.D. - Resident - Pathology
Zainab Ali - Radiology - Diag Ultrasound
Fairouz Ali, M.D. - Resident - Psychiatry
Danya O. Aljawher - Radiology - Diagnostic
Sarah E. Allen - IMT - Rev Cycle & Training
Jennifer Ambrose - CG - 2E - Ob/Gyn/Nursery
Kristen M. Anderson - Clin Path - Molecular
Natalie Andrianos - Graduate Studies
Manu K. Arul, M.D. - Resident - Surgery
Thu Thu Aung, M.D. - Resident
Catherine Austin - Financial Services - General
Kristen A. Bachta - PM&R - Rehab Therapies
Isaiah P. Bailey - Pharmacy - DT
Joyce S. Baker -
Ashleigh Baker - IMT - Healthcare Info Systems
Katherine Barber -
Kimberly A. Barton - Pathology - Hospital
Sandra I. Bassett - Central Distribution Services
Nabin Bhattarai - IMT - Operations & Host Sys
Anupama Bk, M.D. - Resident - Internal Medicine
Carol M. Black - Financial Services - Patient
Noelle A. Blowers-Stebbins - Utilization Management
Elizabeth Boyce - Pharmacy - DT
Jason A. Boyce - Pharmacy - Retail
Deborah Y. Bradshaw, M.D. - Neurology
Latischa M. Brooks - Ambulatory Call Center
Ediri J. Brume, M.D. - Resident - Pulmonary/Critical Care
Stephanie M. Bryant, M.D. - Resident - Pathology
Tanya Burnett - PM&R - Rehab Therapies
Judith B. Burns - CG - Clinical Pathology
Marc M. Buselli - Upstate Connect
Ashley Cable - PM&R - Rehab Therapies
Tania A. Caiello - Medicine - Stress/Echo Lab
Richard R. Campbell - Pharmacy - DT
Brenda M. Carhart - Financial Services - Patient
Courtney M. Casolari - Joslin Diabetes Center
Timothy Chiang - Pharmacy - DT
Tyler J. Colangelo, M.D. - Resident - Pediatrics
Crystal Cole - PM&R - Rehab Therapies
Michael E. Compton - Central Distribution Services
Maureen Cooke - Health Information Sys
Shawn J. Cooley - IMT - Healthcare Info Systems
James C. Corines, M.D. - Resident - Pathology
Nicole A. Corrigan - Utilization Management
Alyssa C. Cortese, M.D. - Resident - Upstate Internal Medicine
Ginger Cowan -
Rujia Dai - Psychiatry
Cara A. Dailey - Contracts & Campus Purchasing
Amy D'Andrea Durney - Health Information Mgmt
Enad Dawood, M.D. -
Rachel L. Dean - Pharmacy - Retail
Lauren E. DeJohn - Radiation Oncology
Allison DellaPenna - Pediatric Administration
Tracie Denny - Upstate Connect
Swati P. Deshmane, M.D. - Resident - Neuroradiology
David J. Disabato, M.D. - Resident - Psychiatry
Leah C. Donnelly - Pharmacy - DT
Kelly Donovan - Curriculum Office
Marie E. Dor - Nursing - Case Management

Carolee R. Dornau - Advanced Practice Services
Jennifer L. Eaton - UHCC - Neurology
Steven Eddy, M.D. - Resident - Orthopedics
Rania El Mais, M.D. - Resident - Endocrinology
Layla G. Elias - Advanced Practice Services
Brent A. Ennis, M.D. - Resident - Pathology/Transfusion
Sanju Eswaran, M.D. - Resident - Orthopedic Surgery
Kathryn Fiacco - PM&R - Rehab Therapies
Raquel L. Fleming - Pathology - Cord Blood Bank
Danielle M. Formica - Social Work
Deborah L. Fradette - Upstate Sleep Center
Jared S. Frederickson, M.D. - Resident - Internal Medicine
Sarah E. Furlong - Respiratory Care Services
Michelle L. Gallagher, Ph.D. - Psychiatry - Adult Clinic
Shikha R. Gandhi, M.D. - Public Health & Preventive Medicine
John P. Gersch - Laboratory Animal Resources
Alyssa Gerst - Radiology - Diagnostic
Brenda Ghezzi - Social Work
Emily M. Ginty - Neurology
Alexander S. Glover - Respiratory Care Services
Veena Gopalakrishnan, M.D. - Resident - Pediatrics
Vadim S. Gorbatenko - CG - Clinical Pathology
Mary H. Greenseich - Financial Services - Patient
El'isa Renee Gregg - Social Work
Rachael B. Grosvenor - Cancer Ctr - Multidis Suite
Dandan Guo - Pharmacology
Shiphali Gupta, Ph.D. - Clin Path - Cytogenetics
Kathryn M. Hagen, M.D. - Resident - Psychiatry
Jasmina Halilovic - Respiratory Care Services
Shetha A. Hamad - Clin Path - Core Laboratory
Hannah R. Hamilton - CG - 2E - Ob/Gyn/Nursery
Prateek Suresh Harne, M.D. - Resident - Internal Medicine
Amber L. Hart - Respiratory Care Services
Peter D. Haske, Jr. - University Police
Meghan E. Hatch -
Mattea S. Haug - Cancer Center - Multidis Suite
Stephanie H. Helsher - Library
Michele A. Hettler - Nursing - Transitions in Care
Laryl A. Hludzinski - IMT - Healthcare Info Systems
Ticia Honeywell - IMT - Operations & Host Sys
Tarah N. Hoogkamp - Tumor Registry
Lynee A. Hunter - Health Information Mgmt
Karen Hurtado-Hernandez - Environmental Services
Christina Hyde - Medicine - Amb Medicine
Bashar Ibeche, M.D. - Resident - Internal Medicine
Alyssa M. Indelicato - Public Health & Preventive Medicine
Crystal L. Islam - Advanced Practice Services
Ianna Javier Garcia - PM&R - Rehab Therapies
Stephanie K. Jefski - IMT - Healthcare Info Systems
Loretta S. Johnson - Emergency Services Admin
Casey M. Jones - CG - Radiology MRI
Jason M. Jones - University Police
Danielle M. Kawryga - PM&R - Rehab Therapies
Tresha Knight-Small - Clinical Engineering
George W. Koutsouras, M.D. - Resident - Neurological Surgery
Carol Anne Kozik - College of Nursing
Jusine E. Kurtzner - Advanced Practice Services
Sarah R. LaFont, M.D. - Resident - Psychiatry
Molly M. Lanza - Human Resources - OTD/Clin Educ
Chelsea LaPierre - CG - WellSpring Breast Center
Alexa R. Leonti - Radiology - Diagnostic
Jenna L. Leubner - Cancer Center - Administration

Paige E. Liberatore - Cancer Ctr - Hematology/Oncology
Cheri Lofft - Central Distribution Services
Gabriela S. Lozanova - Student Affairs - Admissions
Xiaochen Luo, M.D. - Resident - Psychology
Colleen Lupia - Prof Practice & Innovation
Rahul Mahapatra - Medicine
Darryl K. Manzer - CHP - Physical Therapy
Hannah N. Marmor, M.D. - Resident - Surgery
Corey Martin -
Armando A. Martinez - Student Affairs
Jessica A. Martino - IMT - Healthcare Info Systems
Donna J. Mattner - Radiology - Diag Ultrasound
Joseph A. Matuszak - Respiratory Care Services
Sandra L. Mayer - CG - Radiology
Stephen D. McBride - IMT - Rev Cycle & Training
Rebecca Y. McCray - Nursing - Ophthalmology Amb. Care
Matthew L. McGill - Pharmacy - DT
Devin J. McGuier, M.D. - Resident - Psychology
Lauren M. McIntyre - PM&R - Rehab Therapies
Harshita Mehra - Ambulatory Services Admin
Suvarna V. Menon, M.D. - Resident - Psychology
Sundus S. Mian, M.D. - Resident - Internal Medicine
Nicholas P. Militello - Nursing - Pt Sup Svc (Adm Sup)
Laura E. Minnoe - Human Resources - OTD/Clin Educ
Kavya Mirchia, M.D. - Resident - Radiology
Nadia Mohammad - Clinical Pathology Admin
Nicholas R. Morrison, M.D. - Resident - Clinical Psychiatry
Michelle O. Motley - Ambulatory Call Center
Clayton A. Mucha, M.D. - Resident - Internal Medicine
Eamonn J. Murphy - Pharmacy - DT
Meaghan Murphy - Pharmacy - DT
Danielle C. Musengo - Pharmacy - Retail
Nanci Natoli - O. R. Materials
Maria Neis -
Chelsie N. Newell - Financial Services - Patient
Bradford C. Nott - IMT - Operations & Host Sys
Kayla F. O'Brien - CHP - Respiratory Therapy Education
Rebecca M. Ossevoort - Environmental Health & Safety
Miranda N. Palmisano - Clinical Neurophysiology
Riddhi Parikh, M.D. - Resident - Ob/Gyn
Elizabeth Patino - Ambulatory Call Center
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Lisa I. Persons -
Wendy Platt - Joslin Diabetes Center
Justine C. Playford - PM&R - Rehab Therapies
Penny L. Potter - UHCC - Neurology
Patricia Powers - College of Nursing
Lee Przytula, II - IMT - Educational Communications
Emily G. Puno - Pathology - Cord Blood Bank
Sahir E. Quraeshi, M.D. - Resident - Radiology

Sergey A. Radionov - Respiratory Care Services
Nicole A. Ramos - PM&R - Rehab Therapies
Kerrie Randall - Radiology - Mobile Mammography
Jessica Reis - Joslin Diabetes Center
Lucia Reyes-Diaz - Pathology - Hospital
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Andrew Roderick - PM&R - Rehab Therapies
Margaret Roderick - PM&R - Rehab Therapies
Alesha R. Romeo - Respiratory Care Services
Allissa R. Ropetski - Respiratory Care Services
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Karen V. Schiff - Surgical Ambulatory Care
Diwas Shahi, M.D. - Resident
Anuj V. Sharma, M.D. - Resident
Daniel T. Simmons - Environmental Health & Safety
Michaela L. Simmons, M.D. - Resident - Ob/Gyn
Nicole L. Sleeper - Nursing - NSS/HCT/LPN/UST/NSC
Brianna Smith - Medicine - Stress/Echo Lab
Patrick A. Smith - Clinical Pathology Admin
Sharon Snyder Jackson - Nursing - 4B - Psychiatry
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Adna Zukic - Respiratory Care Services
Dolores M. Zupky - Clin Path - Micro & Virology

A Thank You

I'm a current employee at Upstate Medical University (Upstate Connect; Call Center). I have been employed at Upstate for the past six months and I am truly grateful for this job, my union, and the amazing benefits.

In April, I will be promoted/transferred to the Ambulatory Call Center and I want to say that with hard work and dedication, anything is possible. Also, I feel we have the best public union throughout the entire state of New York if not, the entire country!

I want to thank the union and my local UUP Chapter for all your hard work and dedication.

Again, that's what makes UUP the best public sector union in the entire country!

Sincerely,
Marc Buselli

Your Union Contract **At Work!**



UUP Dependent (Child) Scholarship Program

**FAST
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is available for undergraduate students starting with the Fall 2018 semester and running through the Spring 2022 semester. **Scholarships of \$500 per semester are available for eligible dependent children of active, UUP-represented SUNY employees.**

Eligibility and guidelines:

- Scholarship awards can be used for books, supplies, or room and board costs; they cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus. Dependent children who turn 26 anytime during the semester in which they are applying are no longer eligible.
- Each dependent child is eligible for a maximum of eight scholarships. Scholarship checks will be issued in the UUP-represented employee's name.
- Applications must be postmarked by 60 days after the end of the semester for which the dependent child is applying.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependent children must meet to qualify for the scholarship.
 - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

**For more information, call the UUP
Benefit Trust Fund at 800-887-3863.**

**For applications, go to
<https://bit.ly/2TIEkSA> or
scan the QR code at right.**



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, Ph.D.
BENEFIT TRUST FUND: 800.887.3863 | FAX: 866.559.0516
WWW.UUPINFO.ORG | BENEFITS@UUPMAIL.ORG

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necessary with the demands of their jobs. It takes time. I was VP for Academics for 7 years before I was elected chapter president the first time.

Our membership here at Upstate is more than 4000. However, we have difficulty getting, especially academics, to care. I was happy to see a couple of new academics running for a delegate position, which also is a seat on the chapter executive board. Not only on the academic side but quite a few new professionals running as well. It is hard to get our members active and help when asked. Previously I asked the entire membership if some would go to Albany to help advocate for the campus. Other than the usual members, one spoke up. This is even the case when we visit a legislature's local office. Why such apathy? I know how time consuming and demanding our jobs can be but what about the word UNION don't you understand? After all it should be U-N-I fighting. Not, what's in it for me or this won't impact me. What if your healthcare went away, had problems at work and no union to turn to for help? How would that be? Harm to one is harm to all.

I was never aware of how precarious our current benefits are until I served on my first negotiations team. That was the contract of furlough days etc. Everything in the contract is

open for challenge from the state, EVERYTHING. There is no entitlement to benefits. We try to enhance; they try to diminish. Nothing was truer this round than when the state showed us the concessions they wanted us to make in health care. I know much of this was published but the one I remember is \$500 copay for an in network, inpatient stay. One of our mantras during negotiations was "do the best we can for all and harm the fewest possible". Not an easy one to fulfill given our diverse membership but I believe we did just that. We were able to push back so many things. Things the membership never sees or hears about. We came away with a good contract with retro-pay, discretionary awards, and a big one, paid family leave to mention a few.

While I will not be chapter president much longer, likely I will still be a delegate and chapter executive board member. Additionally, I will be retiring this summer after 42 years at Upstate. First as a lab tech, graduate student and then faculty. During this time there has been enormous growth of our campus and it hasn't come without growing pains. I have seen a lot these last few years, been disappointed in some things but happily surprised at others. Leaving, I want to remind you to advocate for yourselves with your supervisors but above all have respect for others and play nice together.

THIS YEAR'S GOAL OF \$124,000 WILL PROVIDE OVER 55,000 MEALS!



JUNE 22, 2019
LONG BRANCH PARK,
LIVERPOOL



For more information or to secure a sponsorship, contact
Gina Rapasadi at 315-701-3891 or Gina.Rapasadi@rmsyr.org.
The sponsorship deadline is June 3, 2019

RideAndRun.org


rescue mission
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LAST YEAR'S IMPACT



302 RIDERS + 309 RUNNERS = 47,160 MEALS!





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Professional

Members will receive an exclusive **15% DISCOUNT** on all full price purchases.

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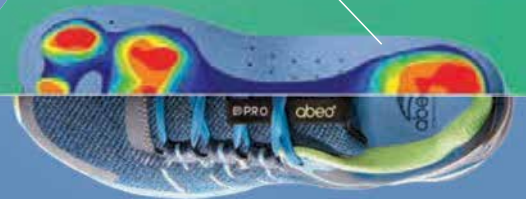
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system



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CNY Labor Counsel Responds

As most of you know, during the President's government shut down, many government workers weren't paid for more than a month. Since many live paycheck to paycheck, this had a significant impact on their ability to pay their bills and/or to buy food. In response, the Greater Syracuse Labor Council sponsored a food and supply give away on Jan 26 at the Teamsters Local 317 union hall. Approximately 80 volunteers from labor unions throughout Central New York, including a great group of UUP members, filled boxes with 5000 pounds of meats, dairy, detergents, dried goods, and canned goods. Once filled, they were loaded onto trucks and brought to Hancock for distribution to the TSA members. Thanks to those UUP members who stepped up to help our brothers and sisters in their time of need!!

"The outpouring of solidarity and care for these federal workers, who worked diligently and without pay during the record-breaking, 35-day government shutdown is a testament to the ethos of the Syracuse organized labor movement and the goodwill of our community as a whole. We are also grateful to the print and television media outlets for their coverage that conveyed the event to the public and gave us a voice during this otherwise dark time. We are both thankful and humbled to have been uplifted during our time of need and uncertainty by the contributions of so many wonderful people that call Syracuse home!"

Mark Schumacher, Chief Steward, AFGE L2222



How Academics Can Fight Workload Creep!

HELPFUL HINTS

- 1** Understand the basic principles that apply to academics' professional obligation. If one part of your obligation is increased, another should be decreased. Your total obligation should remain the same.
- 2** Bring workload issues to your UUP chapter officers to discuss possible remedies.
- 3** Document workload increases:
 - Keep a log of work done in areas subject to workload creep. Ask your chapter president or VPA for a log sheet.
 - Document that you have taken on additional workload for specific reasons/projects—and note that you do not consider it to be part of your professional obligation going forward.
 - Note workload increases in your annual report, identifying extra work in relation to previous years.
- 4** Take steps to ensure that extra responsibilities and volunteer work do not become part of normal workload expectations.
 - Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through emails, letters to department chairs, deans or other administrators).
 - Have department-level/unit-level discussions about workload issues to try and get everyone on the same page.
- 5** If you are asked to take on extra responsibilities, you can ask for compensation (extra service pay, reduction of duties in a subsequent semester for taking on extra duties now).
- 6** Academic-year appointees are not under obligation during the summer. Check with chapter officers on the exact start and end date of the academic-year professional obligation on your campus. Work with your chapter officers to develop practical suggestions to handle summer work that may be beyond the class preparation and research activities normally done during summer months.
- 7** Workload creep is often experienced individually but is part of a collective problem. Work collectively, with the assistance of your UUP chapter, to address workload issues.



FOR FURTHER INFORMATION, CONTACT YOUR CHAPTER OFFICERS
OR VICE PRESIDENT FOR ACADEMICS JAMIE DANGLER AT
1.800.342.4206 OR JDANGLER@UUPMAIL.ORG

Member Achievements

When you see **Shannon Herndon** from the Hematology/Oncology give her a congratulation. She will be graduating this April with a bachelor's degree in business while maintaining a 3.6 GPA.

Jerusha Owusu-Barnie a Pharmacy technician received a BS in Biotechnology. He is also the first in his department to become a certified sterile preparation technician from Pharmacy Technician Certification Board.

Joyce Burk from IMT-Operations & Host Systems, completed her Bachelor of Science degree in Business Management.

Olivia Tsistinas was granted tenure and a promotion to Associate Librarian.

Katherine Taber from the Financial Services Department earned her Associates Degree in Health Care Administration and certification as a CBCS (Certified Billing Coding Specialist).

The College of Medicine, the Curriculum Office website has a "Gold Star" function that allows faculty, students and staff to highlight individuals who have enhanced their experience on campus. We would like to congratulate you for receiving the following acknowledgment from a student:

Dr. Sherrie LaFrance-Hale:

"Dr. Hale goes above and beyond to support students in the gross anatomy lab. She stays after to help out and will even come in on her free time to ensure that we all know how to identify structures. Outside of her vast knowledge base, she is unselfish, welcoming, and always cheerful. It is truly uplifting to be around Dr. Hale. She is an invaluable resource for us as students, and I believe it deserves to be recognized."

Dr. Tom Pool, Assistant Dean of Foundational Sciences:

"He is so unassuming and modest that I feel his efforts often go under-appreciated. This gold star report is more of a general recognition of his constant support and helpfulness when it comes
continued on p. 27



Members of the Upstate PM&R department attended the 2019 Heart Walk which took place on March 23rd at OCC. Team members pictured left to right in front of the Upstate brain: Danielle Wheeler-Vickery, DPT, team captain, Kerry Walsh, DPT, Jean Stewart, PT, Emily Talbot, SLP, and Lindsey Solamon, SLP.



Oleksandra Kutsenko, MD, (front row, right) a radiology resident, recently became the Society of Interventional Radiology RFS Advocacy Chair as well as their Grassroots Regional Director.

How Professionals Can Fight Workload Creep!

HELPFUL HINTS

- 1** Understand the basic principles that apply to your professional obligation.
- 2** Discuss your job duties with your supervisor as your Performance Program is being developed.
- 3** Make sure you have a current Performance Program that accurately reflects your professional obligation.
- 4** Be sure you are able to perform all of the duties in your Performance Program. Ask for training, if needed.
- 5** Consult with the chapter leadership if you have questions.
- 6** Document workload increases:
 - Keep a log of work done in areas that are subject to workload creep.
 - Document that you have taken on additional workload for specific reasons/projects—and note that you do not consider it to be part of your professional obligation going forward.
 - Make sure your Performance Program is modified to reflect workload increases, identifying extra work in relation to previous years.
- 7** A change in duties and responsibilities may warrant a promotion, salary increase, reduction in other duties, extra service pay or compensatory time.
- 8** Consider requesting a salary increase or promotion when you feel it is warranted, especially if your Performance Program shows an increase in duties and responsibilities.
- 9** If additional duties are added to your Performance Program, ask for others to be removed or for a salary increase.
- 10** If you are denied a salary increase or promotion, you can appeal the denial to the College Review Panel.

Participate in Workload/Performance Program workshops run by your labor relations specialist.

Access the LEAD Program via the UUP website to learn more about workload and other topics.

Check out UUP's *Guide for Professionals* for tips on how to use your Performance Program to help keep workload in check. An updated guide will soon be available at www.uupinfo.org



FOR FURTHER INFORMATION, CONTACT YOUR CHAPTER OFFICERS
OR VICE PRESIDENT FOR PROFESSIONALS TOM TUCKER AT
1.800.342.4206 OR TTUCKER@UUPMAIL.ORG

to improving the academic experience of students on a daily basis. (He also was, by far, the most improved lecturer over the course of last year, which speaks to his commitment to improvement.) Thank you, Dr. Poole!”

Dr. Jean Ball:

“Dr. Ball has gone above and beyond to meet students where they are and to tend to their learning needs. She makes herself available and responsive despite a busy schedule. She very clearly cares for each student as a whole person, ensuring that they have the tools that they need for success academically and otherwise. I could not be more grateful for Dr. Ball’s contributions!”

Congratulations to **Dr. Tom Poole** and **Dr. Jean Ball** on their recent election to the Upstate Medical University Gamma Chapter of the national Alpha Omega Alpha Medical Honor Society.



Qiana Sutton, a cardiac surgery physician assistant at Upstate University Hospital, came to Upstate from New Jersey with a background in Cardiac Surgery and Research. During that time, she participated in research with emphasis on diabetic cardiac surgery patients. Qiana successfully defended her PhD dissertation in Fall 2018 earning her the degree of Doctor of Philosophy

in Health Sciences at Rutgers, The State University of New Jersey. Her dissertation explored the relationship between community need and 30-day readmission in diabetic patients after cardiac surgery.

Survivor’s Benefit Available for NYS Retirees

by Walter Apple Retiree Member Services Coordinator

The Survivor’s Benefit Program is a New York state financial protection plan that provides a minimum death benefit to eligible New York state retired employees of \$2000 if you left state service between Oct. 1, 1966 and March 21, 1970; or \$3000 if you left state service on or after April 1, 1970.

You are automatically enrolled for this benefit if you have 10 years of full-time state service within the 15 years immediately preceding your departure or retirement from the state.

Additionally, you must meet one of the following requirements at the time you left public payroll:

- Retire directly from state service as a member of the New York State and Local Retirement System (NYSLRS) or the New York State Teachers’ Retirement System (NYSTRS); OR
- Retire directly from state service at age 55 or older, participate in the State University Optional Retirement Program (ORP) and begin collection your pension within 90 days of your last day on payroll; OR
- Leave state service at age 62 or older.

For addition information, you would need to contact the Survivor’s Benefits program at 866-805-0990 or by writing to the NYSLRS, Survivors Benefit Program, 110 State Street, Albany, NY 12244. Include the last four digits of your Social Security Number in any correspondence.

What your beneficiaries need to know

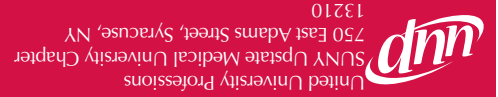
Don’t forget to remind you beneficiaries that, upon your death, they need to inform the campus Human Resources Department **and** contact UUP Retiree Member Services Coordinator Walter Apple at 800-342-4206. If the don’t contact

the campus or UUP, the won’t get the survivor’s benefits; that’s \$3000 from the state and \$1000 for UUP. Remind them to make the calls!!



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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.

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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.

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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.

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