



# the advisor

SUNY Upstate Medical University

## PRESIDENT'S CORNER

HERE WE GO AGAIN. What do I mean by this? As I begin my second term as your UUP Chapter President, I want to thank all of you that took the time to vote and voted for me as your Chapter President, Mindy Heath as your Vice President for Professionals, and Steve Grassl as your Vice President for Academics, all for their second term at the helm of this large and diverse chapter, the second largest in all of UUP. Thank you!



*Rich Veenstra  
UUP Chapter President*

As we began our second two-year term in June, the New York State COVID-19 pandemic restrictions were lifted and celebrated across the state with fireworks, signaling an anticipated return to a new normal of in-person events, open businesses, concerts, shows, and sport events. We were planning an in-person meeting for August 18, the only open date we could find for the 4th floor venue in the New Academic Building and monthly in-person tabling events in both hospitals and on campus. COVID-19 transmission rates were a fraction of a percent

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## Advocacy Corner - Fall 2021

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

When all was said and done for the Fiscal Year 2020-2021 New York State budget, the three SUNY public hospitals in Brooklyn, Stony Brook, and Syracuse received no state support despite being the epicenter of their communities for treating COVID-19 patients all the while losing millions in critical revenue due to the shut down of the hospitals for other medical procedures (e.g. non-critical surgeries). As part of the HEALS Agenda (UUP21State-LegAgenda.pdf (uupinfo.org)), UUP called for restoration of \$87 million in essential mission funding to the SUNY hospitals and hazard pay for the essential healthcare workers in the hospitals as two of its key Healthcare agenda items. When it appeared that the direct state support to the hospitals was not going to occur, UUP shifted its emphasis to not requiring the SUNY hospitals to pay its capital debt service to the NYS Department of Budget (DOB), a move that would still save the hospitals more than \$70 million annually. The capital debt service

payments from Upstate University Hospital alone are more than \$30 million annually. That's right, not only do the SUNY public hospitals no longer receive any direct state support for their public healthcare mission, but they are the only state agency required to pay the debt on their capital loans! The good news, the debt service relief and hazard pay made it into the NYS Senate one-house budget bill proposal. The bad news, neither proposal made it through final deliberations and into the final NYS budget for FY2021-22. Better luck next time, again.

There were some victories too. There was money in the budget to begin to close the TAP Gap and a pledge to eliminate it over the next three years, a \$6.8 million increase in Educational Opportunity Program funding and an additional \$3 million for Educational Opportunity Centers, a \$100 million in new capital project support for SUNY, a tuition increase was rejected and freeze put in place for three years,

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### THIS ISSUE:

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By Rosemarie Pagano Bundy

**p.10** **Welcome New Member**  
New Upstate UUP members  
from April 2020 to August 2021

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40 Under Forty, PainWeek  
and more from Members!

## **PRESIDENT'S CORNER** *continued from p. 1*

and people were getting vaccinated in a quest to achieve that elusive herd immunity and stop this pandemic for good. Then the Delta of the SARS-CoV-2 virus developed, and a new wave of this global pandemic was born.

HERE WE GO AGAIN. The less desirable meaning of this phrase refers to the resurgence of the COVID-19 pandemic. COVID-19 transmission rate is above 5% in CNY, our hospitals are filling up with COVID-19 patients again, and everyone with a clinical degree is being asked to be at the ready to help in whatever way they can as the COVID-19 patient numbers rise again, overwhelming the remaining clinical staff who are in short supply, tired, overworked, stressed, undercompensated, and often feeling unappreciated for their efforts throughout the last 17 months of this relentless pandemic.

Last year, the focus was on how to respond to the evolving COVID-19 crisis with ever changing guidelines, restrictions, and first of their kind policies like the Statewide Telecommuting Pilot Program, Tenure Clock MOA, and Vacation Cap MOA. Visit the UUP COVID-19 Resources page, <https://uupinfo.org/resources/covid19/>, to view an extensive list of guidelines, MOAs, etc. Now, as we prepare for contract negotiations beginning in 2022, UUP has a new list of agreements to abide by including the SUNY Telecommuting Policy and the UUP Mandatory COVID-19 Testing MOU, both of which expire on December 31, 2021. To share your thoughts about these and other policies in preparation for negotiations of our next contract, see the UUP Negotiations column in this newsletter. Since so many of us continue to work long hours, at home or on-site, and travel remains precarious and inconvenient, there is talk again of another Vacation Cap MOA for 2021. Stay tuned because, as always, the many guidelines, restrictions,

and agreements affecting our daily lives are ever changing throughout this pandemic.

The predominant concern to UUP members at this time is what the consequences will be for the unvaccinated health care workers in lieu of the New York State Department of Health Public Law Order requiring all healthcare workers in hospitals to get at least one shot of a COVID-19 vaccine or be granted a medical exemption by September 27th, 2021. Section 205.d of the NYS Taylor Law (Civil Service Law Article 14, Sections 200-215) states that an employer must negotiate the impact of its decision on the terms and conditions of employment. Hence, UUP is attempting to negotiate the impact of this DOH order on bargaining unit employees. It is more complicated than that, but long story short, with hospital staffing levels at already critically low levels after a year and a half of this pandemic, the potential dismissal of thousands of unvaccinated health-care workers in the three SUNY public hospitals will do nothing to achieve the goal limiting COVID-19 transmission and providing the best healthcare possible in our communities and will only exacerbate the stress and burnout of those remaining essential healthcare workers. By the time this newsletter is published, September 27th will in all probability have passed. Hopefully, we have all found a way to bring this unrelenting pandemic under control so we can all continue on with our lives with as little disruption as possible.

Thank you for all your hard work, hang in there, and together let's try to put this COVID-19 behind us.  
In solidarity, Rich Veenstra, Ph.D  
Professor, Dept. of Pharmacology  
UUP Upstate Medical Chapter President

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## **ADVOCACY CORNER** *continued from p. 1*

some new revenue raisers were passed, and the budget authorized the payment of all negotiated salary increases to state bargaining units. Special thanks to Mindy Heath and Steve Grassl, your Chapter Presidents for Professionals and Academics and Diane Mantooth for participating in the virtual UUP Higher Education Lobby Day meetings in early February to help present the UUP HEALS agenda to key legislators across the state. You were phenomenal!

Federally, UUP advocated for COVID-19 relief aid and passage of the CARES, CARES2, and American Rescue Plan to alleviate the burden of the COVID-19 pandemic economic shutdown on our state and local budgets. Then Gov. Andrew Cuomo delayed all contractual raises for public employees, including the 2% 2020 raise for UUP employees, and announced delaying all such raises until 2023 due to the economic situation. Only with the changes in the White House and the U.S. Senate was COVID-19 relief aid for state and local governments included in the federal American Rescue Plan, with a major thank you to Senate majority Leader Chuck Schumer for making this happen. Now that you've received your 2020 and 2021 2% UUP salary increases in

your August 2021 paychecks, you should realize that this would not have occurred without the federal advocacy and elections that UUP and other public and private labor unions advocated for repeatedly until the passage of the American Rescue Plan. This is just a synopsis of the advocacy efforts over the last year and a half. UUP is still advocating for preservation of the federal DSH funding that could otherwise result in a \$70 million loss to Upstate University Hospital while still treating COVID-19 patients and trying to recover from a loss of \$80 million in revenues during the pandemic. Tough times remain and we must step forward in support of the hospitals that thousands of career and patients depend upon in CNY.

UUP is gearing up already for next year's state advocacy and you can submit your ideas for the UUP 2022 Legislative agenda through our online submission form by [clicking here](#).

What else can you do to help? Become an UUP Upstate Medical Chapter advocate and join us when we meet with our state legislators and advocate as if your job depends on it because, directly or indirectly, it does.

**TELL CONGRESS:**

# SUPPORT SUNY IN THE AMERICA FAMILIES PLAN

**The American Families Plan** provides much-needed funding for our social and educational infrastructure. Child care, extending tax cuts to working families, universal pre-school, free community college tuition and help for Tribal Colleges and HBCUs are priorities.

*But there are other issues crucial for SUNY that must be included in the final American Families Plan bill.*

## **EXTEND FREE TUITION TO ALL PUBLIC FOUR-YEAR COLLEGES AND UNIVERSITIES**

Doing so will make college more accessible for all American, limit credit transfer issues, help students find the best courses and degree programs for them, and put them on course for a timely graduation.

## **REMOVE EDUCATIONAL ROADBLOCKS**

Barriers such as transportation, broadband, student fees and technology, must be addressed in the bill.

## **CREATE GOOD, STABLE JOBS IN PUBLIC HIGHER ED**

Institutions and states should use American Family Plan funds to:

- Hire more full-time tenure-track instructors, who should teach at least 75% of courses within five years of the bill's implementation;
- Move adjunct, contingent and contract instructors into new tenure-track jobs
- Protect staff workers from outsourcing and layoffs
- Assert workers' right to organize, from staff to graduate students and faculty

**YOU CAN HELP!** Scan the QR code now to send an e-letter to your congressional representatives telling them support SUNY by making sure these crucial initiatives are included in the American Families Plan.





## NYS/UUP Joint Labor-Management Committees

### ***NEW* EXAM FEE REIMBURSEMENT PROGRAM**

# CERTIFICATION LICENSURE EXAM FEE REIMBURSEMENT

The CLEFR Program assists employees with the cost of attaining initial certifications, licenses or designations which are related to their profession or necessary for promotional opportunities and career mobility within the State University of New York (SUNY). Examination fees to renew certifications, licenses, or designations previously obtained by an employee are **not** reimbursable. Maximum reimbursement is \$1,000 for the period January 1, 2021 to December 31, 2021.

For NYS/UUP CLEFR Program guidelines and application, please go to:

[goer.ny.gov/nysuupclefr](http://goer.ny.gov/nysuupclefr).

**For additional information contact:**

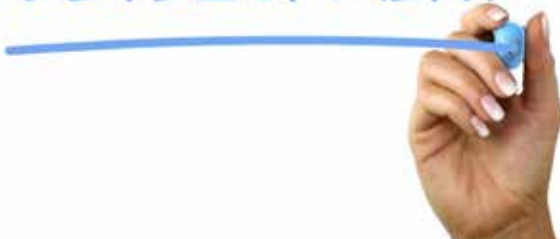
NYS/UUP JLMC  
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PROFESSIONAL  
DEVELOPMENT



# EVIL GENIUSES; The Unmaking of America

by Rosemarie Pagano Bundy

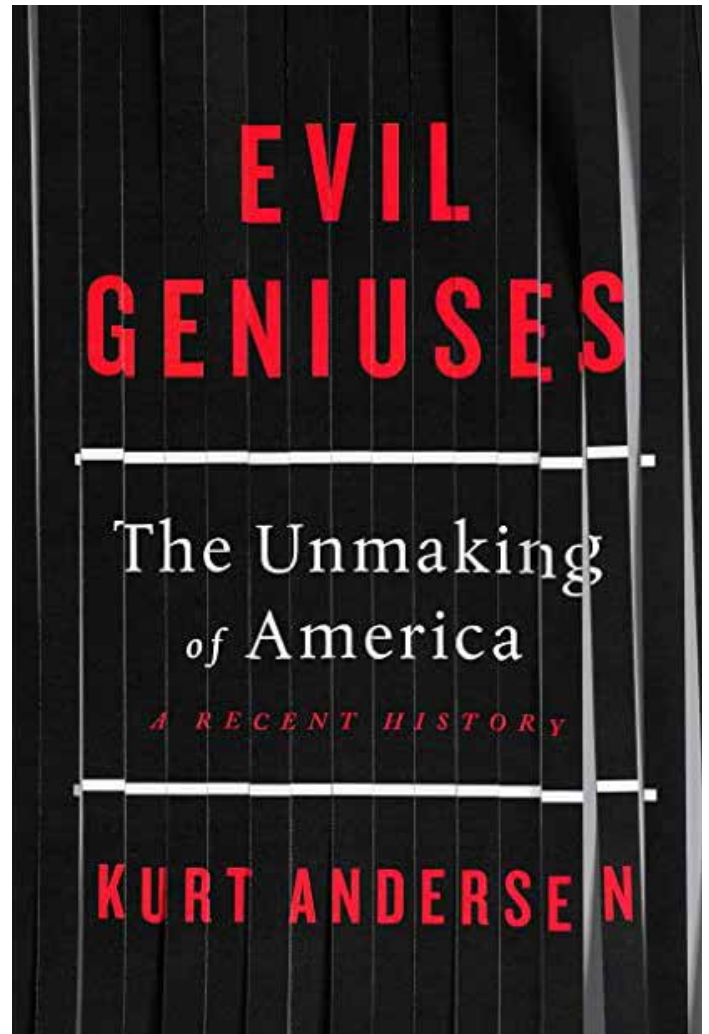
This is the latest book on the problems in this country due to the 40 year onslaught of ultra-right-wing conservatism. The author is a Harvard educated journalist and author, who has written for Vanity Fair and the New York Times; the author of several novels and a previous look at our topsy-turvy world called Fantasyland; How America went Haywire.

To be honest, Fantasyland did not hold my attention; I found it redundant and not interesting enough to plow through the parts that I knew. But Evil Geniuses kept my attention and forced me to read every word, even if it made one squirm. At the first read, I skipped Part One and Part Two, diving in at Part 3, called 'Wrong Turn', which encompassed 10 small chapters. It begins at around the early 1970's and goes through the Reagan Presidency. We all can remember the decimation of the PATCO Union which spelled the beginning of the end of union power to create a fair workplace and secure decent salaries for its members, up through the disastrous Amazon destruction of the Bessemer, Alabama attempt at union organizing at its fulfillment center there. NLRB fell apart at regulating Amazon's brutal tactics. This described just how losing the regulatory power of the government puts workers at a terrible disadvantage.

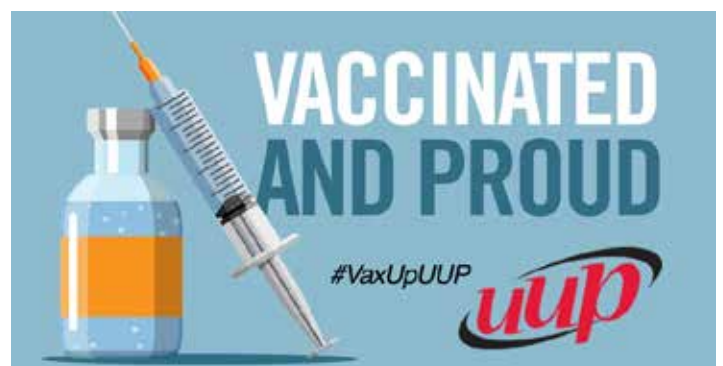
It describes the shift in American politics to the ultra-conservative right and the most damning exposé of how the money was slowly grifted away from American workers in unions to the plutocratic-oligarchic top 10% of the American Population. Even worse, how the bulk of the money went to the 1% of the top echelon in our 325 million population. All the time that was spent reading this section, I kept saying in my mind, I KNEW THAT! Pretty soon I was saying it out loud. By the 5th chapter, labeled 'The Culture of Greed is Good' I can remember saying, out loud, to myself, "It took me 169 books to arrive at those same conclusions." Good thing I live alone.

Proceeding through Part 4 he begins to show where we are waking up to understanding of what has happened to the American worker and how the behind-the-scenes manipulation has changed the rules of the game. It changed on every level; in the Judiciary, in the Senate, in the House, and in the last 4 years in the Presidency. The right-wing elites felt they had it all. Nirvana at last!

Part 5 is a drawing together of how the population is slowly coming to realize how we have been hood-winked, scammed, swindled, and any other pejoratives you can bring to mind. Anger is the underlying mental state....rightly so. We will have a tough road back but the polls and imagery in our population are changing. Now we must stay vigilant and put into place laws and rules that do not foster giving an oligarchic class the tools to cement this state of affairs. It's Feudalism reborn.



As a thumb-your-nose to those who are horrified by the word 'socialism' as broadcast and pilloried by right-wing commentators, it is recommended that one go back to the O.E.D. on the definition of the Greek stem of the word 'socio'. Then ask the right-wing manipulators to reconsider Social Security, the Interstate Highway System, the TVA, the G.I. Bill, and Medicare, which this author uses as examples.



## Looking for Information?

Check the **UUP website** at <https://uupinfo.org>

Check the **UUP Chapter website** at <http://uupinfosyr.org>

Check out the **UUP Chapter Bulletin Boards**:

- **University Hospital**, 2<sup>nd</sup> floor, behind the Main elevators in front of the cafeteria
- **Community Hospital**, basement hallway on the right on the way to the cafeteria
- **Weiskotten Hall Addition**, midway in the basement hallway midway

**UUP Benefits Department:** call 800-887-3863 or visit

<https://uupinfo.org/benefits/btf.php>

**Members Only Benefits**, call the number above or visit

<https://uupinfo.org/benefits/mst.php>

**UUP Membership Line:** call 518-640-6678

## Informational Bulletin Boards





# 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 \_\_\_\_\_

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



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Valid through May 20, 2018.





# MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



## UUP Member Services Trust—Voluntary Programs



**Aflac** is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.



**Liberty Mutual** offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.



**MetLaw** (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

**MetLife Group Universal Life** offers one policy with two benefits: A life insurance policy with a savings plan.

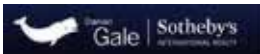


**UUP Member Services Trust Voluntary Dental and Vision Plans** include coverage for:

- UUP retiree members
- Part-time employees who are UUP members
- Surviving spouses of UUP members
- Surviving domestic partners of UUP members
- Members' aged-out dependents (until age 29)



**Mid-Island Mortgage Corp.** offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.



**Real Estate Advantage Program** through Daniel Gale Sotheby's International Realty offers rebates paid at closing on the sale and purchase of a home, apartment or condo.



**Retiree members** receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

## UUP Member Services Trust—Discount Programs

**Apple**—Discounts vary

**AT&T**—20% off your monthly bill

**BJ's Wholesale Club**—\$15 off annual membership and one month free

**Brooklyn Nets**—Up to 50% off ticket prices

**Enterprise Rental Car**—Discounted vehicle rentals

**Goodyear**—10% off all tires, maintenance and repairs

**hp Academy**—Discounts vary

**Jos A. Bank**—20% off all regularly priced merchandise

**Madison Square Garden**—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall

**Mirabito Fuel**—Home heating and gasoline savings

**Sprint**—5% off your monthly bill

**The Walking Company**—15% off exclusive footwear brands; chapter-based wellness programs

**TicketsatWork**—Discounts and special access to theme parks, shows, hotels, and more

**Verizon Wireless**—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories



Doreen M. Bango, Director,  
Member Benefits & Services

# UNION

## STRONG *uup* ALWAYS

### Welcome New UUP Members

(April 2020 – mid August 2021)

AYA EMAD	ABDELFATTAH	JAMES	BOYER	ANNEMARIE	DANTUONO
NICOLE	ABERT	SHELBY	BRABANT	MARY ANN	DARBY
SHOGIK	ABRAMYAN	AMANDA	BRADY	JENNIFER	DAVIS
JAMILA	ABUHAMDA	CASSIE	BREEN	ROBIN	DEAN
REJS	ADEMOVIC	ROBERT	BRIGGS	MICHELLE	DECRANE
KAITLYN	AGEDAL	CHRISTINA	BROMKA	HANNAH	DELOATCH
JACQUELINE	ALDINGER	THOMAS	BROOKS	MICHELE	DELPHA
SADETA	ALEMIC	JOSHUA	BUCHER	LISA	DENNIS
EMILY	ALLEN	ERICA	BUCK	JALICA	DESALVIA
ANTONINO	ALTADONNA	JORDAN	BUKOWSKI	KARLY	DESMOND
MOHAMMAD OSAMEH	ALWAHAIDY	JAMIE	BUNTING	MARCI	DETORIO
JACQUELINE	AMSDELL	SHERRIE	BURCHFIELD	GRETCHEN	DILLON
RYAN	ANDREW	EMILY	BURNETTE	ALEXANDRA	DIMMER
COURTNEY	ANGOTTI	JULIA	BURNS	MARY	DIMURA
LESLIE	ARCHULETA	PAVEL	BURSKII	PAMELA	DINNEEN
AMANDA	ARMSTRONG	ASHLEY	BUSH	MARGUERITE	DODD
ANDREA	ARNAIZ	CASSANDRA	CADET	ERICA	DODGE
EMILY	ARNOLD	MELANIE	CARBONE	SALINA	DOHERTY
JULIZA	ARROYO	ALEXANDRA	CARLONI	KIRA	DOLL
KARLEEN	ASERIAN	HOLLIE	CARTINI	KERRY	DUNNE
GRACE	ASIEDU	DONALD	CARVER	BRITTNEY	DUNNIGAN
KELSEY	AUGUSTINOS	MICHELLE	CASE	AUTUMN	DWYER
AMBER	AUSTERMAN	KIMBERLY	CERASANI	WAJAHAT	EFRIDI
FATMATA	BAH	STEPHEN	CERMINARO	LAABAH	EJAZ
ALEXIS	BAKER	KATHERINE	CHAPIN	CLARA	EL NAKIB
GAJAN	BALAKUMAR	MELANIE	CHAPMAN	PAULA	ELIA
ANGELA	BALL	RENEE	CHARETTE	KYLE	ELLIOTT
BASSEL	BASHJAWISH	CHRISTIN	CHASE	KASSIDY	ELLIOTT
MARY	BAYCURA	TINGYIN TINA	CHEE	AHMED	ELTAYEB
BENJAMIN	BECIREVIC	CHIEH	CHEN	RUSSELL	ESTES
ERIC	BECK	KELLY	CHIESA	JODI	FALCONE
ERIN	BECKER	REEMA	CHOUDHRY	JUNAID	FAROOQ
THOMAS	BEDARD	OMARI	CHRISTIE	SARA	FAROOQI
SARAH	BELZ	JANELLE	CIRBUS	COLLEEN	FEENEY
MELISSA	BEMBRY	MORGAN	CLARK	BREANNA	FELLDIN
SAMUEL	BENEDICT	JULIA	COCHRAN	STEPHANIE	FERGUSON
RENEE	BERNOZZI	NICHOLAS	COCHRAN-CAGGIANO	ZACHARY	FERRELL
ROSSELLA	BEUTLER	ANGELA	COLABUFO	KATIE	FESENGER
MEGAN	BEWLEY	ALEXANDER	COLELLA	ALLISON	FIELD
ETRENIDALL	BEY	MARIYA	COLLINS	LISA	FIORINI
GRACE	BISO	BRETT	COMSTOCK	FELIPE	FIRMO
LAWRENCE	BLANCHARD	RYAN	CONNOR	SHAWN	FOLEY
ADAM	BLANDEN	FELICIA	COOPER	MEGHAN	FOOTE
MICHELLE	BLOMGREN	JON	CORSONETI	DEONNA	FORMICA
LAUREN	BONILLA	PAIGE	COURBAT	JENNIFER	FORTIN
JACQUELINE	BOSCO	LINDSAY	COX	JAMES	FRANCES CANGELI
MAROUN	BOU ZERDAN	CRYSTAL	CURRENT	TONYA	FRASER
VALERIE	BOVA	CARLO	DANGCALAN	ALEXANDRA	FREEMAN
MARK	BOVARD	GIANLUCA	D'ANGELO	KATHERINE	FREGA
SARAH	BOWERS	BRENDA	DANO	ERIN	FRESINA

HOLLIE	GALUSHA	JASPREET	KAUR	JENNIFER	MARCO
SRAVANI	GAMPALA	CHELSEA	KAYE-BIDINGER	AUBRE	MARCOTTE
SAYDE	GAYDORUS	SHANNON	KELLEY	KELSEY	MARKS
CHRISTIAN	GEIER	MICHELLE	KELLEY-LEONARD	JOHN	MARTIN
JOE	GEORGE	CHRISTINA	KEMP	BETH	MARTIN
SIMI	GEORGE	KAITLYN	KENNEDY	STEPHANIE	MARTIN
MICHELLE	GEYER	MARK	KENNEDY	DANNIELLE	MARTIN
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ARIANNA	GIRUZZI-LUPO	KESHARI	KHARKA	JORDAN	MCDONALD
TIMOTHY	GLAZIER	FAIZ	KIDWAI	VENICE	MCFARLANE
ABIGAIL	GLEASON	DEBRA	KING	MACKENZIE	MCGRAW
KRISTEN	GODKIN	ASHLEY	KLEIN	SCOTT	MCGRAW
DANIELLE	GONZALEZ	CONNELL	KLING	CHARLES	MCKEON
AMY	GRANTHAM	TERESA	KLISSJANAS	MITCHELL	MCKINNON
CASSIDY	GREEN	RYAN	KNARR	SARAH	MCNALL
RHIANNON	GREENE	MARCUS	KOLBER	MEGAN	MCPEAK
JOSHUA	GUY	MICHAEL	KOLOPOULOS	EMELINE	MCSHANE
LINDSEY	GUZEWICZ	JEREMY	KUETTEL	KELLY	MERRILL
WILLIAM	HALL	DAVID	KUMPULA	DEVIN	MERTENS
DIANNE	HARMER	YI-LING	KUO	CALEY	MICHALSKI
STACIE	HARRISON	KAKU	KURODA	BRADLEY	MIDDLETON
NICHOLAS	HAYDEN	GRETCHEN	LADUKE	ANDREW	MIDDLETON
JOSEPH	HEATH	KRISTINA	LAJOIE	DANIEL	MILLER
KELLY	HEMINGWAY	BRIAN	LAKIE	MONIQUE	MONITA
ASHLEIGH	HEMINK	HOA	LAM	JENNIFER	MONTROSS
SARAH	HENDRIX	MICHAEL	LANDERS	KRISTINE	MORAN-SMITH
SUSAN	HENRY	AMY	LANG-WEHNKE	MELISSA	MORRIS
MARIE	HERRLING	KATHLEEN	LAPARNE	KEVIN	MORROW
EMILIE	HESS	BRENNAN	LAQUE	OLGA	MOSTRIANSKY
ROGELIO	HIGBY	JOSEPH	LATOUR	MICHELLE	MUELLER
ELIZABETH	HILLIARD	ANDREW	LAYCHUR	SIOFRA	MURPHY
ALLISON	HITCHCOCK	LAURA	LAYOW	NICOLE	MUSAK
STEPHANIE	HIVELY	VY	LE	SANAZ	MZADEH
MARY	HOARE	JENNIFER	LEBRECHT	HARIKRISHNAN	NANDAKUMAR
TROY	HOELZL	KAREN	LEE	JACOB	NAPLES
REBECCA	HORN	ANTHONY	LEIGHTON	ERIN	NAPOLI
VINCENT	HUGHES	DEVIN	LEONARD	DAYANA	NASR
KARYSA	HUMPHREY	JOSEPH	LEOTTA	CARA	NELSON
ASHLEY	HUNTER	JACLYN	LEVY	TERRI-ANN	NELSON
MARISSA	HUTT	HOWARD	LEWIS	BRENDAN	NEWCOMB
IMOH	IKPOT	SARAH	LIEBERGEN	LAUREN	NICKELS
MUHAMMAD	IQBAL	JENNIFER	LINCOLN	GABRIELLE	NICOLINI
MAHWISH	IQBAL	MARTHA	LIPPKE	JACOB	NIGOLIAN
MARK	IVEY	ZADA	LIU	LINDSAY	NOAH-VERMILLION
CATHERINE	IYOHA-IDIONG	DANA	LONIS	AVNEE	NULKAR
BRIAN	JAMES	TAYLOR	LOON	MARCIA	O'CONNOR
SABER	JAN	STEVEN	LOUNSBURY	SHANNON	O'GRADY
DANIEL	JANECEK	HANNAH	LU	KELLY	OHARA
LUCIA	JANOVICOVA	MICHAEL	LYNSKEY	KWAKU	OHEMENG
PETER	JASKULA	WILLIAM	LYONS	LEONID	OKHMAN
MICHELLE	JAY	JENNIFER	MACBLANE	GENEVIEVE	O'LEARY
KERI J	ESSIE	ALICIA	MACDOUGALL	CIERRA	OMLOR
JEANETTE	JOHNSON	SHELBY	MACINTOSH	NICOLE	ONDRUSH
NANCY	JONES	MICHAEL	MACK	SHANNON	OPPERMAN
JODI	JONES	STEPHANIE	MACK	JOELLE	OWENS
MADISON	JOROLEMON	NICHOLAS	MACLANE	VERNON	OWENS
LISA	JOYCE	STACY	MADISON	MARISSA	PAINO
SHEYLA	KALTENBORN	TALLAT	MAHMOOD	GABRIELA	PALACIO
HANY	KAMEL	BAMBI	MALONEY-MCDONALD	JESSICA	PALMER
EJAY	KAO	AMRENDRA	MANDAL	RIPAL	PATEL
JULIE	KAPPIL	BENJAMIN	MANZER	BRIANNE	PATENAUDE

SNEHALATA	PAWAR	ANDREW	SMITH	REBECCA	WHEELER
MARY	PERLEE	ALY	SOLIMAN	RACHEL	WHITCOMB
SARAH	PERSONS	YAGMUR	SONMEZ	TABATHA	WHITE
KATHERINE	PINKES	SAM	SORRENTINO	CASSANDRA	WILLIAMS
JOSHUA	PISAGIH	MEGHAN	SORRENTO	MELANIE	WILSON
MIHAIL	PISTOL	MOLLY	SOUCY	GRACE	WILSON
MEAGHAN	PORTER	VICTORIA	SPARKS	LINDSAY WINDSOR	
ALEXANDER	PORTILLO	JESSICA	SPINALI	EDMUND	WINWAH
GINGER	PREUSS	MARY	SPIZUOCO	HARLIE	WISE
REBECCA	PRIOR	CAROL	SPORER	ELENA	WOLNER
KUMAR	PRIYANK	CLAUDIA	SPOST	PERTRINA	WORKS
MATTHEW	PRUTAS	LYNN	SPRAKER	JEANINE	WRIGHT
SARAH	PULLOS	NICOLE	STARING	CHRISTOPHER	WYSOCKI
SHONDELL	RAY	MALIA	STENSKE	JULIE	YANKOWSKY
KELLY	REED	GARRETT	STETSON	GABRIELLE	YATES
REBECCA	REED	HELEN	STEVENS	ISMET	YESILADA
JESSICA	RENNA	REBECCA	STOCK	SANG	YOON
MELANIE	REYNOLDS	KATI	STORMS	JOCELYN	YOUNG
EVELYN	REYNOLDS	LAUREN	SUITS	LU	YU
STEPHEN	RICE	MARY	SULLIVAN	JAYLAN	YUKSEL
ANGELA	RIFENBURG	JENNIFER	SULLIVAN	SHANNON	ZEMOTEL
STACEY	RIOU	DOMINIQUE	SWACKHAMER	ALLEN	ZHOU
KEITH	ROACH	DAVITA	SWEDOWSKI	RAISA	ZHOVKLAYA
BENJAMIN	ROBEDEE	ALYSSA	SWEENEY	RACHEL	ZOANETTI
DANYLAHROBERSON		ALEXIS	SYKES		
KATHERINE	ROGERS	BRIANNA	SZUL		
MARIA	RONEY	CHANTANA	TARANTO		
ADAM	ROSS-HIRSCH	HEATHER	TARDIBONE		
LANIQUA	RUFFIN	DENNIS	TARLEV		
KIMBERLY	RUSH	JAHI	TAYLOR		
MARGARET	RYAN	KAYLEY	TEICH		
KRISTIN	RYDER	NICKOLE	TEREK		
CODY	RYDER	JOSEPH	TERESI		
VICTORIA	SACCO	EVALYN	TERESI		
REBECCA	SAGER	CASSANDRA	TERNOSKY		
ABDULLATIF	SALEH	MARGARET	TERZOLO		
DINO	SALKIC	EDWARD	THOMPSON		
NICOLE	SALMEN	JARED	TOCCI		
GURJOT	SANDHU	KARIN	TOOLE		
ASHLIE	SARAZIN	LYNDSAY	TOTH		
HAKOB	SARIBEKYAN	MOLLY	TRATT		
MELISSA	SCHULMAN	JUSTO	TRIANA		
JENNA	SCHULTZ	JESSE	TRUE		
JAMIE	SCHWAB	SEAN	TYNDALL		
CHRISTOPHER	SCOTT	CODY	UNCZUR		
ELISABETH	SEAMON	DAVID	URCIUOLI		
RICHARD	SEMERAN	JORGE	VALIDO RODRIGUEZ		
NICOLE	SERRANO	JEFFREY	VILLANUEVA		
LINDSAY	SETTER	DEBORAH	VOORHEES		
JACOB	SEYMOUR	JOHN	VOSS		
MOKHTARODIN	SHAKIBANI	ALEXANDRA	WAFER		
JASON	SHANDLER	SAH	WAH		
DESTINY	SHELDON	ADAM	WAICKMAN		
JORDAN	SHELDON	AMBER	WALKER		
KATELYN	SHERIDAN	ROBERT	WALKER		
RIDA	SHERWANI	EMILY	WALLACE		
DENISE	SHULTS	JACQUELINE	WALTHER		
MUHAMMAD	SIDDIQUI	KAYLA	WANEK		
ANDREA	SILVA	XIAOMIN	WANG		
ELIZABETH	SIMMERMAN	ALEX	WANG		
ANTONIETTA	SLATER	AMR	WARDEH		
SARAH	SLOAN	SHAWNA	WARREN		
BROOK	SMALT	KATHLEEN	WELLES		
LOGAN	SMART	SAMUEL	WESEN		



## Coverage Overview

Budgeting for a pet's illnesses and injuries can be stressful for anyone. It's difficult to plan for a pet that's unlucky or develops a chronic condition, and treatment costs can be unexpected and fluctuate. So Trupanion is there to help you focus on your furry family instead of finances.



### WHAT'S COVERED\*

- ✔ **Diagnostic tests**
- ✔ **Orthotic and mobility devices**
- ✔ **Advanced dentistry**
- ✔ **Medications**
- ✔ **Supplements**
- ✔ **Herbal therapy**
- ✔ **Surgeries**
- ✔ **And so much more**

### WHAT'S NOT COVERED\*

- Exam fees and sales tax where applicable
- Pre-existing conditions<sup>1</sup>
- Spay or neuter
- Preventive care<sup>2</sup>



#### WHO 14 Years and Under

All dogs and cats from birth to 14 years of age, regardless of breed, can enroll for lifelong coverage.



#### WHAT 90% Coverage

The only company that covers 90% of all eligible illnesses and injuries and can pay hospitals directly at checkout with no payout limits.



#### WHEN 5 – 30 Days

Coverage begins after applicable policy waiting periods: 5 days for injuries and 30 days for illnesses.



#### WHERE US, Canada, Puerto Rico, Australia

Visit any veterinary, emergency care, or specialty hospital in the US, Canada, Puerto Rico, and Australia, including US and Canadian military installations.

## ENROLL TODAY

**UUP members receive an 11% monthly discount. Please contact UUP Member Services Trust for your promo code: 800.887.3863.**

**Call 855.235.3134 to enroll (Mon - Fri, 10am - 6pm ET)**

Your enrollment will go live on the first of the following month. Premiums can be payroll deducted or directly billed through UUP. Please contact UUP with any billing questions.

<sup>1</sup> Conditions that show signs or symptoms prior to enrollment or during waiting periods.

<sup>2</sup> This includes vaccinations, flea and tick control, heartworm medications, etc.

\*Terms and conditions apply. See the policy at [Trupanion.com/pet-insurance](http://Trupanion.com/pet-insurance).

Trupanion is a registered trademark owned by Trupanion, Inc. Underwritten in Canada by Omega General Insurance Company and in the United States by American Pet Insurance Company, 6100-4th Ave S, Seattle, WA 98108. Please visit [AmericanPetInsurance.com](http://AmericanPetInsurance.com) to review all available pet health insurance products.



**From Susan Murphy,  
Environmental Services:**

**John Kolh** of Environmental Services recently acquired his CLT, Certified Linen Technician.

John is also an avid runner and has completed several races:

- 7-3-21: Finger Lakes 50; 50 kilometers (31.1 miles).
- 7-17-21: Candle light 12 Hour Ultra Marathon. John ran 55.6 miles in 12 hours, coming in 1st place award in his division!
- 10-2020: Marine Corp Marathon which was virtual; this was John's 5th year in a row running 26.5 miles!

John runs several events 10K, smaller and a variety of events from biking to running, snowshoeing.

Way to go John! You're a dedicated athlete and role model for us all!

**Deborah Hurst** obtained her CCM (Clinical Case Manager) certification this year. Great job Deborah!

**Danielle Synborski**, Assistant Director of UM-CDI completed her Masters degree in nursing leadership and administration May 2021; Wonderful accomplishment!

**Kelly Ulen PharmD, BCGP** shared "This year the PGY2 Geriatric pharmacy residency program at Upstate, which is based at the Community Campus, had their first accreditation site survey by the American Society of Health-System Pharmacists (ASHP).

They were granted the maximum duration of accreditation, 8 years. This is a tremendous accomplishment for a brand-new program. The residency program is led by Kelly Ulen, PharmD, BCGP Residency Program Director and John Noviaskey, PharmD, BCPS Residency Program Coordinator.

Congratulations on this!

**Corena (Cory) Maginn**, Transitional Care Coordinator, finished her Master's Degree in Healthcare Administration in March 2021.

She attended Southern New Hampshire University online; Congratulations on your hard work and dedication!

## REBECCA ALEXANDER

*Physical Therapist, Artist*

**Upstate Medical University,  
Rebecca Stella Art**

**Age: 33**

Dr. Rebecca Alexander is a physical therapist, yoga teacher, and founder of Rebecca Stella Art. She collaborates with the Fitness Inclusion Network and the Syracuse Parks Department resulting in a guidebook about unified yoga and instructional videos on breathing techniques for stress management, optimal health, and inclusive recreation. In the creation and sales of her original artwork, Dr. Alexander engages in activism for elephant conservation via the Sheldrick Wildlife Trust in Kenya.

**One word that describes you best:**

Conscientious

**Hobbies:**

Recycling items and making them into artwork, rescuing house plants, & hiking the Adirondack high peaks

**Secret talent:**

Insect and small-animal identification

**Bucket-list item:**

Hiking Mount Kilimanjaro



**Best advice ever received:**

Follow those things that make you feel alive. Live life on your own terms.

**Volunteer activities:**

I am passionate about community fundraising and activism. In 2020, I developed fundraising events for Food Bank of CNY and New York City Health & Hospital Elmhurst Hospital Center located in Elmhurst, N.Y.

**Rebecca Alexander** was named as one of CNY Business Journal's 40 under 40 in 2020 (see story above)

**Melissa Carr Rowe**, Director of Operations at College of Nursing completed the Master of Science in Education at University at Albany in January 2021, using her UUP tuition benefit. Great job Melissa!

**Lisa Donovan**, Transplant Financial Coordinator, was elected to the advisory group of NLDAC. NLDAC (National Living Donor Assistance Center) provides grants for living organ donors to assist with travel and other uncovered costs related to organ donation.

Congratulations Lisa, and thank you for this important work!

*continued on p. 17*

# AFLAC For UUP



Interested in enrolling?  
[www.aflac.com/uup](http://www.aflac.com/uup)

**For questions or more information, please contact:  
Sember Miller at [semler\\_miller@us.aflac.com](mailto:semler_miller@us.aflac.com)**

Traditional insurance pays doctors and hospitals. Aflac pays you, unless assigned. That means you can use your benefits any way you like, whether it's to pay leftover medical bills or any other expense you may have. They're your benefits, so you can use them your way.

## Accident

Accidents happen. When a covered accident happens to you, our accident insurance policy pays you cash benefits to help with the unexpected medical and everyday expenses that begin to add up almost immediately.

## Cancer/Specified-Disease

Aflac's cancer/specified-disease insurance policy can help you and your family better cope financially if a positive diagnosis of cancer ever occurs.

## Hospital Confinement Indemnity

Hospital stays are expensive. An Aflac hospital confinement indemnity insurance policy can help ease the financial burden of hospital stays by providing cash benefits.

## Short-Term Disability

How would you pay your bills if you're disabled and can't work? An Aflac short-term disability insurance policy can help provide you with a source of income while you concentrate on getting better.

**Visit our site anytime at: [www.aflac.com/uup](http://www.aflac.com/uup)**

SUNY Upstate Medical University Department of Advanced Practice Providers hosted a Virtual Symposium this fall to learn about current topics and earn valuable CME's.

This virtual conference was designed to explore trending topics in health care through collaborative guest speaker presentations.

Attendees were able to learn about state-of-the art research, strengthening learning across disciplines while discussing new concepts, measures and methods that the advanced practice provider can utilize in daily practice.

This symposium was specially designed for advanced practice providers, APRNs, physicians, nurses, residents and students, and was a "go at your own pace" activity.

## ADVANCED PRACTICE SYMPOSIUM 2021

### EIGHT VIRTUAL PRESENTATIONS

#### Presentation 1: Health and Wellness

The importance of employee wellness cannot be underscored. When employees create new healthy habits, performance and contentment improve. This presentation will differentiate between wellness, well-being and help improve understanding of wellbeing through the CORE 4 of wellness framework.

*Presented by Kaushal B. Nanavati, MD, FAAFP, ABOIM, ABIHM*

#### Presentation 2: Prevention of HIV with PrEP and PEP

HIV continues to be a major global public health issue. Pre-exposure prophylaxis, (PrEP) is an HIV prevention method in which people who do not have HIV can be prescribed HIV medicine to reduce their risk of getting HIV if they are exposed to the virus. This presentation is designed to help understand the need for risk assessment and to identify people who might benefit from PrEP.

*Presented by Elizabeth Alexandra Asiago-Reddy, MD, MS*

#### Presentation 3: LGBTQ

Americans' views toward those who identify as lesbian, gay, bisexual or transgender (LGBTQ) have changed substantially in recent years, as has the importance in acquiring a respectful environment for all clients. This presentation will help us improve our understanding of LGBTQ terminology, the health disparities they face, and how to provide inclusive care to this diverse population.

*Presented by Jennifer Schumacher, Ed.M., MS, PA-C*

#### Presentation 4: Neurology

Stroke is the No. 5 cause of death and a leading cause of disability in the United States. This presentation explains why strokes occur and how to treat them. It also explores the different types of stroke, their etiologies and the various therapeutic options available.

*Presented by Carlos Ynigo Dy Lopez, MD*

#### Presentation 5: Pain and Addiction

The importance for pain control for those with acute or chronic pain is vital to patient care. This presentation will discuss the current treatment options, including understanding of medication management in the setting of opioid withdrawal and substance use disorder. We will also identify the various resources available in the community.

*Presented by Theresa Baxter, NP*

#### Presentation 6: Patient Experience

In the face of multiple priorities and limited resources, leaders of health care organizations may question the value of measuring and improving the patient's experience with care. Yet, powerful market and regulatory trends, combined with increasing evidence linking patient experience to important clinical and business outcomes, make a compelling case for improving patient experience as measured by CAHPS surveys. This presentation highlights the importance of patient experience and how it is measured, and emphasizes the various initiatives and measures that support this patient experience journey.

*Presented by James Legault, MBA, BS, Tina Passett, MHA, BSN, RN and Karen Wentworth, MSMW*

#### Presentation 7: Palliative Care

Hospice care and palliative care are both synonymous with comfort, but there are important differences. Understanding these differences and the importance of palliative care will ensure patients will receive the right level of care at the right time to improve their quality of life. This presentation serves to increase understanding of the differences between hospice and palliative care, identify strategies for successful goals of care, and advanced directive discussion.

*Presented by Arianna Giruzzi-Lupo, MS, FNP-BC, Bridget Schoeneck, MSN, FNP-C, ACHPN, Caitlin Tomko, MSN, FNP-C, ACHPN, Jayne Lewis, LMSW, Kelsey Marks, MSN, FNP-C, Lisa Cico, MSN, ANP-C, Lori-Jeanne West, MSN, FNP-BC, Maura Reilly, MSN, ANP-C*

#### Presentation 8: Sepsis

Sepsis is a life-threatening complication of an infection. It occurs when mediators released in the bloodstream to fight an infection trigger inflammation throughout the body. This presentation helps distinguish differences between adult and pediatric criteria of sepsis and expounds on the early recognition and the significance of early intervention in decreasing morbidity and mortality.

*Presented by Ian F. Dargon, MD*



## UUP MEMBER NEWS

**Yi-Ling (Irene) Kuo**, PT PhD and Assistant Professor, Department of Physical Therapy Education shared:

Irene and her husband, Evan, competed in the Rally Niagara Badminton Tournament in Buffalo, NY, on April 24th, 2021, representing the "CNY Badminton club".

They played a total of 8 games and won the Championship of the B Level Mixed Doubles.

The final game was a triumph over a local team. Irene and Evan lost to this local team in the round robin, but won their titles in the final revenge match with a deuce (22-20).

Congratulations Irene and Evan! Sounds like a fun sport!



**Snehalata (Sneha) Pawar**, PhD Assistant Professor Department of Radiation Oncology shared:

1. Received 2021 Hendrix Pilot award funding \$46,000 for project entitled, "Role of C/EBP delta in radiation-induced injury to mesenchymal stem cells".
2. Received Early Career Investigator travel award to attend the 67th Annual meeting of Radiation Research Society to be held virtually Oct 3-6, 2021

Thank you for this very important work!

**Theresa Baxter**, NP traveled to Las Vegas to present at Pain-week 2021 "Acute Care for Patients admitted to the Hospital with Opioid Use Disorder".



## 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>).



# Back to School

## **FREE PROFESSIONAL DEVELOPMENT FOR UUP-REPRESENTED EMPLOYEES**

**Access anywhere, anytime, on any device!**

Online eLearning is perfect for busy professionals and academics seeking training presented in a convenient, easy to use environment. Benefit from courses on subjects ranging from:

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Empire Knowledgebank (EKB) eLearning Program allows UUP-represented employees to access eLearning products provided by Enterprise Training Solutions, Inc. through the EKB license. ***If there is a subject that you are interested in, we can bundle a group of courses to fit those needs.***

**For more information and application, please visit the NYS/UUP JLMC website at:**  
**<https://goer.ny.gov/professional-development-opportunities>**  
**Phone: 518-486-4666**  
**Email: [nysuuplmc@goer.ny.gov](mailto:nysuuplmc@goer.ny.gov).**

*New York State/United University Professions  
Joint Labor-Management Committees*

# UUP Has Our Frontline Workers Covered!!



**110,000 Isolation Gowns**  
**45,200 N95 Masks**  
**34,200 Nitrile Gloves**  
**20,000 Head Coverings**  
**15,000 Foot Coverings**

In addition, UUP purchased, **1,500 face shields**, **350 bottles of disinfectant**, and **100 Clorox wipes canisters**.



In January 2021, UUP donated 20,000 isolation gowns to Upstate Medical University Hospital. Pictured (from left) are UUP members:

Aaron White, Warehouse Manager

Kathy Froio, Public and Media Relations Director

Steve Grassl, UUP Upstate Medical VP for Academics

Rich Veenstra, UUP Upstate Medical Chapter President



United University Professions  
 SUNY Upstate Medical University Chapter  
 750 East Adams Street, Syracuse, NY  
 13210

The Advisor • Syracuse Chapter Newsletter

Editor: Theresa Baxter  
*baxtert@upstate.edu*

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

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

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## Support the Political Action Fund of UUP and NYSUT

# Give to VOTE/COPE

VOTE/COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

Dues money is *not* used for political action.

Contributions to VOTE/COPE are *not* tax deductible.

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

Contribution Per Pay Period (Circle One)    \$1    \$2    \$5    \$10    Other \$ \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_