



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

Well the gavel has passed again, this time in response to the bi-annual Chapter elections. Yes, a year ago then UUP Upstate Chapter President Carl Pettengill announced he was stepping down to retire at the end of September 2018 for health reasons. We miss you, Carl. Get well soon.

Then, previous and interim Chapter President Mike Lyon announced he was retiring in July and was not running



*Rich Veenstra
UUP Chapter President*

again for Chapter President. Thus, there were five new candidates declared for Upstate Chapter President and, after a lengthy and delayed runoff election, I received a majority of the votes cast and was declared President on May 31, 2019. My term began the next day on June 1. At least they gave me a weekend to get ready for my new job, though I was relatively prepared for the position after serving as the Chapter Vice President for Academics since 2013 and being elected to the UUP Statewide Executive Board in 2017. I fully assumed my duties as your Chapter President after the leadership retreat and training in Syracuse and I quickly

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Advocacy Corner - Fall 2019

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

Thanks again to the UUP Upstate Medical Chapter "army of advocates" Deb Benware, Carol Braund, Mindy Heath, Horace Ivey, Mike Lyon, and Dave Peckham for joining me for the Albany and In-district advocacy visits in early 2019. As the by-line indicates, I'm wearing too many hats. I was the Upstate Chapter Political Coordinator when Carl Pettengill and Mike Lyon were our Chapter Presidents. Now that I'm the Chapter President and Region 2 (CNY) Political Coordinator, it is time for someone else to assume the role of Campus Political Coordinator (CPC). The Outreach Chairs don't want the Chapter Presidents to serve as their CPCs because of their numerous Chapter responsibilities, but, by default, the UUP Chapter President is designated to serve as the CPC until a suitable volunteer is identified. So please, someone, volunteer to serve as the Upstate Medical Chapter CPC. It's not a bad gig.

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 three state-operated hospitals; and
- (4) enactment of legislation to restore NYS Comptroller oversight and increase transparency of SUNY campus foundations. Owing to a \$2.5 billion revenue shortfall, the 2019-20 New York State budget failed to reduce the Tap Gap and the \$87 million subsidy for the SUNY state-operated hospitals was NOT RESTORED. The SUNY Campus Foundation Transparency legislation also did not pass during the 2019 session.

Rather than waiting for the 2020-21 Executive NYS budget to be announced in January and then playing catch-up to restore what was

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learned that despite all you know from your previous years of service as a chapter officer, there are always new ventures awaiting you. First day alone in the office after 4 PM, I received my first phone call about a member of ours being walked out of work pending a disciplinary investigation. The second day in the UUP Chapter Office after 4 PM, I got contacted again about another UUP member's pending disciplinary action. So much for a slow start and this got me to thinking that all I have to do to prevent this from occurring in the future is to not work beyond 4 PM in the UUP office on a work day. Not really, wishful thinking.

The new slate of Chapter Officers and Delegates really got down to business at the July 10 Executive Board meeting where Steve Grassl, Ph.D., Associate Professor in Pharmacology, was appointed Vice President for Academics; Shuhong Luo, EdD, MSN, RN, Assistant Professor in the College of Nursing, volunteered to serve as the webmaster for our Chapter website (uupinfosyr.org); the Executive Board Delegation voted in favor of moving the monthly meeting to campus from the Chapter Office in Madison Towers and initiated the process of requesting bus transportation from Syracuse to the 2019 Fall Delegate Assembly in Rye, NY on Oct. 24-26. I've also been busy with our UUP Delegate Committee assignments and the Academic Medical Programs Committee membership list. The Upstate Medical Chapter Committee membership list is included in this newsletter. Our Chapter Executive Board meetings are held at 12 noon on the second Wednesday of every month in 115A/B

in the Campus Activities Building (CAB). Upstate Chapter UUP members are welcome to attend. Lunch is provided.

As Mike Lyon addressed in his last President's Corner column, one of the shortfalls plaguing this Chapter is the lack of a succession plan. With the 2019 Chapter Elections, Mindy Heath became our new Vice President for Professionals (Mindy-HeathUUP@gmail.com) and Deb Tafel is our new Chapter Secretary. Congratulations to you both! We also have a slate of 8 new Academic and 24 new Professional Delegates. Congratulations to all of you and welcome to the Chapter Executive Board. But this is only the beginning. We need your involvement in the Chapter. You are the elected UUP representatives of your campus and your college/department/division/location. As such we need your help to communicate with your work colleagues about matters important to our UUP members from UUP and also to bring issues of concern to your colleagues to our attention so UUP can best represent the interests and concerns of our members. You are the Chapter Executive Board liaisons to your constituents and the elected representatives of the Upstate Chapter to the UUP Delegate Assembly. So please, attend and participate in the Executive Board meetings and Delegate Assemblies. I will be developing a Chapter Action network so we can quickly and efficiently get the message out about current events and UUP announcements to activate our membership. You are the future of this Chapter and UUP. The time to get involved is now.



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					
	Hrs./Days	Current Earnings	YTD Hrs./Days	YTD Earnings	TAX DATA
Regular Pay Salary Employee		3456.78		45,678.90	Marital Status 4 4
Location Pay		56.78		678.90	Allowances 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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not included in the budget, UUP has already begun talking to legislators in advance of the next NYS legislative session to garner support for the Transparency legislation, closing the Tap Gap, and restoring the \$87M support for the three SUNY-operated hospitals. Mike Lyon, Steve Grassl, and I already visited Assemblymember Al Stirpe on September 19th and just last week I learned that Al has signed-on as a co-sponsor of the SUNY Campus Transparency legislation. We have an In-district meeting scheduled with Senator Rachel May the morning of October 22nd. Advocacy works folks! October 22nd is next opportunity to give advocacy a try.

The loss of the SUNY Hospital subsidy means our Upstate University Hospital has already had to absorb a \$26M cut in its operational budget. Presently, an even bigger obstacle looms near. The Federal Disproportionate Share (DSH) program, with State matching dollars, accounts for 15% of the UH operating revenue annually. The DSH program was supposed to go away with the implementation of the Affordable Care Act since all U.S. citizens would then have health insurance and the need to reimburse our regional safety net hospitals for the medical care provided to uninsured and under-insured patients would no longer be necessary. Obviously, the ACA did not achieve all of its intended goals, and the gradual sun setting of the DSH program was delayed until October of 2019. Wait, October 2019, that is now! Well, not quite. The U.S. Congress has passed legislation

to delay the implementation of the DSH program cuts until November 21, 2019. So the current DSH payment due this month will not be affected. However, this temporary delay to the DSH cuts will not preserve the reimbursement payments to our three SUNY-operated hospitals that care for the majority of Medicaid and Medicare patients in their regional communities.

So that is why UUP President Fred Kowal and Political Director Dan Brown called upon the Stony Brook HSC, Downstate Medical Center, and Upstate Medical University to travel to Washington D.C. to meet with New York Representatives to advocate for delaying the cuts to the DSH program for two years until the end of 2021. We met with Representatives Hakeem Jeffries, NY-8, Yvette Clark, NY-9, and Office Staff of Rep. John Katko, NY-24 on September 26th. The journey was enjoyable, invigorating, productive, exhausting, and necessary. The DSH funding cuts over three years would cost our SUNY hospitals \$450 million and all three of our teaching and safety net hospitals would plunge into multi-million dollar deficits in 2020. That is what UUP Advocacy is about. Affordable public Higher Education, essential health care services, well-paying jobs, benefits, and job protections to provide for the economic growth, health care, and education of our communities. Advocacy works folks! Become a UUP Advocate and help us make a difference in our communities and New York State.



Part-time/Full-time Contingent Employees: Know Your Contract Rights and Benefits



Contingent Academics and Professionals:

Persons appointed to any academic or professional position which does not prescribe eligibility for continuing or permanent appointment (i.e., tenure/permanence). (UUP Constitution, Article III, Sec. 2)

Part-time Employees: Employees whose work obligation is less than 100 percent Full Time Equivalent (FTE).

Article 7: Grievance Procedure

Under the UUP-NYS Contract, a grievance is "a dispute concerning the interpretation, application or claimed violation of a specific term or provision of" the contract. A grievance can also occur with regard to "procedural steps relating to appointment, evaluation and promotion of employees" contained in specific sections of the *SUNY Policies of the Board of Trustees*.

If you believe that your contract rights have been violated or procedures pertaining to appointment, evaluation and promotion have not been followed, you should contact the UUP chapter office immediately. If a grievance needs to be filed, it must be filed within 45 days of when the employee knew or reasonably should have known of the act or omission.

Article 8: Labor-Management Meetings

Chapter officers can address concerns brought to them by the membership in campus labor-management meetings. The college president or designee must meet with UUP once each month to discuss matters raised by either party. This requirement applies to general labor-management meetings and labor-management meetings focused on matters pertaining to part-time employees.

Article 9: Academic Freedom

This article refers to SUNY's policy to "maintain and encourage full freedom, within the law, of inquiry, teaching and research." It protects UUP members' right to "discuss their own subject in the classroom ... "

Article 10: No discrimination

Our contract protects members from retaliation due to any activity related to using contract protections and/or union activity. It also establishes a joint New York State-UUP Affirmative Action/Diversity Committee.

Article 11: Employee Organization Leave

UUP members are provided with a process and reasonable leave time to participate in UUP statewide meetings, contract negotiations, and other union activity during what would be normal work hours. Provisions for appropriate leaves to fulfill the obligations of chapter president and statewide officer positions are also covered in this article.

Article 19: Discipline

If an employee is subjected to a disciplinary action by the campus administration or is the target of an equal employment or Title IX investigatory process, our contract provides for union representation and due process protection before discipline can be imposed.

Article 20: Compensation

All contractually negotiated across-the-board salary increases apply to part-time and full-time employees. Our contract establishes a minimum salary for full-time lecturers. Beginning in 2019, there are statewide minimum salaries for part-time academics compensated on a per-course basis. Part-time Professionals are generally paid on a pro-rata basis. In addition, there are specific monetary service awards based on years of service for part-time and full-time contingent employees. All part-time and full-time employees on payroll during each eligibility period are eligible for discretionary salary increases; campus presidents determine exactly who gets discretionary awards. Part-time employees may also be eligible to receive salary compression increases.

UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

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Article 21: Statewide Labor Management Committees

All part-time and full-time employees are eligible for grant programs jointly administered by NYS-UUP Labor-Management committees established under this contract article. They include individual development awards (15 percent of funds must be earmarked for part-time employees), campus grants, and other grant programs (see Articles 42-45 on page 3 for more details).

Article 23: Leaves

Vacation Leave

This article specifies the vacation time earned by part-time and full-time employees on calendar year (12-month) or college-year (less than 12 months, but more than an academic year) appointments. If any request is refused, the member must be informed of the reason why in writing.

Sick Leave

Our contract guarantees all employees sick leave, which is earned monthly. It also defines how this leave can be used. Up to 30 sick days can be used in each year of the contract for the death or illness of a family member. Up to 15 sick days can be used for care of a newly adopted child or a new foster child.

Additional Family Leave

Part-time and full-time contingent employees are eligible for the NYS Paid Family Leave Law benefit according to terms negotiated in the UUP-NYS contract. It allows partially paid time off, continuation of health benefits, and job protection within the first year of birth, adoption, or foster care placement, for care of a family member with a serious health condition, and for assisting family members deployed abroad for military service. In 2019 and 2020, this leave can be taken for up to 10 weeks, increasing to 12 weeks in 2021. Employees whose obligation is primarily other than teaching whose regular obligation is 20 hours or more per week, and academic employees who teach two courses per semester are eligible for this benefit after 26 consecutive workweeks of employment. Employees whose obligation is primarily other than teaching who work less than 20 hours per week and part-time academics who teach one course per semester are eligible after completing 175 workdays of employment.

In addition, seven-month unpaid childcare leave can be granted at the employee's request.

Holidays

Calendar-year and college-year employees are also entitled to contractual holidays, with compensatory time and holiday pay options.

Article 27: Professional Meetings

UUP and the state recognize the importance of attendance at professional meetings to which departments are encouraged to make funds available. When funds are made available, the employee is not required to charge leave accruals.

Article 30: Appointment, Evaluation and Promotion

When employees are appointed to positions, they are to be given, in writing, all the requirements and responsibilities their positions entail. Part-time employees must also be informed as to which benefits they are entitled (health, leave, and other benefits). The specific information that must be in appointment letters is specified in this contract article. The article also references Articles XI and XII of the *SUNY Board of Trustees Policies*, which specify rules and procedures related to Appointment of Employees and Evaluation/Promotion respectively.

Article 31: Personnel Files

The University must maintain an official personnel file for all employees covered under this contract. You have the right to review this file.

Article 32: Notice of Non-Renewal

This article specifies how long before the end of a term appointment employees must be notified that they are going to be non-renewed. Employees on temporary appointments are not entitled to such notice. Part-time and full-time employees on term appointments are entitled to notice, but required notice periods vary.

After four consecutive semesters, part-time employees should receive a "term" appointment. This entitles employees to a job for the period of time specified in their appointment letters. If they are not rehired when their term expires, they are entitled to at least 45 calendar days of notice prior to the expiration of their current term.

Full-time employees on term appointments have the following notice of non-renewal requirements:

- Three months prior to the end of a term expiring at the end of an appointee's first year of uninterrupted service.
- Six months prior to the end of a term expiring after completion of one, but not more than two years of uninterrupted service.
- 12 months prior to the expiration of a term after two or more years of uninterrupted service.

Full-time Professionals with titles in Appendix B-1 and B-2 of Article XI of the SUNY Board of Trustees Policies (Athletic Titles) must receive not less than six months notice prior to expiration of their term appointment.

Article 39: Health Insurance

All full-time employees are eligible for health insurance.

Part-time employees are eligible for full coverage in the New York State Health Insurance Program (NYSHIP), including prescription drug coverage, if they are:

- Part-time **academic employees** who teach six credits, contact hours or credit equivalents in any one semester at a single campus.
- Part-time **professional employees** and part-time **academic employees** with obligations that are primarily other than teaching **hired before Jan. 1, 2019**, who are employed at a salary rate which would yield a total compensation of \$15,618 or more between July 2, 2019, and July 1, 2020; \$15,930 or more between July 2, 2020, and July 1, 2021; and \$16,249 or more after July 1, 2021.
- Part-time **professional employees** and part-time **academic employees** with obligations that are primarily other than teaching **hired after Jan. 1, 2019**, whose professional obligation is at least one-half time.

Coverage is provided for 26 weeks (13 pay periods) for each semester. Employees who work two semesters, or 10 months, receive a full year (52 weeks; 26 pay periods) of coverage.

- Employees pay a share of the premium cost that varies based on their annual salary.
- Part-time employees who do not qualify for the health insurance program are permitted to participate on a full premium cost basis at the group rate.
- The NYS/UUP Joint Committee on Health Benefits reviews benefit eligibility problems for part-time employees.

Disability Insurance

All employees who are eligible for health insurance coverage are covered by the SUNY disability insurance program after one year of service. (Article 23.8)

Retiree/Dependent Health Insurance

Part-time employees may be eligible for lifetime health insurance after they retire if they:

- Are age 55 or older.
- Have 10 years (120 months) of health insurance eligibility in any state agency, not just SUNY.
- Are enrolled in the New York State Health Insurance Program (NYSHIP) at the time of retirement.

Employees who retire with unused sick leave accruals can use up to 200 accrued sick days for a credit toward the cost of their health insurance premium in retirement. The state's

formula valuing the credit involves the employee's age, salary, and number of accrued sick days.

Part-time employees are advised to consult with their campus Health Benefits Administrator (typically located in the Human Resources Department) to determine their eligibility and the cost of their health insurance option in retirement.

Article 40: UUP Benefit Trust Fund Vision, Dental, Life Insurance, Dependent Tuition Scholarship

As a result of contract negotiations, the state provides funding to UUP which is used to provide vision and dental benefits to employees who are eligible for health insurance. A free \$6,000 life insurance policy is also provided.

If you are a "signed up" UUP member at the time of retirement, you are eligible to receive the benefits of retiree membership, including \$1,000 of UUP life insurance and an opportunity to purchase UUP's retiree dental and vision plans.

The Scholarship Program is available for dependents of both NYSHIP-eligible and non-NYSHIP-eligible UUP-represented employees. For Fall 2018, the scholarship award is \$500 per semester to be used for fees, books, supplies or room and board (this award cannot be used for tuition). A maximum of one scholarship per dependent child will be awarded each semester even if both parents are UUP represented employees and a total maximum of eight scholarships can be awarded per dependent child.

Articles 42, 43, 44, 45

These articles establish Joint Labor-Management Committees to administer the grant programs funded by Article 21: Professional Development, Safety and Health, Technology, and Campus Grants committees. Part-time and full-time employees are eligible to receive grant money and participate in Labor-Management Committees that distribute grant monies and engage in joint projects to address issues that impact UUP members.

Article 46: Work-Life Services Programs

This article establishes that UUP members benefit from work-life services programs to assist employees with balancing work and family responsibilities. The Employee Assistance Program (EAP) provides confidential support, information, and referral services for a variety of issues. Pre-tax savings plans help employees save money in a variety of ways. They include NYS-Ride, the Health Care Spending Account, Adoption Advantage Account, and Dependent Care Advantage Account. There is an employer contribution for UUP members who participate in the Dependent Care

Advantage Account, a pre-tax savings plan which covers expenditures for child care, elder care, and disabled dependent care. The employer contribution, which is basically a subsidy that UUP negotiates, has ranged from \$300 to \$800, depending on the member's salary.

Other work-life services programs include pre-retirement seminars, state support for campus day care centers, and wellness programs. UUP has representation on a Joint Labor-Management Advisory Board for these programs.

Article 49: Program for Tuition Assistance

When space is available, part-time and full-time employees may enroll tuition free in one course per semester and special session (e.g., summer session and intersession). There are various requirements that the employee must meet to receive free tuition.

Appendix A-23: Copyright

This appendix references SUNY Board of Trustees Policies Article XI, Title J, which addresses who owns the copyright to works created by the employee as part of their job. The rules apply, "Irrespective of the medium of storage, to all literary works as defined by copyright law, including, but not limited to, literary, instructional, dramatic, musical and artistic works, except for software, which is covered by a separate policy."

Appendix A-26: Productivity Enhancement Program

Part-time and full-time contingent employees who accrue vacation leave may elect to exchange a few vacation days for a credit toward the employee share of their health insurance premium. Go to <https://bit.ly/2RtG4F7> for more information.

Appendix A-30: Part-time Academic Issues

Campuses are encouraged to appoint part-time term faculty to one-year appointments when possible. They should have office space, access to telephones and photocopying. Each campus is to publish and disseminate or display its procedures for filling part-time vacancies. Copies are to be provided to the local chapter of UUP.

Appendix A-42: Family Leave

This appendix explains contractual provisions and other avenues that may be available to members for addressing family leave and work-life balance needs. It covers options for paid or unpaid leave for pregnancy, care of sick family members (including elders), adoption, foster care, and death of a family member. UUP's *Family Leave/Work-Life Services Guide* contains specific information for part-time employees that augments the information in A-42.

Appendix A-45: Leave Donation Program

Employees who accrue vacation days can donate leave to assist employees who have exhausted their sick leave but are in need of paid sick time due to illness. Academic-year employees, who do not accrue vacation days, cannot donate to the program but they can be recipients of days donated by colleagues with vacation accruals.

Retirement/Pension

Part-time employees are advised to consult with their campus Health Benefits Administrator (typically located in Human Resources) to determine their eligibility for participation in the New York State Teachers' Retirement System, New York State Employees' Retirement System, or New York State Optional Retirement Program. Full-time employees should be advised about retirement system options at the time of hire.



Scan the QR code at left to access the most up-to-date version of the *2016-2022 Agreement Between United University Professions and the State of New York* or go to <https://bit.ly/2UdoKGq>

Scan the QR code at right to access the *SUNY Policies of the Board of Trustees* or go to <https://bit.ly/2k2rOYM>



10 Reasons Why I Have Given Up On Amazon

by Rosemarie Pagano Bundy

Several years ago when the whole country was waking up to the subtle machinations of the Walmart Corporation and the harm it was doing to our democracy and to the untenable increase in income inequality, I wrote a heartfelt piece entitled 10 Reasons I Don't Shop at Walmart. It was about the time when Walmart's business practices in regards to their employees were making the headlines. It made reference to their corporate decisions regarding tax loopholes, profits garnered because of those loopholes, corporate decisions on pay scales, the ability to create erratic time scheduling of employees to benefit their bottom line, and the corporate decision to deny employees the right to form unions and negotiate for benefits. Humorous note: I was reading the piece to my brother, a strong union member, from the print page of the newsletter. He said, "That's pretty good! Who wrote it?" I said, "I did." He never thought I knew that much about business; then we both laughed!



But I digress. It is now time to write a similar one about Amazon. With a demagogue in the White House, unions struggling to stay afloat, income inequality rapidly increasing, and automatic weapons everywhere, it seemed the correct time to do it. Hopefully, it can open up eyes and act as a counter weight to some very damaging aspects of our marketing and legal systems. It is striking how Amazon is using similar tactics to increase profits and create a 'moat' (the economist's term) around the company to protect its profits. Argue with these but consider them carefully because they are changing the basic nature of our nation's structure of capitalism and creating the enormous income inequality that we see today. Ergo, here are the 10 reasons I have boycotted Amazon for the last 7 years. Yes, I confess, previous to the 7 years there may have been 1 or 2 purchases of books but no more since then. There may be an overlap; some of the items could be subsumed under one of the other criticisms but it seemed best to separate them. That way, the reader can see every facet that is being manipulated by Amazon to appease the Great God, Mammon.

1. Inhumane working conditions: it is backbreaking, constant labor with strictly enforced behavioral rules, e.g. strict rules re lunch hours with no leeway to wash hands or hit the potty; no latitude for late arrivals for medical or family reasons; odd shifts to benefit coverage rather than an acceptance of standard working hours to create a semblance of order in their employees lives. It is a Hobson's choice, i.e., Take it or leave it.
2. There is perpetual surveillance, both electronically and by supervisors. Work output is constantly measured and compared as if employees were automatons.
3. Pay is abysmal. For regions of the country with a poor jobs

market, employees are forced to take these jobs because there is nothing else in the region. Another Hobson's choice.

4. Size and power give the company clout to extract concessions from local governments in areas they wish to infiltrate. These are moneys that come to local governments from other taxpayers and homeowners who are ill-suited to give these boons to Amazon when it means taking the money from public services such as schools, roads, and fire departments. Greedy!!
5. The ploy of 'independent contractors' to do the dirtiest work. This allows Amazon to deny liability for any wrong doing or environmental impacts of their activities. This includes death, injuries, medical costs for injuries from working conditions. As bad as 'black lung' stories.
6. Tax avoidance. Teams of tax lawyers work the laws to reduce Amazon's obligations to pay taxes they are legitimately obligated to pay because they are corporations licensed in this country, not overseas. This reduces all revenues meant to benefit citizens. The pot becomes smaller. Bad!
7. Blow to local businesses. Small businesses that provide jobs for local people can't compete with Amazon's range of products and speed of delivery. The whole area goes downhill.
8. Private equity firms: Amazon becomes honey to the hedge funds and private equity firms for the return on investment that is given. This creates more and stupendous income inequality based on 'rents' (economists' term using money as an asset to gain other moneys) making our economic condition in the whole country precarious. It leads to the anger and fear we see erupting into violence.
9. Political clout. Because of its size and monetary worth, Amazon has enormous political clout to ask for boons not available to every citizen. Plus, they are able and have done so, to have tax laws written to benefit them. They are not the only corporation to do that. Unjust!
10. I abhor Jeff Bezos!!!! He is a smug, oily, Wall Street trader that parlayed his business into a behemoth, throwing his weight around. He is on the same level with Putin but he is much smarter than tRump. Was so happy Bill DeBlasio turned him down.

I hope I am removed from this earthly coil before I am forced to overcome my abhorrence of this kind of a corporation and break my boycott. At my age I don't need too many 'things' plus taking care of them, is more than my body can sustain. N.B. I have never stepped into a Walmart.



Real Estate Advantage Program

Daniel Gale Sotheby's International Realty is pleased to offer a Real Estate Advantage Program exclusively to UUP members. This benefit will save members a substantial amount of money when buying or selling a home, condo or apartment. It is offered through the UUP Member Services Trust and is not available to the general public.

PROGRAM HIGHLIGHTS *

- Rebates paid at closing (right) on sale or purchase of your residence, or both.
- Free comparative marketing analysis on your property.
- Dedicated program coordinator monitoring your transaction throughout the process.
- Expert home buying/selling guidance.
- An agent specifically selected to service your unique real estate needs.

HOW TO REGISTER

Register with Daniel Gale Sotheby's International Realty Advantage Program—**before** contacting any real estate firm or agent—by phone at **631-692-4856** or by email at **advantageprogram@danielgale.com**

REBATE SCHEDULE

Closing Sale/ Purchase Price	Rebate
\$100,000-\$199,000	\$.375
\$200,000-\$299,999	\$.800
\$300,000-\$499,999	\$1,600
\$500,000-\$599,000	\$2,000
\$600,000-\$699,999	\$2,500
\$700,000-\$799,999	\$2,800
\$800,000-\$899,999	\$3,200
\$900,000-\$999,999	\$3,600
\$1 million-\$1,499,999	\$4,000
\$1.5 million-\$1,999,999	\$6,000
\$2 million-\$2,499,999	\$8,000
\$2.5 million-\$2,999,999	\$9,800
\$3 million-\$3,499,999	\$11,500

* Limited to residential property. Available in U.S. only. Restrictions may apply in some states. Not available on rentals.

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Upstate Fall Faculty Convocation

Upstate Medical University Interim President Mantosh Dewan, MD, will recognize 29 individuals for distinguished service to the university at the 2019 Fall Faculty Convocation Wednesday, Sept. 11 at 4 p.m. in the Medical Alumni Auditorium in Weiskotten Hall.

The President's Award for Excellence in Philanthropic Service, Individual, will be presented to M. Janice Nelson, EdD, RN. The founding dean of Upstate's College of Nursing, Nelson has been an active philanthropist, supporting numerous Upstate programs and activities, including the Upstate Gala, A New Beginning Fund, Friend in Deed and capital campaigns for Upstate Golisano Children's Hospital and the Upstate Cancer Center. She is a founding member of the Upstate Foundation Legacy Society. Her leadership was instrumental in creating the Nursing Alumni Association, chartered in 1992, which honored Nelson by creating an endowed scholarship in her name. Since that first, single award, more than 400 nursing alumni scholarships have been awarded, totaling more than \$310,000.

The President's Award for Excellence in Philanthropic Service, Corporate, will be presented to the Advocates for Upstate Medical University. The Advocates for Upstate has given more than \$1.3 million to support dozens of programs and projects. The group's first gift to the Upstate Foundation came in 1980 to support a new Pediatric Intensive Care Unit and the group has been giving ever since to benefit the Upstate's Children & Adolescent Psychiatry Fund, Nursing Recognition Fund, Perinatal Center Fund, Organ Donation and Transplant Fund, CNY Poison Con-

trol Center Fund, Neurology ALS Research Fund, EMS Program Outreach Education Fund, Joslin Diabetes Center, Dr. Garabed A. Fattal Community Free Clinic Fund and National Cancer Survivors Day Fund, to name a few.

Following is a complete list of award recipients.

SUNY Distinguished Professor:

Julio Licinio, MD, PhD, MBA, MS, Senior Vice President for Academic Health Affairs & Executive Dean; Dean, College of Medicine; Departments of Psychiatry; Pharmacology; Medicine; Neuroscience and Physiology

SUNY Distinguished Service Professor:

Margaret A. Turk, MD, Departments of Physical Medicine and Rehabilitation; Pediatrics; Public Health and Preventive Medicine

Chancellor's Award for Excellence in Scholarship and Creative Activities:

Timothy P. Endy, MD, MPH, Departments of Microbiology and Immunology; Medicine; Public Health and Preventive Medicine

Chancellor's Award for Excellence in Teaching:

Michelle R. Dolphin, PT, DPT, MS, OCS, Department of Physical Therapy Education

Chancellor's Award for Excellence in Professional Service:

D. Paul Waltz, University/Campus Police and Public Safety Department



Chancellor's Award for Excellence in Faculty Service:

Vivian Gahtan, MD, Department of Surgery

Chancellor's Award for Excellence in Classified Service:

Fettah Hirry, Physical Plant

Jamell J. Jones, Nursing-9F Neuroscience ICU

Anne Starowicz, College of Health Professions, Office of the Dean

President's Award for Excellence and Leadership in Research:

Wei-Dong Yao, PhD, Departments of Psychiatry and Neuroscience and Physiology

President's Award for Excellence in Basic Research by a Young Investigator:

Juntao Luo, PhD, Department of Pharmacology

President's Award for Excellence in Clinical Research by a Young Investigator:

Megan E. Oest, PhD, Department of Orthopedic Surgery

President's Award for Advancement of Diversity, Equity and Inclusion:

Sipho Mbuqe, PhD, Department of Psychiatry

President's Award for Excellence in Professional Service:

Sue Henderson-Kendrick, BS, Graduate Medical Education

President's Award for Excellence in Faculty Service:

Stephen A. Albanese, MD, Department of Orthopedic Surgery

President's Award for Excellence in Teaching:

College of Medicine, Clinical Department: William F. Paolo, MD, Departments of Emergency Medicine and Public Health and Preventive Medicine

College of Medicine, Basic Science Departments/ College of Graduate Studies:

Scott D. Blystone, PhD, Department of Cell and Developmental Biology

College of Nursing:

Helen Clancy, DNP, MBA

College of Health Professions:

Bruce E. Searles, MS, LP, CCP, Department of Cardiovascular Perfusion

Binghamton Campus:

Leslie F. Major, MD, Department of Psychiatry

President's Award for Outstanding Voluntary Faculty:

College of Medicine, Clinical Department:

Marvin Koss, MD, Department of Psychiatry

College of Medicine, Basic Science Departments/College of Graduate Studies:

Patsy Michael Iannolo, MD, PhD, Internal Medicine Private Practice, N Syracuse; Emergency Department, Auburn Memorial Hospital

College of Nursing:

Elaine J. Shaben, FNP-BC, ConnexCare, Phoenix

College of Health Professions:

Michael E. Graniero, RT, RRT, St. Joseph's Health

President's Award for Distinguished Service:

John B. Johnson, Jr, SUNY Upstate Medical University Council

Frederick B. Parker, Jr, MD, Professor Emeritus, Former Chair, Department of Surgery

President's Award for Excellence in Philanthropic Service, Corporate:

The Advocates for Upstate Medical University

President's Award for Excellence in Philanthropic Service, Individual:

M. Janice Nelson, EdD, RN

Academy of Upstate Educators:

Carol Anne Kozik, DNS, FNP-BC College of Nursing; Mike H. Sun, MD, Department of Orthopedic Surgery; Robert W. Zajdel, PhD, Department of Cell and Developmental Biology

From the Health Office



Family Leave and Work-Life Services What you need to know



UUP's 2016-2022 contract with New York state contains new family leave provisions, providing members with many options for **fully paid**, **partially paid**, and **unpaid leave** for family care. It covers leave for birth, adoption, foster care placement, sick relative care (including elders), the death of family members, and assisting family members on active military duty.

UUP's new *Family Leave and Work-Life Services Guide* also includes information about the following:

- UUP's newly negotiated "tenure" clock stop provisions for Professionals and Academics following birth, adoption, or foster care placement
- NYS Work-Life Services programs negotiated by UUP
- Possibilities for flexible work arrangements
- Support services and member benefits programs provided by UUP and our affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association)



The guide can be found under **REPORTS** at
www.uupinfo.org

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Annual Critical Care Nursing Symposium

The 20th Annual Critical Care Nursing Symposium was held on October 24 at the Sheraton, organized by RN Kristen Keefe and RN Kaitlyn Reber. Participants were fortunate enough to learn about a variety of excellent topics.

- Tamara Roberts presented on “Acute Stress Disorder and PTSD in Burn Patients”
- Dr. Kristopher Paolino presented on “The Diagnosis and Treatment of Lyme Disease”
- NYS Troopers Bender and Connors, along with their canine partners Sheenie and Arry shared their story of an amazing rescue deep in the Adirondacks of an elderly man with dementia.
- Rob Winter presented on “National Ski Patrol: Pre-hospital care on the Slopes and Trails”
- Dr. Crystal Whitney presented on “Geriatric Trauma”
- Theresa Baxter NP and Hannah Mountain CRPA presented on “Addressing Stigma and Overdose Prevention”, as well as a short relaxation exercise, in honor of their friend Kevin Donovan
- Dr. Rosanna Guzman-Curtis presented on “RE-BOA: The latest in Hemorrhage Control
- Lt Colonel, RN MSN Dana Lonis presented on Military Nursing Overseas.

It was a wonderful day of education and networking.

Save the date for next year!
10/15/2020



Theresa Baxter and Hannah Mountain

An Introduction

As the newly appointed Upstate UUP chapter Vice President for academic employees, I have stepped up to answer the call to duty to serve our campus academic constituency. For several decades, I have served as an academic delegate representing the labor interests of our campus at the campus UUP Executive Board and at the state-wide UUP Delegate Assembly meetings. I have also served for several decades as a departmental representative and in leadership roles in faculty governance, bringing forward the issues and concerns of faculty to the campus administration. I encourage you all to read *The Voice*, UUP's state-wide publication describing important labor issues, member highlights and the many benefits of UUP membership. UUP's advocacy for SUNY is an inspiration and a call for engagement to support an ambitious labor agenda advancing our campus missions of education, clinical service and research.

The rationale for UUP membership is compelling. The negotiation of a bargaining agreement with state government is both long and costly, but the employee protections, improved compensation and extraordinary health insurance set forth in our current contract more than offset the dues we pay. The question must be raised, “Is it fair for employees to receive the benefits of a long and costly contract negotiation without pay-

ing dues?” It is doubtful we would have enjoyed such a long history of employee protections, increased compensation and high-quality health benefits without union membership.

Our UUP chapter leadership is actively engaged with Human Resources and Faculty Governance. We listen to our membership and bring attention to the need for check and balance when considering questionable management practices, which may put members at risk to fail to thrive in their professional obligation. We faithfully uphold our union duties and obligations to represent the members we serve, in each and every instance, to insure membership entitlement to due process and their rights as SUNY employees.

I take this opportunity to provide you the following contact information and invite you to share any concerns, questions, and ideas you may have. Thank you.

Steven M. Grassl, PhD
3143 Weiskotten Hall
464-7951
grassls@upstate.edu





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From Joslin Diabetes Center:

Two educators have earned their CDE! (Certified Diabetes Educator accreditation)

Melissa Cosser, MS RN CDE and Rebekah Baranco, BS BSN RN CDE

From Joseph McDonald, MS, RRT

Associate Director, Respiratory Care

I am pleased to announce that Asim Sharif, DBA, RRT-NPS will be the new ECMO Coordinator effective September 19, 2019. In this role, Asim will coordinate aspects of our ECMO program including ECMO Specialist coverage, training and education, and quality assurance efforts. Asim joined the Upstate Respiratory Therapy department in 2012. Since 2017, Asim has been in the role of Respiratory Therapy Evening Shift Supervisor. Asim completed his degree in Respiratory Therapy at Gulf Coast State College and received his Doctorate of Business Administration in Healthcare Management and Leadership from California Intercontinental University. Please join me in congratulating Asim on his new position.

From Natasha Zmitrowitz

The heart failure coordinators Natasha Zmitrowitz, Connie and Dee Scogins recently presented at Nursing Grand Rounds on heart failure statistics and trends, our pilot heart failure transitions program and a case study... "It takes a village: An interdisciplinary approach to patient-centered care."

Dr. Shawky Badawy has been invited by the Egyptian Fertility Society, 25th annual International conference in November: New Trends and Developments in Women's Reproductive Health. Dr. Badawy will be presenting on two topics:

1. Recent advances in management of Gynecologic Pathology
2. Treatment of foreign body in the uterus causing Infertility



From Robert Roger Lebel, MD, FACMG

Chief, Section of Medical Genetics
Professor, Departments of Pediatrics, Internal Medicine, Obstetrics and Gynecology, and Pathology Lecturer, Department of Bioethics and the Humanities

Recently, two MD/PhD students who work with Dr. Lebel had major papers accepted for publication: Dawn Lammert (ring

chromosome 18) and Jamison Patak (syndromes associated with the MAGEL2 gene). These events coincided with the 50th anniversary of my first publication, and moved my total to nearly 300.

Joyce Baker just received the Advance Practice Provider Award for September 2019! She's a Pediatric Nurse Practitioner with Enhance/Refugee Services.



Deborah Hurst RN Case Manager was elected as the newest Nursing Congress Co-Chair.

Rebecca Alexander recently presented at healthlinks on air on pelvic floor PT interventions (yoga and non surgical management) on September 10th.



She presented to the CNY chapter of the American Physical Therapy Association on October 1st on the utilization of Yoga as Intervention for the Physical Therapist.

Sherria Sparks MS, RN is now part of the Nursing Recruitment department as a Nursing Talent Acquisition Specialist!

Heather Losee RN is proud to have completed her bachelor degree with Summa Cum Laude latin honors!

On September 30 in the NAB, Ross Sullivan MD and Theresa Baxter NP presented on the first installment of a 4 part series of Medical Education called HOPE (Harm reduction, Opioid use disorder, Pain and addiction, and End Stigma). It featured an informational lecture on Stigma reduction in the healthcare setting and included a panel of patients who shared their story of how they've been impacted by stigma and the negative consequences of this on their access to and experiences in the healthcare settings.

Look for the next lecture early in 2020

UUP Labor Day Parade



UUP MEMBER NEWS



UUP members at the UAW rally in Rochester October 2nd.



Rich Veenstra, Upstate Medical University Chapter President being greeted by State Comptroller Tom DiNapoli at the State Comptroller's New York State Fair breakfast on Tuesday, August 27th at the Holiday Inn in Syracuse-Liverpool.



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

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

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

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