



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

When I wrote to you last Fall, I was my settling into my new role as your UUP Upstate Medical Chapter President after the gavel had passed once again from Carl and Mike to me. There was much to learn, and I have learned much, but not enough, there is always a surprising question that you do not know the answer to that you need to research further. Just when you think your beginning to know most of the answers, everything changes unexpectedly.



*Rich Veenstra
UUP Chapter President*

In March, Gov. Andrew Cuomo declared a State disaster emergency due to the COVID-19 outbreak. New York went On Pause and multiple guidances were issued pertaining to mandatory and precautionary quarantines related to COVID-19 exposure, the use of personal protective equipment (PPE), and an historic Statewide Telecommuting Agreement. Non-essential workers were required to work from home or stay home and essential workers could work from home if their supervisors agreed to a telecommut-

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Advocacy Corner - Spring 2020

*Rich Veenstra, UUP Upstate Medical Chapter President,
Chapter Political Coordinator and Region 2 Political Coordinator*

The 2020-2021 UUP Advocacy efforts began like most any other, advocating to close the \$70M "Tap Gap", restoration of the \$87M "Hospital Subsidy", supporting new revenue raisers for NYS, and transparency for our SUNY Campus Foundations. The proposed SUNY budget was effectively flat again, meaning no relief for the operational budget deficits of our 32 SUNY campuses and the three SUNY-operated public teaching hospitals. Mike Lyon, former Chapter President, and Steve Grassl, our new Vice President for Academics, attended Assemblymember Bill Magnarelli's Labor breakfast in late January, echoing the call for restoration of direct state support for our Upstate Medical University Hospital and our sister hospitals in Brooklyn and Stony Brook. The statewide UUP push began with the UUP/NYSUT Higher Education Lobby Day on February 3-4. Thank you to Mike Lyon, Mindy Heath, our Chapter Vice President for Professionals, and Jess Boullia, one of our professional delegates,

for joining me in Albany for these efforts. I joined my Syracuse area NYSUT and UUP/NYSUT colleagues from across the state for the NYSUT Committee of 100 on March 2-3 for another round of legislative office visits carrying forward the UUP Higher Education legislative agenda. It was looking like a legislative plan to close the Tap Gap over three years was going to pass until everything changed.

Two weeks later, New York City was fast becoming the epicenter of the novel coronavirus pandemic and New York went "On Pause" on March 17 in an effort to contain the spread of SARS-CoV-2, the virus that causes coronavirus disease 2019 or COVID-19. A placeholder budget was passed in early April and revenues across the state plummeted as all non-essential businesses were ordered closed until further notice. The economic outlook for NYS, and SUNY, can now be described as "uncertain". What is certain is that our SUNY campuses

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More than 62,000 have used the Upstate Self Assessment Tool

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Upstate looking for recovered patients to donate plasma

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Upstate Nurse, Pat Good-year, tells her story from the epicenter in NYC

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ing agreement. Announcements occurred almost daily and policies changed frequently, and your Chapter and Statewide UUP Leadership made every effort to keep pace with the ever changing situation. You will find the most recent UUP COVID-19 Q&A, the Statewide Telecommuting Pilot Program, the GOER Guidance on Employee Quarantine Status, the Guidance for Educator Preparation Programs on Clinical Experiences and Certification, the UUP Intellectual Property Report, the Testing for Essential Workers in NYS, the recent Tenure Clock MOA, and many other COVID-related announcements on the UUP COVID-19 Resources page at <https://uupinfo.org/resources/covid19/>. Your UUP Chapter office sent out many announcements as soon as they arrived and we have included most of them in this newsletter. UUPConnect: Coronavirus updates were also sent out weekly beginning in April to keep you informed of important events as they developed.

Now, as of May 15th, conditions may be changing again. The Telecommuting agreement was extended to July 17th, but the stay at home order for non-essential employees is set to expire that Friday as New York transitions into a gradual reopening phase called New York Forward. The coronavirus is still active in our community as Onondaga County hopes to begin Phase 1 reopening next week, so precautions are still necessary, i.e. wear a mask and practice social distancing. I hope that many of you will be allowed to continue to work from home, especially those of you with school age children since schools are closed for the remainder of the school year and many summer activities are also likely to be canceled. As Upstate Univer-

sity Hospital resumes some elective surgeries and procedures during Phase II of its four phase reopening plan culminating with unrestricted operations on June 8th assuming there are no setbacks along the way, some of you will be returning to work as needed. It is important during this process that you talk with your supervisor and develop a work schedule in accordance with your existing telecommuting agreement if you have one. If you are returning to your regular on-site positions, you should resume your usual work schedule and professional responsibilities, i.e. resume the shifts and job duties you were assigned to before the COVID-19 crisis without any changes because the declared "temporary emergency" is over when this occurs. If you have any problems, questions, or concerns, please contact your Upstate Medical Chapter leadership as listed in this newsletter. Please remember to first have that discussion with your supervisor first to try to resolve any work-related differences you might have before reaching out to us, because that is the first advice we will give you if you haven't already. Be nice to your coworkers and your supervisor. Let's all hope for a smooth and healthy transition back to a "new normal", one with the SARS-CoV-2 virus still active in our community. We must not forget what measures we've taken to get us this far, lest we will find ourselves back where we were before. There will be challenges ahead as classes and clinical rotations resume again over the summer and fall. Let's hope there are no setbacks along the way and we can meet in person again someday. Thank you for your dedication to your service during these difficult times. Stay safe, stay healthy, and I hope to see you again soon, in person next time.



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		Pay Rate 56,789.10		Net Pay 1,234.56			
EARNINGS				TAX DATA			
Current		YTD		Federal		State	
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yonkers
Regular Pay Salary Employee	3456.78		45,678.90	4	4		
Location Pay	56.78		678.90	2	0		
TAXES				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		
DEDUCTIONS				Current		YTD	
Regular Before Tax Health				456.78	1,234.56		
Supplemental Ret. Annually Prog.				678.90	5,678.90		
TIAA Retirement Before Tax				56.78	1,234.56	34.56	456.78

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.

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and hospitals will face burgeoning operational budget deficits and mid-year budget cuts if federal relief funds are not received to offset the revenue losses and costs of combating the COVID-19 crisis. The University Hospital at Downstate Medical Center was designated a COVID-19 only hospital and the Stony Brook Health Sciences Center Hospital was treating over 400 COVID-19 patients during the peak of the crisis. Upstate University Hospital was spared the brunt of the NYS COVID-19 epidemic, at least for now, but the cost of treating COVID-19 patients and the cancellation of non-essential services and elective surgeries has decimated the revenues of the three SUNY hospitals. Collectively, our public teaching hospitals are losing \$40M per month. You may have heard that Upstate University Hospital received

\$20M of the \$44M that went to CNY hospitals as part of the CARES Act. But did you know that UUH has already borrowed \$80M during this time?

Your advocacy is needed now, perhaps more than ever, to ensure the future of higher education in New York State and the health care, education, and research missions of our four Academic Medical Centers in Brooklyn, Buffalo, Stony Brook, and Syracuse and the three public hospitals associated with Downstate, Stony Brook, and Upstate AMCs. All of the New York State Federal Legislators in the House and Senate have signed a letter indicating the need for additional federal aid for our state and local governments and hospitals to offset the massive revenue losses incurred while

battling the COVID-19 epidemic. Please add your voice to the call for additional federal aid. You've seen the email messages. Thank you to those who have responded. We need hundreds if not thousands of you to also send your message to Washington. Visit <https://actionnetwork.org/letters/uupcovid19letter/> and please send your letter today. Thank you for your advocacy on behalf of your coworkers, your students, and UUP.

https://www.youtube.com/watch?v=_Vhta8cbPMo#action=share



UUP donates 50 gallons of liquid hand sanitizer to Upstate

On April 27th, UUP donated 50 gallons of liquid hand sanitizer to Upstate Medical University to help medical professionals in our University Hospitals sanitizer personal protective equipment, e.g. face shields, given the shortage of industrial PDI alcohol wipes. Pictured from left are: Mindy Heath, VP for Professionals, Jess Bouliia, Professional Delegate, Rich Veenstra, Upstate Medical Chapter President, Steve Grassl, VP for Academics, and Nick Latal from UUP. Mindy and Jess both work in the Downtown University Hospital.



Campus Course Development Agreements That Relinquish Faculty Copyright Ownership: Know What You Are Signing

As online education expands, some campuses are increasing their efforts to have faculty create courses that will become the intellectual property of the campus. SUNY institutions can do this through work-for-hire agreements if the individual employee **signs the agreement**. Such agreements are generally labeled as *Course Development Agreements* or *Extra Service Agreements*, but campuses may use different terminology. All work-for-hire agreements must be written with a signature line, whereby the owner of the work understands that they are surrendering their copyright to the work.

While some employees may willingly and knowingly agree to transfer their intellectual property rights in exchange for a fee, UUP is increasingly concerned about campuses presenting such course agreements without full disclosure of their implications and without providing the employee the possibility of

**Campus actions as remote education expands:
New threats to faculty
Intellectual Property Rights**

discussing alternative agreements. For example, it may be preferable to develop a “**licensing agreement**” that identifies a course the campus wants developed and specifies conditions for campus use of the course without relinquishing faculty intellectual property rights.

Payment of extra-service compensation for course development does not, in and of itself, constitute a work-for-hire agreement that relinquishes intellectual property rights. The exact language in the full agreement is what matters.

Consult with your UUP chapter if you are presented with a course development agreement to sign and do not fully understand the answers to the following questions:

- Are you being paid extra service for your time only, or is the extra-service compensation meant to be a payment in exchange for your intellectual property rights?
- Are you being asked to sign a work-for-hire agreement that takes your intellectual property rights away?
- Is the agreement you’re asked to sign a licensing agreement that allows the campus to use your course materials in specific ways, but does not remove your intellectual property rights? If it is a licensing agreement, are the terms of the license you’re granting reasonable? How long is the licensing agreement in effect?



SPECIAL BULLETIN

Sample Course Agreement Language that Takes Away Your Intellectual Property Rights

If you are asked to sign a course development agreement (or extra-service agreement) that includes language such as the following, you are likely to be relinquishing your intellectual property rights. Note that the exact language may vary, so consult your UUP chapter office for assistance.

The Work shall be a “work made for hire” owned by [College Name] and [College Name] has the right to publish the Work (in whole or in part) without copyright or to copyright the Work in [College Name] own name. Without limitation, [College Name] may publish, distribute, store, broadcast, display, perform or otherwise use the Work (including derivative works), in whole or in part, in any form or format, tangible or intangible, known or unknown, for any purpose whatsoever.

The services will be performed by me and any Work will be my original work and will not violate or infringe upon the intellectual property rights of any third party.

[College Name] is not required to publish the Work or offer any courses incorporating the Work. I do not have the right to teach any course created or developed from the Work. [College Name] has the right to hire or permit other faculty members to teach any course incorporating the Work, in whole or in part.

Without limitation, [College Name] may edit, revise, shorten, lengthen, divide, create derivative works, or otherwise change the Work, in whole or in part, without my permission.

In the absence of a written work-for-hire agreement that the employee voluntarily signs, copyright ownership of course materials vests in the individual faculty member.

Campuses can establish work-for-hire arrangements if employees sign a written waiver surrendering ownership of their work.

While faculty can waive their rights, administrations cannot obtain rights without an individual’s written consent.

Contact UUP if you are presented with a work-for-hire or waiver form and are told you must sign it.

For more details, see *UUP’s Copyright and Intellectual Property: Your Rights as a SUNY Employee* at <https://uupinfo.org/reports/reportpdf/IntellectualProperty.pdf>



For more information or guidance, contact:
Vice President for Academics Jamie Dangler
at jdangler@uupmail.org or at 1-800-342-4206

More than 62,000 have asked about COVID-19 symptoms with Upstate special triage line and assessment tool

by Emily Kulkus

New Upstate University Hospital resources – including a triage hotline and an online assessment tool chatbot – to provide people with information on the coronavirus and COVID-19 have proven popular and helpful with more than 10,000 calls and 51,000 users respectively.

The regional triage line has received 11,072 calls since it opened March 14. The assessment tool chatbot, linked on Upstate's website, has had 51,566 users since it was launched March 20.

The triage line has been open 7 a.m. to 11 p.m. daily and is staffed with volunteers from across Upstate. Calls to the triage line peaked on Wednesday, March 18 with 880 calls. That number has dipped to about 300 to 400 per day in the last week. Chatbot users peaked on March 20 with more than 8,000 users and between 1,000 and 2,000 people are using the service per day more recently.

The content of what people are calling and asking about has evolved since the resources opened, said nurse Michele Caliva, who works as administrative director the New York Poison Center and is heading up the COVID-19 call center with Joey Angelina, MS, RN, administrative director of the Upstate Triage and Transfer Center. Early calls and questions involved people asking about symptoms and where local testing was available. More recent calls have involved people asking about their test results and what to do if they think they were exposed, Caliva and Angelina said.

Early calls were triaged using an algorithm developed by clinical staff at Upstate to determine if the person should seek testing. As of April 6, of the 11,072 calls received, 2,456 were directed to a testing site.

Caliva said Upstate is proud to offer the resource to the community. "It's a voice. It's somebody to talk to. It's somebody who is able to discern what's correct and what's not because we know this can be overwhelming," she said. "Having that voice on the other end of the phone can be really reassuring."

The assessment tool is a joint effort between Upstate and Microsoft. The tool, known as a chatbot, asks users a series of questions about symptoms and potential contact with someone who has COVID-19. The objective of the system is to triage and track patients which has been shown by South Korea and other countries to be an important tool in managing the spread of the virus.

The line and chatbot have been staffed with volunteer Upstate

nurses, medical students and other clinical staff. They have all been eager and diligent in providing current, accurate information, directing people to testing sites as well as additional resources, Caliva said. The line is for non-911 calls and was intended to help prevent emergency departments and community physicians from being overwhelmed with non-emergency visits during the pandemic.

The hotline covers a 14-county area but calls are coming from across the state and beyond, Angelina said.



"We're receiving calls from all over the country from people who don't know what to do or where to go," she said. "This line is a great relief for people who don't have a primary care physician or don't know where to go if they are exhibiting symptoms."

The majority of callers have been calm and appreciative, Caliva said. Occasionally she or another manager have helped someone who is especially anxious or upset about the pandemic.

Those callers have been offered additional resources to address mental health concerns, she said.

Call center staff are also trouble-shooting individual situations, Angelina said. For instance, a caller needed to be tested but didn't have a way to get to the testing site. Call center staff did not want to recommend public transportation so they arranged for the person to get a ride to the testing site. Angelina also worked with Upstate marketing to create 5,000 illustrated COVID-19 explainer cards for local emergency personnel working on ambulances and emergency vehicles to give to people and families who don't speak English. The cards feature pictures of what symptoms look like, she said. The idea came about after a local EMT said he'd encountered with a large refugee family that didn't understand what was happening and the only person in the family who spoke English was a 7-year-old child.

Despite long hours and sometimes difficult conversations Upstate staff have been eager to work at the call center, Angelina said.

"We have not been short any shifts, we haven't had to call anybody in," she said. "The staff is getting great satisfaction because they feel like they're helping and they're able to do something now."

Upstate's COVID-19 triage number is 315-464-3979 and the online assessment tool can be found at www.upstate.edu/emergencymgt/trending/coronavirus.php.



Dues can't do it, YOU and VOTE-COPE can!



WHAT IS VOTE COPE?

Your statewide affiliate—New York State United Teachers—has a nonpartisan political fundraising arm called VOTE-COPE that coordinates the voluntary contributions of members and supports NYSUT-endorsed candidates and campaign committees that are pro-public education and pro-labor.

No union dollars are used to support candidates or campaign committees.

NYSUT sends rebates to local unions based on a percentage (up to 40 percent) of the contributions VOTE-COPE receives from that local union's members. Those rebates can be used in local activities such as school board races and for passage of school budgets.

Last year, your colleagues contributed nearly \$8 million to VOTE-COPE. Ask your chapter president how to participate.

WHY SHOULD I GIVE?

VOTE-COPE funds help protect our **collective bargaining rights**.

VOTE-COPE funds give members and students valuable opportunities to deliver UUP's message to legislators by attending advocacy days, in-district meetings/events, and fundraisers.

VOTE-COPE supports candidates who fight to protect public higher education—our University, our students, our patients, our jobs, and our retirement benefits—regardless of party affiliation.

VOTE-COPE funds give us a voice against the formidable forces pushing to privatize our work and our campus resources.

VOTE-COPE funds allow us to challenge misperceptions and promote solutions to the real problems our campuses face.

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 _____

CORONAVIRUS

This letter was written to the SUNY Upstate Community by Dr. Stephen Thomas, whom we are privileged to have on staff here.

I am writing to you as a proud member of the Upstate medical staff and Medical Executive Committee (MEC). On Friday, 8 May 2020 our institution deactivated the COVID Incident Command (IC). During the entirety of its activation it was my privilege and honor to serve as the IC Commander. As my responsibilities came to a close I reflected on the experience and took an inventory of the numerous events which had transpired. I thought about all of the planning, preparations, phone calls, and Zoom meetings. I counted the endless documents we created describing the procedures designed to keep Upstate staff and patients safe. I visualized the curves depicting burn rates of masks and PDI wipes. I remembered the best part of my days, walking around the hospital and speaking with the women and men caring for our patients, COVID and non-COVID. Being on the receiving end of a nurse or doctor telling you their 'COVID truth' was not always easy or comfortable, but it was necessary and motivating. Being on the receiving end of a call from a Stonybrook physician expressing her sincerest gratitude for our waves of nurses who helped their institution through the toughest of times was uplifting.

The COVID IC process was an incredible learning experience exposing me to people and professions whom I had never met or interacted with previously. However, of all the things I learned these past few months, by far and away the most significant is that Upstate is truly an amazing institution. It is not amazing because of its multitude of buildings, or laboratories, or cutting edge technologies, it is amazing because of the people who choose to work here. Dedicated, tough, resilient, intelligent, disciplined, caring, and compassionate are a few of the words which describe the Upstate employee. From the nurse, to physician, housekeeper, logistician, dietician, admin-

istrator, manager, engineer, respiratory therapist and the balance of the roster, the Upstate employee is truly special.

For the first time since I joined the Upstate family in 2016 I witnessed the education, research, and clinical care enterprises come together in a robust and enduring way to address a problem affecting our community. People thought creatively about how to fix complex problems, such as the nurses who moved IV poles outside the rooms to conserve PPE, the development of a COVID transitions team to allow people to be safely cared for at home, development of a chatbot and phone bank to answer questions from our community so people did not flood our emergency departments, and the list goes on. Upstate embraced its identity as an academic medical University and delivered state of the art and creative solutions to problems in real-time.

Even those unable to work inside our campus buildings continued to contribute such as our finance folks successfully applying for loans, grants, and federal government stimulus monies, avoiding the need to furlough employees. Medical students responding to requests for information from the faculty with incredibly high quality and comprehensive literature reviews. Human resources and legal professionals answering highly complex questions affecting all of us. And, again, the list goes on and on.

Upstate's journey during the COVID pandemic has not been without challenges. Like all families there are disagreements, feelings get hurt, people feel disenfranchised, and not everyone wants to, "be in the boat," let alone row in the same direction as everyone else. This is ok, it reflects everyday life and is accentuated during times of trial and stress. What is important and a reflection of Upstate is that people tried their best, remained focus on the 'signal' while avoiding the 'noise,' and constantly moved forward.

I will end as I began, by expressing how proud I am to be a member of the Upstate medical staff. I am proud not because of anything I do, I am proud because of what my medical staff and Upstate colleagues do, and the professionalism and dignity you maintain while you accomplish your mission of protecting each other and caring for our community.

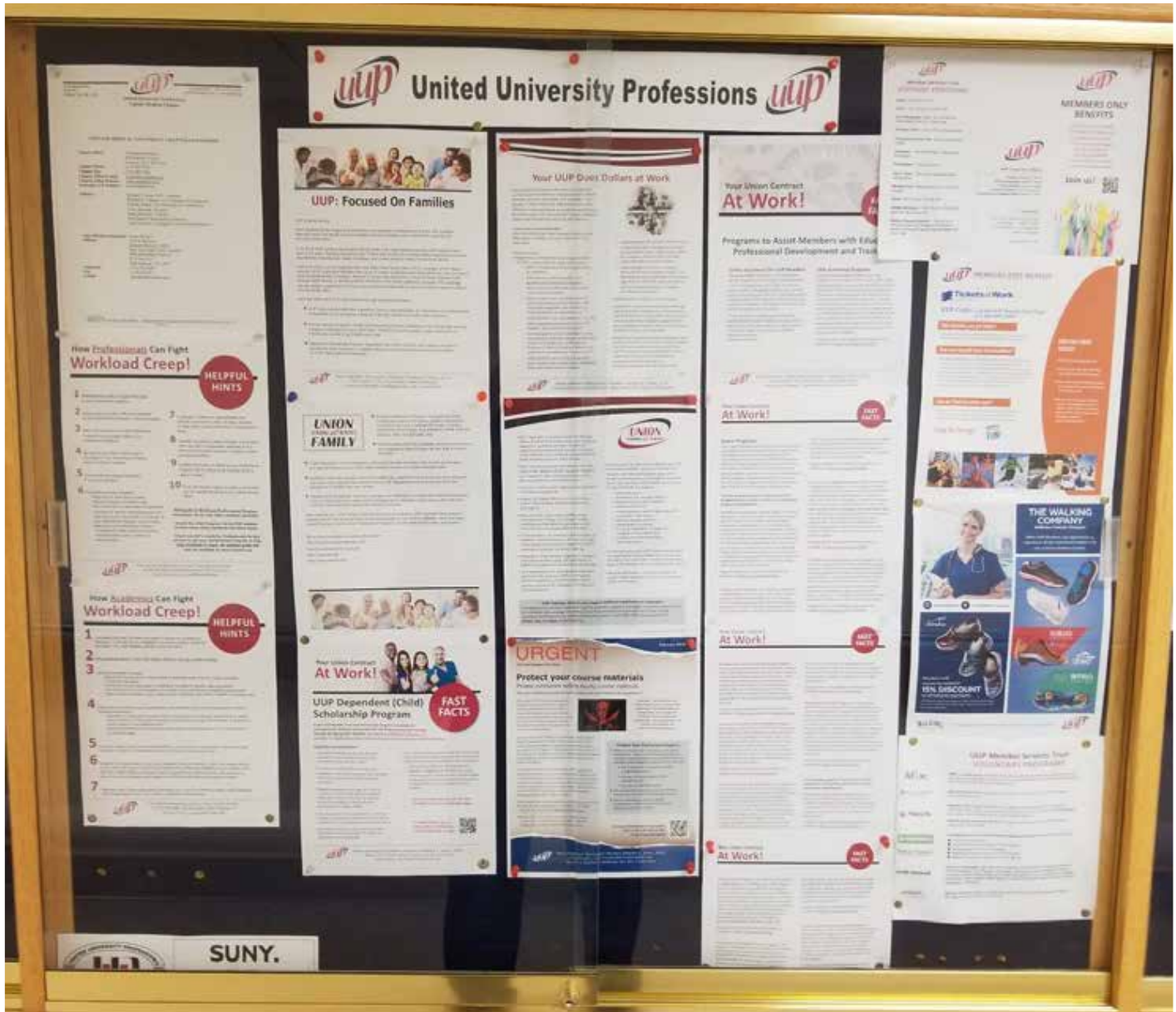


A handwritten signature in black ink, appearing to read "S J Thomas".

Stephen J. Thomas, MD Secretary /
Treasurer Medical Executive Committee



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.

UPSTATE GIVES BACK



Above - Heart Walk: 286 Team Upstate members raised \$24,013 for the American Heart Association in the fight against heart disease and stroke.

A special thank you for our Team Captains and participants!

Please note - these photos were taken prior to physical distancing requirements.

Below - Your Cause: A new Runaway and Homeless Emergency Youth Shelter - a joint effort between the Rescue Mission Alliance, ACR Health and McMahon Ryan Child Adocacy Center was selected as the 2020 Your Cause charity. In February, more than 40 Team Upstate volunteers painted the Youth shelter.



SPECIAL BULLETIN

from UUP President Fred Kowal

Protect your intellectual property if you transition to remote instruction

In response to the COVID-19 virus threat, SUNY has directed all campuses to develop plans to transition courses to remote instruction whenever possible to reduce campus density. UUP is in continuous discussions with SUNY and the Governor's Office of Employee Relations to address the plethora of issues confronting the University as it begins shifting to a mostly online learning environment.

While the safety of students and staff is of utmost importance, SUNY's academic quality and UUP members' intellectual property rights must be maintained.



Please follow these basic steps to begin to 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."

NOTE: Be aware of the need to check specific copyright rules if using third-party online course materials/resources.

For more general information about your intellectual property rights as a SUNY employee, check out the UUP facts sheets by scanning the QR code at right or go to <https://uupinfo.org/resources/>



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

MOU REGARDING CHANGES IN WORK SCHEDULES

**Memorandum of Agreement
between
The State of New York
and
United University Professions
regarding
Scheduling of Hospital Employees Who Work Shifts**

Changes in the work schedules of professional employees who work in departments or units that operate on a shift basis at the University Hospitals or the Long Island State Veterans Home (LISVH) shall be made as provided herein.

1. When there is a need to adjust the start and end times of existing shifts by no more than two hours, change existing work-day/pass-day configurations (e.g. 5 days on/2 days off, alternating weekends, one week-end a month, etc.), or change the assignment of employees to existing shifts and/or pass days such changes may be made with written notice to UUP at the campus level and with the consent of the employee(s) affected. In the absence of consent by affected employees, such changes may only be made after meeting and consultation with UUP. Such consultation shall include consideration of alternative solutions and/or proposals addressing employee concerns. This consultation shall occur at the campus level and shall include the UUP chapter president and/or the recognized UUP designee for the campus involved.
2. When, following consent or consultation as provided in (1) above, there is a need to change the assignment of employees to shifts and/or pass days, seniority, as defined below, shall be used to determine the order of selection among employees in the same department or unit who normally perform the same work and/or who cross cover for each other.
3. Employees affected by a change in work schedule as provided in (2) above shall be provided with a minimum of 30 calendar days written notice of such change, except in temporary emergencies. Where possible, additional notice is encouraged. When assigning changes herein, the employee(s) impacted by the

MOU REGARDING CHANGES IN WORK SCHEDULES

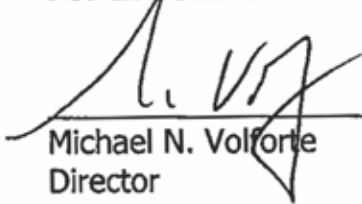
change may submit evidence of hardship to management for consideration in determining length of notice. Notice may be waived by mutual consent.

4. "Temporary Emergency" as used in this Agreement shall mean an unscheduled situation or circumstance which is expected to be of limited duration and either presents a clear and imminent danger to persons or property or is likely to interfere with the conduct of the hospital's statutory mandates or programs. When changes in shifts or pass days are necessary due to temporary emergency, volunteers will be sought first, if feasible. If there are no volunteers, or seeking volunteers is not feasible, employees will be temporarily reassigned based on seniority (i.e. least senior employee(s) first in order of seniority).
5. Shift and pass day assignments shall not be made for the purpose of imposing discipline.
6. Lunch periods shall not be extended for the purpose of increasing the work time of professional employees in units or departments that operate on a shift basis.
7. Nothing contained above shall limit the development at the campus level of procedures regarding the assignment of employees to positions, work schedules, shifts or pass days consistent with the provisions herein. Discussions regarding such procedures shall include the UUP chapter president and/or the recognized UUP designee for the campus involved.
8. For the purposes of this agreement, "seniority" will be defined as the length of consecutive service in the bargaining unit in each department or unit whether full-time or part-time, including all time on approved leave whether paid or unpaid. Any period of separation from service of one year or less will not be included but will not interrupt consecutive service for seniority purposes. Part-time non-*per diem* employees, regardless of length of service, will be treated as less senior than full-time non-*per diem* employees but will be entitled have their seniority considered relative to other part-time employees. *Per diem* employees, regardless of length of service, will be treated as less senior than non-*per diem* employees but will be entitled to have their seniority considered relative to other *per diem* employees.

MOU REGARDING CHANGES IN WORK SCHEDULES

9. This agreement is not intended to replace any established practice or procedure currently in effect regarding scheduling of holidays or use of accrued leave time or regarding assigning overtime or on-call/recall. Nothing herein shall be interpreted to limit the development of policies or procedures regarding scheduling of holidays or use of accrued leave time or regarding assigning overtime or on-call/recall if mutually desired.
10. This agreement does not apply to scheduling changes not expressly discussed or addressed herein and shall not be interpreted to waive any management or union right or prerogative regarding hours of work and/or scheduling of employees not expressly discussed or addressed herein.
11. Disputes concerning the interpretation, application or claimed violation of a specific term or provision of this agreement shall be subject to the Article 7 Grievance Procedure contained in the State/UUP Agreement.


For the State:



Michael N. Volforte
Director
GOER

Date:
September 11, 2019

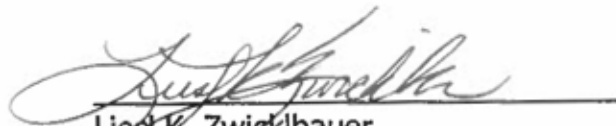
For United University Professions:



Frederick E. Kowal
President
UUP

Date:
September 3, 2019

For the State University of New York:



Liesl K. Zwicklbauer
Associate Vice Chancellor, Employee Relations
SUNY

Date:
Septmeber 18, 2019

Final Semester Conundrum!

by Theresa Baxter NP, UUP Delegate and former VPP

As a Family Nurse Practitioner here at Upstate working with patients who have substance use disorders, I decided to return to graduate school 2 years ago for Psychiatric Nurse Practitioner certification. It was a long journey and I, like many others, was excited to complete my education this May.

Then, Covid-19 happened.

We were finishing up our coursework and in the final countdown until end of semester; papers to write, blackboards discussion to engage in, clinical hours to complete and the logs that accompanied them, exams to study for and take. Those who were mid-program were planning for next semester and those of us who were nearly finished were working on graduation requirements and thinking about our future plans.

This was a time of the unknown for all of us! We were constantly checking blackboard and our email for updates and what to do to complete the semester. So much uncertainty with updates, new information, and changes that seemed to be happening hourly.

The College was amazing at keeping us informed and providing us with the opportunity to complete our required course-work. Such an unprecedented time on every level of our existence. I and my classmates felt very supported while we worked to adapt to this life-changing crisis, in our personal lives, our work-lives, and as we navigated through to finish the semester and the program.

We were able to attend SUNY Upstate's Virtual Graduation Ceremony on May 1 and now, look forward to what the future has in store for us. We even had a post-ceremony Zoom get-together with our class and our instructors, Dr. Carkey and Dr. Powers whom we're so grateful for.

SUNY Upstate has supported us on every level; from keeping us informed of the rapidly changing information that impacts all of our lives and those of the patients we serve and our community, to ensuring we have enough PPE to safely care for our patients, to celebrating milestones and all of our hard-working colleagues.



ALCOHOL PRECAUTIONS



Liquor store sales nationwide have increased 55%. Online sales, 243%. Increased availability in the home can lead to a poisoning. Ethyl alcohol (ethanol) is found in all alcoholic drinks.

Even a small amount can be toxic to a child!

An increase in the amount of alcohol found in the home demands increased efforts to **keep all alcohol out of the reach of children.**



Some cleaning products contain alcohol and other potent chemicals. **Store all cleaning products out of reach of children.** Mixing alcohol with bleach can produce **toxic fumes!**

Hand sanitizers have flown off the shelves during the pandemic. Many are making hand sanitizers at home using isopropyl alcohol, which contains 60-99% alcohol.



Isopropyl alcohol is twice as toxic as ethyl alcohol, found in wine, beer and liquor. If a curious child should drink any amount of alcohol, call the Poison Center!

A child drinking alcohol can act drunk. Effects include **sleepiness, slurred speech, an unsteady walk, and vomiting.**

Alcohol is also irritating to the digestive tract. If an excessive amount is consumed, it can lead to **dehydration, low blood pressure, shock, and coma.**



Children love to imitate! Keep all alcohol out of the reach of children, **preferably locked away.**

Alcohol is also flammable. Important to keep all alcohol away from an open flame.

Poison emergency? Poison information?

Call the Poison Center! 24 hours a day, 7 days a week, 365 days a year.

We're only a phone call away.



UNION

STRONG *uup* ALWAYS

Welcome New UUP Members

(Jan 2019 – April 2020)

Donna Abbott
Laura Abbott
Odai Abdalla
Basel Abuzuaiter
Maura Ackerman
Kala Adams
Emmanuel Addo Yobo
Oluwakanyinsola Adenusi
Soumya Adhikari
Vaishali Adlakha
Syed Adnan
Joshua Ahearn
Khadija Ahmed
Ratilal Akabari
Rebecca Akers
Leen Alkukhun
Sarah Allen
Virginia Allis
Alex Thomas Almonte
Jorge Alvarenga Montoya
Jennifer Ambrose
Abygail Anderson
Kathryn Anderson
Ashley Angeleri
Arayamparambil Anilkumar
Alexis Antoniou
Tomas Appleton-Figueira
Annamaria Arias
Joelle Arieno
Angela Atchie
Kristen Bachta
Andre Bak
Jessica Baker
Gareth Barham
Jacqueline Barrett
Kimberly Barton
Ashley Barzee
Sandra Bassett
Marie Bechler
Zachary Bellinger
Nicole Bello
Jennifer Benjamin
Alexandria Bertalli
Tiera Betsey
Manjeet Bhamra
Abdul Bhutta
Andrew Bieterman
Julia Bishop
Matthew Blair
Jana Bockova
Joshua Bonville
Gary Bova
Jessica Bowman-Flanders
Elizabeth Boyce
Jason Boyce
Billy Brill
Laytinya Brooks
Janika Brown
Kathleen Brown
Scott Brown

Mark Bucsek
Shannon Burley
Iwona Buskiewicz
Thomas Cadwell
Lauren Canfield
Lisa Capra
Allyssa Caroli
Kassandra Carrillo
Taya Castimore
Ashley Causey
Salvatore Cavallaro
Tinatin Chabrashvili
Thomas Chedid
Alexander Chen
Shannah Cheney
Christy Cheruvil
Karen Chrisman
David Cinats
Eddierick Clark
Caitlin Clements
Zenyda Coakley
Dillon Coates
Alisha Coe
Crystal Cole
Christopher Collins
Michael Compton
Gregory Conners
Shawn Cooley
Sarka Coomber
Aleesha Corrente
Stacie Corrigan
Conor Cosgrove
Sara Crandall
Stephen Crandall
Cara Dailey
R Steven D'amico
Sherri Davis
Towanna Davison
Deanne Day
Timothy De Gone
Elise Deandrea
Rachel Decker
Christina Dee
Fremlin Dekyi
Allison Della Penna
Caylee Demm
Ryan Denley
Neal Deot
Kristine Devaney
Joseph Devincenzo
Bernadette Devine
Rajat Dhungana
Emlyn Diakow
Carrie Dickinson
Christina Dicorato
Ryan Diefenderfer
Jamie Dillman
Cheryl Dixon
Leah Donnelly
Lincoln Douglas

Katharine Dovi
Ceren Durer
Seren Durer
Sophie Duron
Martin Earl
Veronica Ebert
Tyler Eisgruber
Majd Elias
Rachel Eljashev
Ferhat Erol
Kilara Escho
Melissa Espert
Maria Lourdes Fallace
Patrick Fasulo
Danielle Fayad
Julianna Featherly
Elizah Feathers
Cassandra Feulner
Michael Fine
Kristen Finn
Ashley Finnerty
Megan Finsaas
Brenda Fire
Martha Fisher
Christopher Flint
Tyler Fogus
Alisa Fosmire
Kelsi Fredericks
Victoria Fudak
Sarah Furlong
Kim Gailor
Juanita Gamble
Deborah Gardiner
Alisha Garel
Nikita Garg
Maureen Garvey
Samantha Gass
Yung-Tian Gau
Amanda Gemmiti
Anthony Gobbo
Jaime Gonzalez
Daniel Gorman
Katherine Goss
Erin Graham
Tyler Graham
Jonah Graser
Jaimie Hall
Danielle Halstead
Adrian Hanks
Marissa Hanlon
Brittany Harrington
Brian Harvey
Rachel Hawthorne
Alicia Healy
Tiffany Hecht
Stephanie Helsher
Kristen Henry
Michele Hettler
Hung Ho
Taylor Hoige

Gilles Hoilat
Jerome Hoke
Ticia Honeywell
Monica Hopkins
Daniel Hossain
Andrea Hotaling
Ashley Howard
Bethany Hudson
Amy Hunsinger
Zachary Hurd
Sedra Hussein
Christina Hyde
Mubarak Ibrahim
Rahila Iftikhar
Awais Ijaz
Michael Iorga
Hirohiko Ito
Channon Jamison
Scott Jesmore
Joshua Ray N Jimenez
Amanda Jock
Monica Johns
Kathleen Johnson
Richard Johnson
Tamara Johnson
Tina Johnson
Christina June
Sai Katta
Kirinjit Kaur
Navreet Kaur
Rachel Kearl
Stacey Keefe
Courtney Kelly
Tejpreet Khahra
Navreet Khaira
Ashish Khanal
Adam Kimble
Chloe Kirk
Paul Knapp
Tresha Knight-Small
Danielle Kochen
Nicholas Koopman
Paula Kraft
Sreechandra Kruthiventhi
Vishnu Kumar
Mark Laftavi
Zachary Lane
Lauren Lavine
Meghan Leary
Paige Liberatoro
Lauren Ligon
Dallin Lindahl
Maria Liverpool
Abigail Loehrke
Christy Loreman
Britney Loveland
Daniel Lupia
Krista Lynch
Karthika Mahendran
Ceceleta Maitland

UNION

STRONG *uup* ALWAYS

Welcome New UUP Members

(Jan 2019 – April 2020)

Michelle Makai
Ramza Malik
Emily Malone
Gary Mana
John Bradley Mancini
Joseph Mandolfo
Manisha Mangla
Michael Manning
Denise Markowsky
Chelsea Martin
Eric Martin
Jessica Martino
Christy Marvin
Marko Masnikosa
Dimitrios Mastrogiannis
Tracy Masucci
Marilyn Mathers
Linda Mathews
William Maxwell
Adriana May
Stephen McBride
Kathleen McCormick
Amy McCune
Charlotte McDonald
Sharon McGillvray
John McGlynn
Lauren Michelle McIntyre
Harshita Mehra
Fatima Mejia-Connolly
Jean Meneses
Steven Merrill
Jennifer Metcalf
Jennifer Michella
Elizabeth Miles
Nicholas Militello
Yisroel Miller
Kevin Mitchell
Laura Mitchell
Michael Mix
Emad Mogadam
Liban Mohamed
Jameel Mohammed
Angela Mojica Sanabria
April Moore
Steven Moore
Richard Morris
Melissa Morton
Michelle Motley
Jhad Mozeb
Tammy Muncy
Jessica Mungro
Eain Murphy
Jordan Musa
Danielle Musengo
Andrea Musolino
Jenna Napolitano
Bhavya Narapureddy
Sandy Nasr
Nanci Natoli
Akifa Nazim

Zachariah Nealy
Nicole Neilon
Honeybeth Nelson
Chelsie Newell
Van Nguyen
Zachary Northrup
Bradford Nott
Kayla O'Brien
Claudia OforiMarfoh
Timothy Ohara
Katherine O'hara
Niranjan Ojha
Nicole Olson
Tyler O'neil
Aiwa Ono
Sheng O'rourke
Zoreslava Osiv
Rebecca Ossevoort
Fadar Otite
Briana Paciello
Alexa Palmer
Danielle Palmieri
Miranda Palmisano
Katie Parsels
Mitalbahen Patel
Allison Paulsen
Michele Pedicone
Donald Penree
Shannon Perkins
Charles Perla
Karan Philip
Ashley Picotte
Renee Pierce
Twana Pinson
Lewis Piraino
Paramarajan Piranavan
Cherisse Pittman
Trinisa Pitts
Justine Playford
Devin Pollman
Colin Polly
Dustin Pond
Adrian Proumen
Rachael Proumen
Kisuk Ra
Yuliana Radionov
Naveed Rahman
Alex Ramirez
Suman Rao
Reena Ray Garg
Elizabeth Ray-Smith
Aravind Reddy
Thomas Reid
Murui Ren
Erin Ricci
Shaquan Richardson
Soyika Richardson
Elena Ricks
Abigail Riggall
Angela Riola

Lindsay Roach
Troy Robinson
Stephen Roff
Brittany Root
Lauren Rosenstein
Carre Roth
Erik Rufa
Scott Rush
Valerie Sager
Manjyot Saini
GukanSakthivel
Rachel Samardak
Parth Sampat
Ruby Sangha
Debasree Sarkar
Katherine Sarkisian
Amy Saxton
Melissa Schafer
Tonio Schaffert
Maribeth Schoeneck
Ryan Scholes
Thomas Schulze
Morgan Secoy
Tom Sekovski
Kelsey Seltzer
Meghna Shah
Mohammad Shahab
Vahida Shaik
Aditi Shaily
Stephen Shaw
Ashley Shtoyko
Teresa Stuart
Brittany Simone
Ishpreet Singh
Meaghan Sloane
Michelle Slowik
Abigail Smith
Kristie Smith
Mary Smith
Sharon Snyder Jackson
Ayorinde Soipe
Elizabeth Solazzo
Aziza Solomon
Rose Solomon
Victoria Soucy
Mark Spooner
Nimisha Srivastava
Meghan Stanton
Derek Starkey
Magela Starmer
Terryonna Steward
Theresa Stowell
Abinash Subedi
Ashley Sullivan
Anjali Sura
Rhonda Susman
Leah Sweeney
Jessica Sweet
Joshua Sweet
Audrey Swing

Adeeb Syed
Muhammad Syed
Mark Tardugno
Stephanie Teachout
Sanjit Tewari
Simant Thapa
Tanner Thompson
Srinivasa Thota
Jesse Titcomb
Victoria Titoff
Grigore Toma
Anthony Tracey
Khanh-Hien Tran
Alisa Trinh
Melissa Trop
Grace Tumbaga
Maria Tynan
Amanda Ucci
Norifumi Urao
Cayla Valentine
Sarah Van Eenenaam
Haley Vastbinder
Conor Vaughn
Anusha Veeravanallur Appusw
Nian Verzosa
Ellen Villafruerte
Ashley Vogler
Kyrsten Wallace
Kevin Walsh
Steven Wan
Ali Wazir
Britton Weber
Randy Weller
Caitlyn Whalen
Kathleen Wheeler
Aaron White
Allison White
Caitlin Whiteley
Brandon Widrick
Benjamin Wie
Johnna Wiley
Heather Wilkins
Brandon Wilkinson
Annyssa Williams
Laura Wilson
Justin Wintman
Megan Wolfe
Vincent Wong
Coyle Wood
Vincent Wu
Rachel Wyand
Christina Xia
Melissa Yarbrough
Natesh Yepuri
Prabhat Yeturu
OanaZabava
Jocelyn Zakri
Nicole Zawada
Kimberly Zimmermann



COVID-19

A new federal mitigation package is crucial

TO: NEW YORK STATE'S DELEGATION

Our nation is at war against COVID-19 and New York State is the epicenter of this crisis. Our state desperately needs significant resources and needs them now. We are asking you to act now on a new COVID-19 mitigation package that provides critical support to New York State.



Provide desperately needed fiscal aid to state governments.

New York State is currently bearing a significant share of the cost of the public health response to COVID-19; the economic impact is having disastrous impacts on state tax revenues. New York State is facing a \$10 billion to \$15 billion shortfall in revenue. In the absence of additional federal mitigation steps, the state's budget will, out of necessity, be balanced on the backs of our members, our patients, our students, other essential state workers, and the citizens across the state.

At minimum, a new federal mitigation bill should:

- Establish a state fiscal stabilization fund for public colleges and universities, using the model in the American Recovery and Reinvestment Act of 2009, so states are not forced to cut public higher education at any level during the expected recession.
- Provide crucial additional support for state Medicaid costs.



Protect the nation's health care workers.

Health care workers, including members of United University Professions, who work at the three SUNY hospitals in Brooklyn, Stony Brook and Syracuse and at the academic medical center in Buffalo are working at the front line in this pandemic. The next federal aid package must protect them, recognize their life-saving contributions, and protect the state public hospitals and the public medical, nursing, and allied health professions schools where they work and train the next generation of health care workers.

At minimum, a new federal stimulus bill should:

- Provide additional support to cover the ever-increasing costs associated with providing desperately needed personal protective equipment to health care workers fighting on the front lines of the COVID-19 crisis.
- Include funding for hazard pay at a rate of 25 percent of base salary for front-line essential workers, including all health care workers engaged in COVID-19 response.
- Provide emergency funding for our state public hospitals and academic medical centers to support them through catastrophic drops in revenue they are currently experiencing associated with cancellation of elective surgery and other non-COVID-related medical care as they prepare for and respond to the COVID-19 crisis.

Grow medical education and address racial disparities in health care.

It is becoming increasingly evident that there are clear racial disparities in our health care system. The COVID-19 crisis has shined a light on them. We have a shortage of doctors and health care professionals in urban and rural areas, and we have a shortage of health care providers from communities of color.

To address these issues, and the future crisis of an aging population of health care workers, a new financial mitigation plan should include:

- Funding to expand enrollment at public medical, nursing, and allied health professions schools.
- Initiatives to increase medical-school enrollments of students from underrepresented communities.
- Increasing access to health care through universal coverage and the expansion of health care providers throughout New York State.

Pass a new federal mitigation package

United University Professions believes that we must have leadership from our nation's capital—that protects and strengthens our states—for our country to come through this time of crisis. New York cannot be left to fight this battle on its own.

[Send an e-letter to lawmakers at https://bit.ly/3cvFvFb](https://bit.ly/3cvFvFb)



UUP MEMBERS: Take the **Workplace Conduct Survey!**

<https://www.surveymonkey.com/r/WorkplaceConductUUP>

Your Opinion Counts!

A new 15-20 minute survey seeks information on workplace conduct among SUNY employees.

The survey was written and is being distributed by UUP to gather detailed information about UUP members' experiences regarding workplace behaviors and interactions among SUNY employees that affect members' job satisfaction and success.

Survey results will be used for future initiatives and reports on how to best support and improve conditions for UUP members.

While a version of this survey is available for smartphones, the survey may ask you to type explanations and/or lengthier responses. As a result, it is easier to complete on a tablet or personal computer. Type in the link above or scan the QR code for instant access.



Questions about the survey can be directed to statewide Vice President for Academics Jamie Dangler at jdangler@uupmail.org or at 800-342-4206.

Upstate seeks recovered COVID-19 patients for emergency clinical trial

by Emily Kulkus

Upstate Medical University is seeking recovered COVID-19 test positive patients to donate plasma in an emergency clinical trial to help treat other severely ill patients battling the disease.

The project is part of the National COVID-19 Convalescent Plasma Project, which the Food and Drug Administration has approved as an Emergency Investigational New Drug (EIND). The theory is that people who have recovered from COVID-19 have developed the antibodies against the disease. Those antibodies could then be given to a currently infected person to lessen symptoms and speed recovery, said Timothy Endy, MD, MPH, professor and chair of microbiology and immunology at Upstate and Dr. Stephen Thomas MD, Chief of Infectious Disease and Leader of COVID-19 preparations for Upstate University Hospital.

UPSTATE IS IMMEDIATELY SEEKING VOLUNTEERS FOR THIS PROJECT: If you are 18 years or older, have tested positive for COVID-19 and are now 14 days out from your last symptom, please call Upstate Clinical Trials at 315-464-9869 to arrange a screening appointment.

Upstate is working with the American Red Cross to create the donation process. The process will involve a screening with Upstate including another COVID-19 test. After a negative test

result, Upstate will schedule the plasma donation with the Red Cross. Once the plasma has been drawn, the Red Cross will screen it for other infectious diseases. That process can take several days but the first available plasma in this clinical trial could be available as soon as next week.

The pool of potential local plasma donors for the project should grow as those diagnosed continue to recover, Endy said. Current potential donors were likely diagnosed in early March, he said.

Plasma donation is safe for patients because they get to keep all of their “good cells,” Endy said and anecdotally, doctors are seeing only positive results from patients who are treated with convalescent plasma. “The scientific premise is sound that antibodies can reduce symptoms and hopefully the severity of COVID-19.



WE NEED YOUR HELP

Help others recover

Adults who recovered from COVID can donate blood to research new treatments.

CONTACT US NOW

→ **315-464-9869**

or

→ **Trials@UPSTATE.edu**

STATE UNIVERSITY OF NEW YORK
UPSTATE
MEDICAL UNIVERSITY

*Institute for Global Health
and Translational Science*

Poison Safety During Confinement

This is not just a snow day... we might be in for a long haul

Times like these bring disruption to family schedules in addition to confinement. Unfortunately, we may be confined for much longer than a typical snow day we are used to on the east coast. The Upstate New York Poison Center reminds parents, grandparents and other caregivers to take the time to always put poisonous items up, away and out of sight and reach of the children in your care.

Sounds easy to do but sometimes easier NOT to do, based on the 2.5 million calls to poison centers annually. The majority of poison center calls are about children aged 5 and under. We all know that no child in this age group, is capable of self-care. As caregivers, it is our job to keep them safe. Children are curious. If they see it they will no doubt reach for it. The majority of unintentional poisonings are accidents. They are not supposed to happen but they DO!

A recent study of poison center reported that more than one-half of exposures (51.5%) to prescription medications involved children accessing medicine that had previously been removed from original packaging. Think about that. That means that much of the time, when kids got into a medicine, someone had removed it from the packaging ahead of time, to make it easier for the intended patient to take at a later time. This sets the stage for a poisoning and usually that involves a child. Be sure to keep all medicine in its original container until the time you use it and keep the package up, away and out of sight and reach, preferably in a medicine lock box.

Another concern is the number of potentially poisonous chemicals we are adding to our homes in an effort to keep our families safe like: hand sanitizers, disinfectants, alcohol, bleach and

other cleaning supplies. Sounds like a treasure chest of poisons!

When asked, most people think bleach can be a poison but many don't know rubbing alcohol can be toxic. Unfortunately, with a make-up of 70% isopropyl alcohol, drink rubbing alcohol could be deadly. Most hand sanitizer products contain over 60% ethyl alcohol, a stronger alcohol concentration than most hard liquors. A child ingesting any more than a taste of this product could be at risk for alcohol poisoning. Ingestion of as little as an ounce or two by a small child could be fatal. Pine cleaners, commonly found in homes, are petroleum distillates. Swallowing a pine cleaner could cause chemical pneumonia in the lungs.

During these unusual times, it seems some people are combining chemicals thinking more is better to keep families safer. Sadly, some are inappropriately using strong disinfectants directly on children's skin to prevent the virus from spreading! A disinfectant is a strong chemical! Stop before using any chemical and read the entire label including directions and warnings. When using this type of product be sure there is enough air movement in the room. Increased fresh air will help reduce the amount of chemicals going into your lungs. Use the product safely and be sure not to use it in any other way.

Most importantly, keep your family safe! After using sanitizers, disinfectants, alcohol, bleach and other cleaners store them safely, up and out of the reach and sight of children. Also, after use, be sure to dispose of the wipes and other applicators safely where children cannot reach them. Should any chemical get on a child's skin, wash the area with soap and water and call the poison center at 1-800-222-1222. And let's hope this snow day is over soon. Be safe!

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/resources/uup-educational-benefits/>

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. You can find a list of eligible SUNY campuses on page 12 of the UUP Benefit Trust Fund guide (<http://uupinfo.org/benefits/pdf/benefits.pdf>).



Precautions When Using Cleaning Products and Disinfectants



Cleaning Products and Disinfectants

SAFE USE



- Cleaning products/disinfectants are designed to kill germs on hard surfaces usually in bathrooms and kitchens.
- They are not to be ingested, injected into the body or sprayed on skin.
- **Never ingest, inject or spray these products on your body! They are chemicals that pose a high risk for a poisoning, if label directions are not followed carefully!**

READ THE LABEL FOLLOW THE DIRECTIONS

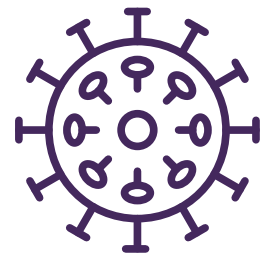
- Not all cleaners kill both viral & bacterial germs so be sure to read the label.
- Follow directions carefully, including warnings/ precautions.
- Open windows, or allow for air movement as inhaled fumes can pose a risk for poisoning. Mixing cleaners can produce deadly fumes!

ALWAYS STORE UP, AWAY AND OUT OF SIGHT OF CHILDREN, EVEN DURING USE TO AVOID A POISONING!



IN A POISON EMERGENCY OR FOR POISON INFORMATION, CALL THE POISON EXPERTS AT 1-800-222-1222

Get Tested



Essential Workers in New York State can make an appointment to be tested at one of our drive through or walk in testing sites by calling the COVID-19 Hotline at **1-888-364-3065** or online at **covid19screening.health.ny.gov**

Testing Sites located in Suffolk, Nassau, Queens, Kings, Richmond, Bronx, New York, Westchester, Rockland, Albany, Broome, Oneida, Monroe, Erie and Niagara Counties

Individuals who are employed as health care workers, first responders, or in any position within a nursing home, long-term care facility, or other congregate care setting, including but not limited to:

- Correction/Parole/Probation Officers
- Direct Care Providers
- Firefighters
- Health Care Practitioners, Professionals, Aides, and Support Staff (e.g. Physicians, Nurses, Public Health Personnel)
- Medical Specialists
- Nutritionists and Dietitians
- Occupational/Physical/Recreational/Speech Therapists
- Paramedics/Emergency Medical Technicians (EMTs)
- Police Officers
- Psychologists/Psychiatrists
- Residential Care Program Managers

Individuals who are employed as essential employees who directly interact with the public while working, including but not limited to:

- Animal Care Workers (e.g. Veterinarians)
- Automotive Service and Repair Workers
- Bank Tellers and Workers
- Building Code Enforcement Officers
- Child Care Workers
- Client-Facing Case Managers and Coordinators
- Counselors (e.g. Mental Health, Addiction, Youth, Vocational, Crisis, etc.)
- Delivery Workers
- Dentists and Dental Hygienists
- Essential Construction Workers at Occupied Residences or Buildings
- Faith-Based Leaders (e.g. Chaplains, Clergy Members)
- Field Investigators/Regulators for Health and Safety
- Food Service Workers
- Funeral Home Workers
- Hotel/Motel Workers
- Human Services Providers
- Laundry and Dry Cleaning Workers
- Mail and Shipping Workers
- Maintenance and Janitorial/Cleaning Workers
- Optometrists, Opticians, and Supporting Staff
- Retail Workers at Essential Businesses (e.g. Grocery Stores, Pharmacies, Convenience Stores, Gas Stations, Hardware Stores)
- Security Guards and Personnel
- Shelter Workers and Homelessness Support Staff
- Social Workers
- Teachers/Professors/Educators
- Transit Workers (e.g. Airports, Railways, Buses, and For-Hire Vehicles)
- Trash and Recycling Workers
- Utility Workers



Department
of Health

STAY HOME. STOP THE SPREAD. SAVE LIVES.

Upstate Oasis to offer 37 online classes for older adults starting May 18; registration open now

Upstate Oasis, the continuing education program for older adults, will launch an extensive slate of online classes starting May 18 to keep seniors engaged, aging well and continuing their personal growth.

It's the first time Oasis, a national education organization sponsored locally by Upstate Medical University, has offered online classes, which are open to adults age 50 and older. Since in-person classes ended in mid-March, Oasis staff have been working to transition dozens of classes to online offerings through Zoom due to the ongoing coronavirus pandemic.

Oasis staff are excited to offer older adults the opportunity to continue learning, socializing and gathering online.

"For Upstate, this is another mission-fulfilling educational outreach to the community helping seniors age well," said Oasis Director Cynthia Woods. "It's important to keep people engaged and living with purpose, especially now during this pandemic with increased social isolation. It's more important now than ever."

Starting May 18, Oasis will launch 37 online summer classes with approximately another 15 scheduled to start in June, 10 in July and four slated for August. Classes include travel, history, drawing, foreign language, writing, science, fitness and more. Classes last an hour to an hour and a half, meet once or twice a week for up to 13 weeks and while some charge a fee, some are also free.

For the last several weeks, Woods and her staff have been learning Zoom themselves while conducting training sessions for instructors, many of whom have been eager to learn the platform to continue teaching. And while the transition to an entirely new way of instructing and delivering Oasis content has been challenging, it is also opening up new doors for the program, Woods said.

"I think this is an opportunity for us to get creative and allow for more innovative class options that we couldn't have done otherwise," Woods said, noting the potential for a cooking class where participants could obtain an ingredient list ahead of time and then follow along in their own kitchens. Another new class might be a beer or wine tasting or pairing class, which participants could take from the safety of their own homes without having to drive anywhere, she said.

To date, more than 220 people have signed up for Oasis summer classes and registration is ongoing with new classes starting throughout the summer. Upon registration, participants receive instructions via email on how to access and use the Zoom



classroom. Zoom classrooms rely heavily on video so participants should have a web camera on a smartphone, computer, laptop or tablet but if that's not possible, participating by phone only is also an option, Woods said.

Even after the pandemic ends, Oasis may continue a portion of its programming online. Online classes could be helpful for Central New Yorkers who live in the south for part of the year and for those who don't want to travel during poor weather conditions.

Upstate's Oasis program is also working with the National Oasis Institute, which helps coordinate Oasis programming in nine cities across the country, to eventually expand online class offerings from a variety of sites. Those classes could be offered live or taped and available when it's convenient for the participant.

Active learning and socialization is important for everyone's health- especially older adults, and especially during this challenging time of social distancing due to the pandemic, Woods said.

"All of this speaks to helping to decrease the social isolation related to aging in and of itself. But now with the pandemic compounding the isolation issues, this is a way for people to connect with others who share common interests and they can see others in the same situation; it eases the loneliness piece for part of their day," Woods said. "Part of the mission of this program is to keep adults active, engaged and aging well, and Oasis online classes are another way to do exactly that."



Visit <https://upstate.oasisnet.org/> to review the catalog and register for a class.

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MOU ADJUSTMENTS TO TENURE CLOCK

**Memorandum of Understanding
Between
The State University of New York
And
United University Professions
Regarding
Possible Adjustments to Tenure Clock Timelines
And
Reappointment, Promotion and Tenure Review Materials**

The State University of New York and the United University Professions hereby reach the following agreement:

Due to the unprecedented and extraordinary interruptions in research, scholarship and service activities as well as telecommuting and the transition to remote teaching during the COVID-19 crisis, adjustments need to be made to time toward eligibility for continuing or permanent appointment. In addition, special consideration needs to be made at the campus level regarding the submission and evaluation of materials included in a dossier or personnel file for review.

“Tenure clock” stops:

Continuing Appointment (Board action required)

Each employee who as of May 6, 2020 is currently serving in a position of academic rank who has not yet attained continuing appointment status, and who is not currently under review, shall have an automatic one-year extension of the time to continuing appointment without change in title, full-time equivalent or other employment status.

Any employee in a position of academic rank who has not yet attained continuing appointment status may OPT OUT of the automatic one-year extension referenced above and be considered for continuing appointment based on their original schedule by submitting a request, in writing, to their Department Chair, with copy to their Dean and Provost. Timelines for such submission shall be determined at each campus. It is suggested that an academic employee wishing to opt out provide such notification three to five months prior to the commencement of the review process.

These provisions shall not apply to any employee in a position of academic rank who has already been provided with a notice of non-renewal.

These provisions shall be effective upon adoption by the Board of Trustees.

MOU ADJUSTMENTS TO TENURE CLOCK

As soon as practicable following adoption, written notice of the automatic one-year extension and the option to opt out of the extension, if so desired, shall be provided by each campus to academic employees who have not yet attained continuing appointment at that campus.

Permanent Appointment (Board action NOT required)

Permanent appointment clock stops of up to six months in length shall be granted, upon employee request, to professionals who are within two years of their permanent appointment eligibility date as of the date of their request. Such request must be made on or before December 31, 2020.

The clock stop shall be achieved by moving the professional employee to qualified professional title for the length of time requested.

These provisions shall not apply to any professional employee who has already been provided with a notice of non-renewal.

These provisions shall be effective immediately.

As soon as practicable following the date of this agreement, written notice of the option to request such a clock stop shall be provided by each campus to eligible professional employees at that campus.

Considerations for Spring 2020 information submitted in a dossier or file of evaluative material

Any full-time or part-time employee who taught or provided educational support such as tutoring or counseling during the Spring 2020 semester and is up for reappointment, promotion or tenure review in the future will have the option of not including student evaluations of teaching, peer teaching observations, and/or curricular materials from the Spring 2020 semester in their reappointment, promotion, or continuing appointment/permanent appointment review materials. It is understood that the exclusion of such materials is justified by the extraordinary circumstances in which instruction is occurring during the Spring 2020 semester. The exclusion of any or all these materials shall not reflect negatively on the individual's review. Any decision to opt for this exclusion will mean that the Spring 2020 materials excluded will also be excluded from all subsequent reviews.


In addition, faculty may list relevant research and creative activities that were planned for Spring or Summer 2020 (e.g., papers and presentations that were accepted to conferences, seminar invitations, etc.) in the appropriate sections of their dossier, and include a footnote or parenthetical noting that the conference, exhibit, or trip was cancelled due to COVID-19. Faculty may also choose to include a general statement, where appropriate, explaining that activities were impacted during Spring/Summer 2020 due to COVID-19 and describe the impact to their research, scholarship and creative activities.

MOU ADJUSTMENTS TO TENURE CLOCK

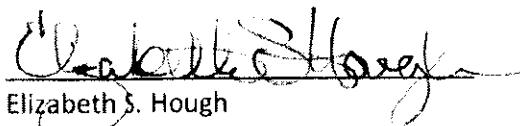
Employees being reviewed for renewal, promotion or tenure may include a discussion of the challenges of moving from face-to-face to remote learning in the teaching narrative for reappointment, tenure, and promotion applications.

Professionals being evaluated or reviewed for renewal, permanent appointment or promotion who believe that the COVID-19 crisis may have impacted their performance during the Spring or Summer 2020, or any assessment of that performance, may submit a statement or response for consideration in any such evaluation, renewal, permanent appointment or promotion review process.

For the State University of New York:


Leslie K. Zwicklbauer
Associate Vice Chancellor
SUNY Employee Relations

For United University Professions:


Elizabeth S. Hough
Counsel to the President

Dated: April 30, 2020

UUP and NYSUT Donate 10,000 ear loop surgical masks to Upstate

Steve Grassl, Vice President for Academics, Chris Colabello, NYSUT Syracuse Regional Office Director, Rich Veenstra, Upstate Medical Chapter President, Mindy Heath, Vice President for Professionals, and Jess Bouliia, Professional Delegate unload a donation of 10,000 ear loop masks purchased by UUP and NYSUT on April 24th.



CORONAVIRUS

Poison Center Organizes Sewers

by Gail Banach of the Upstate Poison Center

A new “mission” of the Upstate New York Poison Center of Upstate Medical University includes sewing masks as a volunteer contribution to the communities we serve.

With public safety concerns around COVID-19, Gail Banach, the poison center’s director of education and communications cobbled together an eager group of neighbors to sew masks for employees in need and the general public. Sixteen dedicated volunteers, although strangers prior to forming the group, agreed to band together to help members of the community stay safe.

To date, over 550 masks have been distributed to Upstate and to the Samaritan Center, a local food kitchen in Syracuse, NY, serving close to 10,000 meals monthly to those in need... Banach says, “at this point, we will continue until we run out of material, our machines break or this nightmare ends!”

A special thanks to sewers: Kathy Bunting, Debbie Fitzpatrick, Jill Reed, Diane Jillson, Kathy Miranda, Mary Pat Mihal, Collete Smolinski, Cheryl Molesky, Judy O’Rourke, Margaret Ryniker and Jean Donegan. Material cutters included: Pat Forken, Martha Williams, Cheryl Roy and Laurie Walker. Most of the materials used, including cotton fabric, thread and elastic, have been purchased or donated by the sewers.



WARNING!! CLEANING PRECAUTIONS

- 1 USE AS DIRECTED**

Cleaning products are designed to clean surfaces, not people. Never ingest, inject or even spray a cleaning product or disinfectant on the skin.
- 2 FOLLOW DIRECTIONS**

Read label directions carefully, including how to's, precautions and warnings. Never mix products as it can produce toxic fumes.
- 3 READ INGREDIENTS**

Some cleaning products contain alcohol, ammonia or petroleum distillates. All are poisonous. Many contain ingredients that can irritate the skin. Even breathing fumes can be toxic. Be aware of dangers before using. Use ONLY as directed.
- 4 USE SAFELY**

Safe use means using as directed including safe storage even while using. Do not leave products in the reach of children. Not ever!
- 5 STORE SAFELY**

When using, place any cleaning product up out of the reach of children. Children are curious. They will explore. After use, store safely up and out of the reach of children.
- 6 QUESTIONS? CALL US!**

The Upstate New York Poison Center is available 24/7/365. Calls are answered by poison experts ready to take your call. Poison emergency of just a poison question, call us. We are only a phone call away.

On the Frontlines of the COVID-19 Battle

by Pat Goodyear, Upstate Nurse Practitioner

I was called on Friday March 27th and told to be prepared to be activated for the fight against Covid 19. Considering I'm in the Army Reserves this is essentially unheard of; the Army Reserves mission is to fight threats to Homeland across the sea and the National Guard is tasked with defending the Homeland in Country.

Needless to say this involved a lot of orders in bureaucratic channels way above the Army Reserve. I think it was amazing that they were able to get through all of this as we've never done it before; pulled something like this together within just 10 days!

I left Syracuse on March 31st and started in processing, and arrived in New York City on April 7th. At first they were still deciding which of our units would be at the Javits Center and how best to utilize the medical assets they brought. It was determined that my Urban task force would be sent to Queen



This was a difficult time to be away from my home and my 5 children. I felt incredibly supported by my fellow nurses at Upstate, with the care package and the letters and just the warm thoughts on Facebook. They really helped me to feel like there was a home for me when I got done with this critical assignment.

This was the first time the Army Reserve has ever done a mission like this and I truly do not believe it will be the last.

Ultimately as I look around at the events of other hospitals in central New York with nurses being furloughed and inadequate PPE, nurses getting ill; I am so thankful that University Hospital Upstate and UUP do the right things by their workers. I can say that our PPE needs were well covered and people were diligent in using it. We truly felt supported.

The Army had zero covid-19 conversions from this mission, amongst the hundreds of soldiers opposed all wore PPE! Interesting to that effect most of those down here that have opted to have the antibody test which came back negative.

This has been such an amazing experience to be able to serve directly on the frontline of this worldwide pandemic. While it's challenging being away from my family, I'm fortunate not to have to go home each night to my five kids worried that I'm going to give anything to them.

Pat wants to let us know that she misses us all and that the PPE works! She appreciates all of our support.



Central Hospital in Queens New York- one of the hardest hit hospitals in this area by Covid-19.

When we arrived at the hospital who has a normal census in the ICU of 20 there were almost 70 patients at that time! All of the patients were Covid positive- the Emergency Department was boarding patients in the halls; it was everything that you see on the evening news. The staff at health and hospitals group which runs 11 of the hospitals in New York were exhausted with about 15 to 20% of their staff who were out of work due to being positive for covid which had them bringing in Travelers and locum staff to try to cover all the patient needs.

Fortunately the hospital uses epic, which is the same system as at Upstate, so it was a short spin up to be functional. The volume and the criticalness of illness with the patients is truly like nothing I've ever seen, and I've taken care of some of the sickest patients in the region. The patient's age range varies tremendously from people in their twenties to people in their 70s, and in my opinion it does not discriminate.



United University Professions
 SUNY Upstate Medical University Chapter
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The Advisor • Syracuse Chapter Newsletter

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

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

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

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