



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

Much has happened between September 2021 and now, July of 2022. Most importantly, the 2016 – 2022 NYS/UUP Agreement (“UUP Contract”) expired on Friday, July 1.

Contractually funded programs like the Tuition Assistance Program (Article 49) and the statewide Joint Labor Management Committee (JLMC) programs (Article 21), including the Individual Development Award (IDA), will not receive any additional



*Rich Veenstra
UUP Chapter President*

monetary appropriations until a newly negotiated UUP contract is agreed to and ratified by the UUP membership. However, unspent campus allocations may continue to be utilized until March 31, 2023 (Appendix A-49). See the column on the 2021-2022 IDA Awards for further information about the IDA Program. The terms and conditions of employment, including the Benefits Trust Fund benefits (Articles 6 and 40), will continue under Section 209 of the Civil Service Law (the “Taylor Law” and the Triborough Amendment (§ 209-a.1)). Negotiations for the next contract are already under way, please visit the Members Only section of the UUP

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Advocacy Corner - Summer 2022

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

Moving the Needle

The UUP 2022 HEALS Legislative Agenda kicked off in the Fall of 2021 with rallies around the state at SUNY campuses to emphasize the major pillars of UUP’s advocacy efforts in advance of the New York State Fiscal Year 2022-23 budget negotiations that commence with the announcement of the Executive Budget in January. UUP’s budget priorities focused on increasing direct state operational aid to SUNY campuses, permanently eliminating the TAP GAP, reforming and expanding the Excelsior Scholarship program, develop a 5-year SUNY Capital Plan including a green transformation fund, restore direct state operational funding support to the SUNY hospitals, debt service relief for the SUNY hospitals, increase funding and implementation of the Medical Opportunity Program (MEOP), create a SUNY Downstate Center for Maternal and Child Services, ensure healthcare worker bonuses for SUNY hospital employees, and expand childcare and elder care services at SUNY campuses and across New York State. You can find the full UUP 2022 HEALS agenda at <https://uupinfo.org/legislation/agenda.php>.

After a decade and a half of decreasing state support for SUNY campuses and hospitals, Governor Hockul’s Executive budget proposal was the best since the Great Recession, but it didn’t go far enough. Since 2007, SUNY’s four-year campuses had lost \$7 billion in state funding and \$1 billion in direct operational support for the SUNY hospitals. Rallies were held at SUNY Upstate Medical University on December 15th and on the steps of Syracuse City Hall on March 22nd to emphasize the need for state operational funding for the three SUNY hospitals that served vital roles in their communities and throughout New York State during the COVID-19 pandemic. For years, the state operational support for the SUNY hospitals, termed a “subsidy” based on an agreement between SUNY and NYS in 2001, was cut from the Executive Budget under then Gov. Andrew Cuomo, only to be restored by the Legislature with the help of UUP’s advocacy efforts. Those efforts failed in 2017 and the \$87 million, as much as \$153 million prior to the Great Recession, in direct state funding of the operational needs of the SUNY hospitals was eliminated and has not been restored. That’s why your

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Compression Results

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New Upstate UUP members
From August 2021 to June 2022

p.15 UUP Member News
Support for Ukraine, Nappi
Center and more!

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website for Negotiations updates from the UUP Negotiations Team.

The current slate of UUP Upstate Medical Chapter Officers and Delegates are midway through their 2021 – 2023 two-year term and I owe many thanks to the second term Vice Presidents for Academics and Professionals, Steve Grassl and Mindy Heath, for their help with the constant labor-management issues, new employee orientations, contract negotiations, and advocacy efforts throughout the year that couldn't have been accomplished without them. Our Chapter Secretary Deb Emerson, Treasurer Dawn Burns, and Chapter Assistant Peggy Lacorazza also provide essential assistance with our monthly Chapter meetings, events, and budget that keep the chapter running smoothly. A special thank you also to our NYSUT Labor Relations Specialist Jeremy Ginsburg, who throughout this term has worked closely with Steve, Mindy, and me on the myriad of labor-management issues since October of 2020. Jeremy was promoted to the NYSUT Field Director position in June of this year, meaning he is now the supervisor of the NYSUT LRSs who assist the Chapter Presidents of all 32 UUP Chapters and will no longer be the LRS for the SUNY Upstate Medical, Environmental Science and Forestry, and Polytechnic Institute Chapters of UUP as soon as he hires his replacement. He will still be there for us in times of need, but he will be missed at our monthly chapter meetings, workshops, and bi-weekly labor management meetings going forward.

Now for the elephant in the room that's been plaguing us all since March of 2020, the COVID-19 pandemic. Last year, our in-person summer General Membership meeting was delayed until August and then went fully remote as the Delta variant of SARS-CoV-2 swept through the nation (and globe), proving that pre 4th of July fireworks celebrating the end of the COVID-19 pandemic was premature. Two Agreements were also announced in late 2021 for eligible CSEA and PEF employees in "classified services", i.e. Civil Service; a geographical pay increase for nurses and a 2.5 Overtime Pay Agreement. Both agreements caused considerable outrage among UUP-represented employees, and leadership, for two important reasons. First, UUP-represented employees are not classified workers, so they are not eligible to receive GEO PAY. Section 130.7 of the Civil Service Law permits NYS to increase the geographical pay differential for classified workers when recruitment and/or retention difficulties occur because of salary discrepancies between private or other non-state employers paying substantially higher salaries for similar occupations. Classified workers serve in classified civil service positions of the state or county government, are paid on an hourly basis, and are eligible to earn 1.5 overtime pay as set forth in the federal Fair Labor Standards Act (FLSA). Hourly paid employees are defined as "non-exempt" (overtime eligible) by the FLSA. Second, salaried employees, usually paid on an annual salary basis, are unclassified employees that, under Section 13.1 of the FLSA, may also be exempted from the overtime protections of the FLSA, meaning they are "exempt" (non-overtime eligible) employees. Salaried employees must also pass salary and job duties (e.g. administrative,

supervisory, certain professional titles), as determined by the Human Resources Department, to be considered as exempt from the FLSA overtime provisions. While considered unclassified employees, UUP-represented employees may be non-exempt or exempt.

What this meant for unclassified UUP employees was that they were not eligible to receive the GEO Pay that classified CSEA and PEF employees are eligible to receive. Unclassified non-exempt UUP employees were also left out of initial 2.5 OT Pay agreement which was written to include only classified workers.

What was the remedy to this situation for UUP-represented SUNY hospital workers? The UUP Executive Leadership negotiated its own 2.5 OT Pay agreement with SUNY and NYS within a month (<http://uupinfosyr.org/resources/uup-suny-state-agree-on-overtime-pay-for-hospitals/>). Some non-exempt UUP State (Group 1) Titles were exclusively related to direct patient care and were automatically included in the UUP 2.5 OT Pay agreement. Certain other non-exempt UUP State Titles were, however, broadly defined and eligibility for Group 2 Title employees had to be determined on an individual basis based whether their primary position responsibilities were directly related to providing patient access or health care services. Approximately 780 UUP employees at Upstate in group 2 titles were deemed eligible to receive the enhanced 2.5 OT pay. If a non-exempt UUP employee was deemed not eligible for the 2.5 OT pay, they would not be allowed to earn the additional pay even if they worked overtime in an eligible clinical role. This condition was not directly addressed in the 2.5 OT pay agreement and allowing non-eligible group 2 title UUP employees to earn the enhanced OT pay for clinical OT service only was something administration was unwilling to provide because it required SUNY's approval at all three hospitals and there was no explicit mechanism in the agreement to allow this to occur. Plus, it would have been difficult to track for all non-exempt UUP employees in group 2 titles.

What about exempt UUP employees who cannot earn overtime pay? There are two options. The UUP contract states that "Nothing contained herein shall prevent the University, in its discretion, from granting further upward salary adjustments of individual employees" (§20.17); and a "second type of compensatory time is accorded to those managerial and professional employees whose service exceeds their normal professional obligation. It should be noted that this situation arises when that work does not fall within the definition of extra service. Such additional efforts should be recognized by "compensatory" time off at a later date. This compensatory time should be scheduled at a mutually convenient time to the employee and the University" (Appendix A-29). Thus, an exempt UUP employee may either be granted "extra service pay" under §20.17 of the contract or compensatory time off at a mutually agreed upon later date for extra service. Any unused compensatory time (comp time) is paid out after an employee retires or separates from service (resigns).

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PRESIDENT'S CORNER *continued from p. 2*

The 2021, and now the 2022, GEO Pay agreements and the 2.5 OT Pay agreement extensions, extended on July 1, 2022 thru August 31st for eligible UUP employees, has led to numerous inquiries about 2.5 OT pay eligibility and demands for discretionary salary market reviews and adjustments to compensate for the GEO pay increases for exempt UUP-represented employees in complimentary clinical roles, e.g. Nurse Managers, Advanced Practice Practitioners, Nurse Educators, Case Managers, UUP-represented RNs, etc. These questions, concerns, and requests from non-exempt and exempt UUP employees have kept their UUP Chapter leadership, and the Human Resources classification and compensation personnel, constantly busy from last August/September to this day. To date, more than 1,000 UUP employees at Upstate have received discretionary salary increases at a recurring annual cost of close to \$8 million and 2.5 OT pay from hospital revenues will continue for two more months to address the staffing shortages that persist after the COVID-19 pandemic has waned (let's hop it stays that way). Hospital revenues are down, due mostly to staffing shortages and reduced medical services, and hospital personnel costs have risen 36%. There has never been a more urgent time for increased advocacy for our three SUNY hospitals, now is the time (please read the Advocacy Corner column in this newsletter). Please send your electronic or printed letters and postcards, make phone calls to your State Legislators, show up for your local UUP rallies, and join your chapter leadership for Albany and in-district meetings with your State Senators and Assembly members when asked. Its as easy as visiting the UUP Statewide or Chapter websites and clicking on a couple of links. Your voice matters and they want to hear from you. Please refrain from sending political action links via your ***@upstate.edu email account, it is to be used for state purposes only (Appendix A-24).

There are many other COVID-19 related policies that haven't been mentioned yet. As always, you can visit the UUP COVID-

19 Resources page, <https://uupinfo.org/resources/covid19/> to learn more. The SUNY Telecommuting Policy has been extended to August 31, 2022 and is a subject of negotiation for the next UUP contract. You've worked long, exhausting hours throughout the pandemic and, if you have more than hard earned 40 vacation days accrued, you should start trying to use them by December 31, 2022 since the Vacation Cap MOA is not likely to be extended again this year. That won't be easy with the lingering staffing shortages, high gas prices, and travel disruptions, but you deserve, need, the time away from work, for your own wellbeing. Your UUP leadership continues to hard too, give them some time off too.

Thank you all for your continued hard work, hang in there, and together let's try to put this COVID-19 behind us. We had our first in person meeting in more than two years on June 8th. Let's keep that trend going and hope to meet again in person at the September clambake, chapter meeting, or some other event soon.

In solidarity,

Richard Veenstra, Ph.D.
Professor, Dept. of Pharmacology
UUP Upstate Medical Chapter President

Reference Links:
Geographic Pay Differential Frequently Asked Questions

UUP Fact Sheet: Fair Labor Standards Act – Overtime Eligibility

<https://uupinfo.org>

<http://uupinfosyr.org>

<https://uupinfo.org/resources/covid19/>



Photos from the June 8 membership meeting



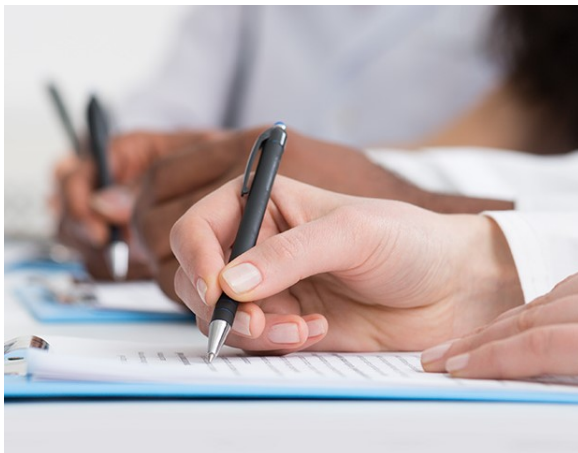
New York State/United University Professions Joint Labor Management Committees

EXAM FEE REIMBURSEMENT PROGRAM

CERTIFICATION LICENSURE EXAM FEE REIMBURSEMENT

The New York State/United University Professions Joint Labor-Management Committees Certification Licensure Exam Fee Reimbursement (NYS/UUP JLMC 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, 2022 to December 31, 2022**.

Please visit goer.ny.gov/nysuupclefr for CLEFR Program Application and Guidelines.



For additional information contact:

NYS/UUP JLMC
2 Empire State Plaza, 8th Floor
Albany, NY 12223

Email: nysuupclefr@goer.ny.gov
Phone: 518.486.4666
Fax: 518.486.9220

ADVOCACY CORNER *continued from p. 1*

attendance at these rallies (which was minimal), and why those electronic letters and postcards to Albany prior to the one house budget bill proposal from the New York State Senate and Assembly matter, all of UUP must tell the budget and policy makers in Albany what is important to you, your job, your employer, your community, your future, and the future of SUNY and Higher education in New York State. Thank you to those that sent electronic letters, signed post cards, and participated in virtual visits with State Senators and Assembly Members during the UUP Higher Education Advocacy Day in February and local visits throughout the year.

The final NYS FY 2022-23 budget that was passed on April 8, one week late, contained numerous gains that UUP had advocated for until the day the budget was adopted. Major budgetary gains included an additional \$60 million in SUNY Campus Appropriations; an additional \$1.29 million added to the \$42 million EOP budget; \$1 million in mental health funding; an additional \$1 million to the \$2.69 million budget for Small Business Development Centers; \$2.1 million for the Timbuctoo Pipeline Summer Climate and Careers Institute at ESF plus \$500,000 in funding for ESF Climate and Applied Forestry Research Institute; and, at the 11th hour of budget deliberations, \$68.8M in debt service relief for the SUNY Hospitals. Operational funding for the SUNY hospitals was not restored in the final budget. The FY 2022-23 enacted budget fully funds the required NYS match for the federal Disproportionate Share Hospitals (DSH) funding for the next two years and also increased the Distressed Hospital Funding from \$150 million to \$1.3 billion; including language that would allow SUNY Hospitals to qualify as “safety net” hospitals eligible to receive funding.

Health care worker bonuses for those making up to \$125,000 (increased from a limit of \$100,000) and working full time. Part time employees will get a pro-rated bonus based on their average weekly hours. Max award still \$3,000. The effort to include more UUP employee state titles in the health care worker continues, see the link at: <https://actionnetwork.org/letters/expand-the-definition-of-frontline-medical-worker-to-include-all-suny-frontline-hospital-workers/>. One post-budgetary UUP action item that there is still time for you to take action on is the electronic letter urging Gov. Hochul to

sign Public Student Loan Forgiveness bill [S.8389-C (Thomas)/ A.9523-B (Epstein)] into law. This bill will help thousands of state public employees saddled with student debt have some or all of it forgiven through the federal Public Service Loan Forgiveness (PSLF) program. It amends state labor law to give full-time employment status to public employees who work at least 30 hours per week and expands PSLF eligibility and ensures that debt forgiveness, cancellation, or discharge will not be subject to taxation or required to be reported on individual income tax returns. The new law would also change labor law to credit adjunct professors with 3.35 hours for each hour spent in class time—but only for purposes of the PSLF program, which will help many thousands of adjunct faculty UUP members qualify for PSLF, at no cost to New York State. Please send your letter today: <https://actionnetwork.org/letters/urge-gov-hochul-to-sign-s8389-ca9523-b-into-law>.

In summary, after 15 years of decreasing state funding for SUNY, costing the SUNY campuses and hospitals billions in state support, the needle has moved in a positive direction. We cannot afford to rest on our laurels, there is much more to be done to restore the decade’s long history of underfunding SUNY campuses and programs. The hospital debt service relief, which tells the NYS Division of Budget not to collect the interest on the capital loans from the three SUNY hospitals, is only for this current budget year. This measure must be made permanent to prevent the DOB from annually collecting debt service funds from the University Hospital Income Reimbursable Accounts, something other State agencies are not required to pay. Direct operational support for the SUNY hospitals has not been restored, something that NYS promised SUNY it would provide in exchange for not paying the utility bills and benefits for the state hospital employees just after the turn of the century.

Interested in becoming a UUP Advocate? You can join UUP’s Political Action Team at: [Join UUP's Political Action Team \(google.com\)](https://www.google.com).

Thank you for your advocacy,

Richard Veenstra, Ph.D.
UUP Upstate Medical Chapter President
UUP Upstate Chapter and Region 2 Political Coordinator



On March 7th, Upstate employees lined up to sign postcards to send to Assembly Speaker Carl Heastie and Senate Majority Leader Andrea Stuart-Cousins encouraging them to include additional state support for SUNY campuses and hospitals in the 2022-2023 New York State budget. 400 post cards were signed within 3 hours and mailed to Albany prior to the one house bill submissions during the budget cycle.



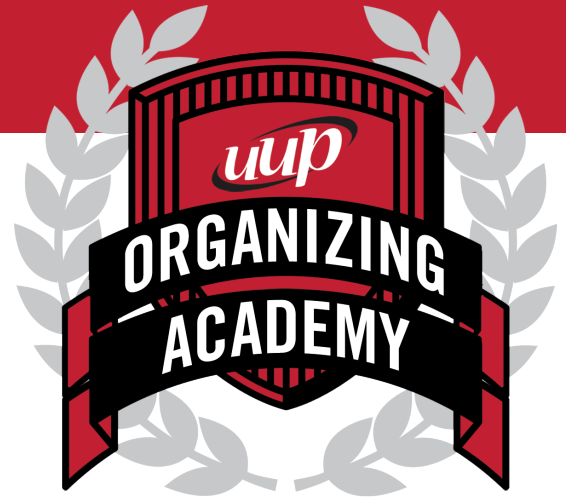
CNY UUP Political Coordinators and Advocates showed up in force for the Labor Rally with Governor Hochul on April 24th. UUP members in attendance included Deb Benware, Steve Grassl, Rich Veenstra, and Jeanette Zoekler from Upstate Medical University; Matt Smith from ESF, Brendan McGovern (and family) from Binghamton; and Marlena Daher-Rahman from Morrisville. They are pictured with Governor Kathy Hochul, Senator Rachel May (D, SD-53), and Assembly member Bill Magnarelli (D, AD-129). UUP advocates annually for essential investments in SUNY and the SUNY hospitals.



On May 24th, UUP-represented Registrars (Patient Admitting), Medical Residents, PEF-represented nurses, and CSEA-represented HCT and Cleaners all help send hundreds of electronic letters urging the NYS Division of Budget to include all SUNY hospital frontline essential healthcare workers in the budgeted retention (hazard pay) bonus. When we work together, we can improve the working conditions and compensation for all SUNY Hospital healthcare workers and, hopefully, alleviate the long-running staffing shortage aggravated by the two-year COVID-19 pandemic.

UUP ORGANIZING ACADEMY

To Build and Grow Our Union



For new and seasoned UUP union activists who want to:

- Build union power
- Grow UUP's membership
- Learn leadership skills
- Run effective campaigns

The UUP Organizing Academy is a new program for UUP members who are serious about strengthening and growing our union. It will offer 15 workshops on organizing topics such as: one-on-one conversations, campaign planning, managing data, building teams, and more.

We are pleased to offer the first level of training — “Basics of Organizing” — in the Spring semester of 2022! See below for courses and schedules. Members who complete the whole series of courses will have their achievement recognized.



COURSES AVAILABLE Spring 2022: 100-level “Basics of Organizing”



Organizing 101 – Organizing Conversations:

The bedrock skill of organizing, there is no substitute for the one-on-one organizing conversation. This workshop will teach you the basic steps of a good organizing conversation, addressing and overcoming objections, and active listening.

Organizing 102 – Leaders, Activists, and

Organizers: Organizing is about bringing people together. Beyond growing the organization, you also need to develop your members into leaders, activists and member organizers. This workshop will teach you about the different kinds of active member, how to identify good potential leaders, and how to recruit them. Essential for building your bench of potential Chapter leaders.

Organizing 103 – Union Visibility: When someone – a UUP member or potential member, another SUNY employee, a student, a visitor, or an administrator – walks through your campus, they should be able to tell that this is a union campus and UUP has a presence. How do we build that presence?

This training will cover the basics of union visibility, including bulletin board maintenance and good use of UUP identifiers.

Organizing 104 – List Work, Charting, and Mapping:

If organizing combines data and relationships, this training introduces the “data” portion. You’ll learn what data you’ll need to keep track of when organizing your Chapter and efficient methods for storing it.

Organizing 105 – Assessments & Debriefs:

After every organizing conversation, we need to stop and reflect. What just happened? What can come of it? This workshop focuses on two key aspects of a conversation campaign: assessments and debriefs. Assessment is a subtler art than it may first appear, and good organizers know that every person can be assessed in different ways. In addition to our own assessments, we need an outside perspective on our conversations. Debriefing is the practice of reporting to another organizer on your conversations to reflect on and really understand them, and how to proceed.



HOW DO I SIGN UP?

Click <https://uuphost.org/orgacademy/> to go to the Course Selection page or scan the QR code.



UUP Upstate Medical University Chapter 2021 Salary Compression Results

On January 5, 2022, Upstate Medical University employees in the United University Professions (UUP) bargaining unit (union) received either a 0.5% Discretionary Salary Increase (DSI) or Salary Compression (SC) adjustment, or both. This was the third of four years of 1% DSI/SC distributions to eligible UUP-represented employees included in the 2016-2022 NYS/UUP contract ending on July 1, 2022. The fourth year of this negotiated 1% of total basic annual salaries to each campus will occur in 2022, payable at the end of the calendar year. At least 0.5% of this annual salary pool must be provided for the purpose of addressing salary compression at each SUNY campus.

So what is salary compression and how is it calculated? Salary compression generally occurs when the salaries of more experienced employees do not keep up with market values for a given profession, resulting in newly hired employees in the same title receiving salaries close to or higher than their more experienced colleagues. If a recent employee is receiving a higher annual salary than a more experienced employee, this is called salary inversion. To address this SUNY-wide problem, the 2016-2022 UUP Negotiations Team successfully negotiated four years of salary compression analyses and adjustments into the NYS/UUP contract that was ratified in 2018 by over 98% of the membership who voted.

Specific guidelines were developed that every SUNY campus had to follow and the multiple regression analysis was performed by each SUNY campus. Thus, the salary compression results are specific to each UUP-represented campus. Data included in the regression analysis include the employee's basic annual salary (not also receives, stipends, differential pay, etc.) state title, campus title for professionals, academic rank, professional SL grade, years of service, academic discipline, professional functional area, and a national market benchmark salary for the discipline or functional area. Under certain circumstances, some employees could be excluded from the regression analysis. For Upstate Medical University, those exclusions included: (i) a minimum compression threshold amount of \$1,000; (ii) new employees with less than two years of service; (iii) part-time

employees, academics and professionals, paid on a bi-weekly or other non-annual salaried basis with less than 2 years of service; (iv) full-time employees who have received notices of non-renewal; (v) employees with a settlement agreement which includes an exit strategy; (vi) employees off payroll on leave without pay for two years or more; and (vii) faculty compensated at unusually high rates relative to other faculty. An employee must contact their own campus Human Resources Department to obtain information specific to their calculated salary compression adjustments, UUP does not have access to this employee specific information.

In all, 3,861 UUP-represented employees at Upstate Medical University were included in the salary compression analysis for 2021. A total of 3,033 employees (78.6%) received either a 0.5% DSI or salary compression adjustment to their basic annual salary. The vast majority, 3,003 (77.8%) of UUP employees received a 0.5% DSI salary increase, averaging \$370. Of the total 1% of total basic annual salary pool to Upstate, 40% of these funds were dedicated to DSI. The remaining 60% of the funds was divided equally among the 944 (24.4%) UUP employees identified as salary compressed and 19.5% of their calculated salary compression amount was remediated by the more than \$1.6 million dedicated to the salary compression adjustments, averaging \$1,750. Only 23.6% (911) of all eligible UUP employees received both DSI and salary compression salary adjustments. On average, approximately 34% of UUP-represented employees at every SUNY campus receive salary compression salary increases.

True to the premise that those employees with more years of service should receive higher salaries, 83% of professional Upstate UUP employees with more than 24 years of service received a salary increase because of the salary compression analysis, 60% for those professional employees with 16-24 years of service, 32% for 8-16 years of service, and 25% for those with less than 8 years of service. Nearly half of the Upstate academic employees included in the regression analysis with >16 or 24 years of service received salary increases, 36% of those with 8-16 years of service,

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Did you know that all UUP members qualify for

PUBLIC SERVICE LOAN FORGIVENESS?



UUP MEMBERS
HAVE ALREADY
HAD CLOSE TO
\$2 MILLION
IN FORGIVENESS!

Virtual student debt clinics held every payday.

Presented by your Statewide Secretary-Treasurer Jeri O'Bryan-Losee, jobryan@uupinfo.org

Open to all UUP members, these 1.5-hour workshops talk you through the Income-Driven Repayment Plans AND Public Service Loan Forgiveness:

LEARN ABOUT THE NEW DOE PSLF WAIVER!

Wednesday, July 6, 2022 from 11:30 AM - 1:00 PM via Zoom.

Wednesday, July 20, 2022 from 11:30 AM - 1:00 PM via Zoom.

Virtual events will be held every payday, but if you would like a chapter-specific clinic, contact your Chapter President



Register through the UUP Events Calendar

[UUPINFO.ORG/CALENDAR/](https://uupinfo.org/calendar/)

UNION

STRONG *uup* ALWAYS

Welcome New UUP Members

Amanda	Adams	Shirley	Chen-Robinson	Marisa	Fortino
Hadeel	Abdallah	Sarah	Choroser	Jennifer	Foster
Jean	Albanese	Jennalee	Cizenski	William	Fry
Mariah	Alcott	Aundrea	Clark	Margarette	Furbeck
Marsha	Allahar	Jean	Collins	Ashwini	Gadalay
Nikki	Amon	Colleen	Collver	Richard	Gadomski
Brian	Andris	Benjamin	Combs	Emily	Gaffney
Rebecca	Arcaro	Michael	Compton	Jean	Gannon
Alicia	Arduini	Emily	Coon	Jennifer	Garbutt
Amanda	Ashworth	Dara	Copeland	Jessica	Garza
Adam	August	Jennifer	Corradino	Alanna	Glidden
Sarah	Backe	Paul	Corsi	Patrick	Godek
Allat	Badwan	Brandon	Cox-Bagley	Justin	Gogan
Lyann	Baez	Annemarie	Cristino	Hannah	Goldberg-O'neil
Isaiah	Bailey	Renata	Culum	Viral	Goradia
David	Baird	Gregory	Cundiff	Jennifer	Gordon
Meisha	Baker	Colleen	Cunningham-Cramer	Zoey	Gorzynski
Dawn	Baldwin	Scott	Daniels	Michelle	Greek-Rouse
Monekka	Barnes	Subhashree	Dasgupta	Felicia	Green-Kirkland
Kelly	Bates	Crystal	Deandrea	Emily	Greenwood
Robert	Becker	Ashley	Decker	Isobel	Grover
Sean	behm	Ina	Degirolamo	Olivia	Guinta
La'quana	Bey	Courtney	Delelys	Rukhsana	Hamid
Jenish	Bhandari	Collin	Dempsey	Stacie	Harrison
Caitlin	Bittel	Meagan	Dennison	Laura	Haven
Jennifer	Black	Leah	Denny	Ali	Hazama
Mandy	Blair	Judy	Devere	Anastasia	Headd
Kaytlyn	Blair	Rubina	Dhillon	Julia	Heberger
Casey	Bolinski	Jessica	Di Peso	Kris	Hebert
Tiffany	Bombardo	Christina	Dickerson	Marc	Hedlund
Sara	Borklund	Alessa	Dixe	Nathan	Hedrick
Mark	Bovard	Alem	Djukic	Trinity	Heller
Patricia	Bowen	Christopher	Doerle	Joanna	Henry
Susan	Brigham	Christine	Dongilli	Michaela	Hess
Jill	Briglin	Amanda	Drake	Jonathan	Hess
Billy	Brill	Kaitie	Duguid	Kelly	Hicks
Corey	Brim	Kristina	Dullen	Alexander	Hike
Kianna	Broome	Dorianne	Eaves	Bronte	Hilgenberg
Sarah	Brouty	Chantel	Eckert	Leigh	Hilgenberg
Jacqueline	Brouty	Stacey	Elderbroom	Melissa	Himes
Dominique	Brown	Emily	Eldred	Melanie	Hoffman
Robert	Brown	Sherif	Elwan	Melanie	Hoffman
Shylah	Brown	Jennifer	Erzen	Karan	Holtham
Elizabeth	Bryan	Rebecca	Fabrizio	Michael	Homer
Rachel	Bullock	Aimee	Fahrer	Nicholas	Horner
Kevin	Burchell	Junaid	Farooq	Scott	Hoskins
John	Burke	Susan	Faso	Therese	Howington
Stephanie	Burnette	Wendy	Ferro	Maxwell	Hughes
John	Burns	Elizabeth	Ferry	Matthew	Hunter
Jennifer	Caley	Katie	Fesenger	Katelynn	Jaeger
Jeanne	Campagnola	Melinda	Filtch	Barbara	Jakubowski
Tameka	Capers	Deborah	Finger	Alondria	Jeffrey
Elsa	Capria	Vivian	Fish	Carley	Jerome
Brooke	Catanzarito	Jolene	Fish	Jewels	Johnson
Kadeem	Chairs	Lucas	Flannigan	Shane	Johnson

Proudly affiliated: New York State United Teachers ♦ American Federation of Teachers ♦ National Education Association ♦ AFL-CIO

Brianna	Kehoe	Iliana	Ochoa	Mark	Stebbins
Jacqueline	Kelly	Kathleen	O'connor	Delaney	Steele
Kelly	Kilpeck	Dustin	O'connor	Kathleen	Steigerwald
Melaina	King	Emily	O'hern	Ronald	Stern
Jessica	Kopp	Kimberly	Oles	Sagun	Stjapit
Kara	Kosters	Albina	Omerovic	Christine	Stork-Medicis
Melissa	Kresge	Cierra	Omlor	Wendy	Suits
David	Kruszelnicki	Ulyana	Onufriychuk	Sharmil	Suma Kumaran
Dinesh	Kumar	Lorraine	Oot	Shannon	Summers
Lindsey	Kuryla	April	Osorio	Ciceley	Suris Milanese
Maryana	Kushnir	Conor	Osterman	Jillian	Szatanek
Jennifer	Lagrange	Sean	Padungtin	Lindsay	Szlamczynski
Aaron	Lamontagne	Murugan	Pandian	Crystal	Talarico
Ashley	Landers	Amber	Parker	Breanna	Tarnawsky
Jordanna	Landers	Jayson	Perrine	Kimberly	Testa
James	Lang	Sharmila	Persaud	Kathleen	Tindall
Kristina	Lara	Talha	Perwez	Kathryn	Trombley
Terra	Lawler	Cecelia	Peters	Daniel	Tubbs
Kimberly	Lesko	Rachel	Pickard	Dustin	Tuttle
Joyce	Liedka	Kelly	Pickard	Taylor	Tuttle
Ilyas	Liventsov	Shelbie	Pidkaminy	Tanya	Twarozek
Shane	Lotz	Tara	Pinkerton	Will	Upton
Tina	Mabbett	Sarah	Pontello	Crystal	Valentino
Julianna	Maiorano	Melissa	Port	Jane	Valetchikov
Eric	Malcom	Deborah	Powell	Jorge	Valido Rodriguez
Kamal	Mall	Terry	Pudney	Lisa	Van Auken
Robyn	Manda	Joshua	Purcell	Jymere	Vassell
Coyle	Manziello	Brian	Querns	Miguel	Villegas
Allison	Marakovits	Devan	Ramachandran	Tara	Vincent
Emily	Marascia	Kristin	Ramella	Suzanne	Volcko
Jeremy	Mariani	Kristin	Ramella	Mary	Voss
Jordan	Marryott	Melissa	Ramos	Evelyn	Voura
Corina	Marshall	Breanne	Rauscher	Jacqueline	Wagner
Dannielle	Martin	Brianna	Reedy	Shannon	Walak
Meghan	Martin	Haleigh	Reese	Jason	Walter
Eden	Marx	Samantha	Relfe	Thomas	Weickert
Travis	Mason	Ashley	Remick	Cynthia	Weickert
Maria	Matkoski	Jennifer	Richmond	Beth	Wells
Megan	Matzke	John	Ringhisen	Alexis	Wesseldine
Nannette	Maurillo	Brianna	Rizzari	Michael	Wheaton
Brad	Mcbride	Mariah	Robbins	Justine	White
Andrew	Mccarthy	Lucas	Roberts	Melanie	Wilbur
Ryan	Mccarty	Ben	Robinson	Kaitlyn	Wilckens
Ashley	Mcduffee	Mackenzie	Ronan	Christopher	Wilson
William	Mclaughlin	Mary	Rustay	Rachael	Windhausen
Rebekah	Mcmanus	Muhammad	Sarwar	Shannon	Winters
Kyle	Mcmanus	Jeanine	Sbeih	Mary	Witchley
Christine	Mcnamara	Corinne	Schiff	Shaquana	Woodley
Emeline	Mcshane	Evelyn	Schwartz	Jordan	Workman
Daniel	Medicis	Antonia	Scollan	Rebecca	Yonge
Ioana	Medrea	Jessica	Scott	Jessica	York
Tiffani	Meglino	Ayla	Senay	Tarik	Zaman
Dallas	Merola	Emily	Shaben	Erik	Zeiner
Kristina	Meyers	Erin	Shandorf	Erin	Zinkievich
Wendy	Miles	Behzad	Shojaee		
Julia	Milewski	Denise	Shults		
Serra	Miller	Benesemon	Simmons		
Chisom	Mogbo	Ryan	Sincebaugh		
Diane	Montgomery	Roshinie	Singh		
Melissa	Morris	Rishab	Sippy		
Tina	Moser	Paige	Skinner		
Aldin	Mujakovic	Kaylin	Smith		
Michaela	Murphy	Nicholas	Snow		
Sarah	Muth	Michael	Spaiches		
Paul	Myagkota	David	Spector		
Travis	Myers	Zachary	Springer		
Morgan	Noffey	Metlapalli	Venkata Sravanthi		
Dazshe	Ocasio	Mark	Stebbins		

UUP Nurses, APRNs & PAs Professionally Grow!

Nicole Harf, BSN, RN, NPD-BC

Professional Development Program Manager

SUNY Upstate University Hospital

UPSTATE
Nursing



Clinical Advancement Program:

Being a SUNY Employee and member of UUP provides MANY opportunities to professionally grow and have a life long career of endless learning. Without a doubt UUP members across Upstate University Hospital have a growth mindset and are accessing these various programs. While this program is not union specific, one such program that is available to some UUP members is the Nursing Departments Clinical Advancement Program (CAP). This program can be thought of as a clinical ladder to encourage growth and development through various stages of one's professional career.

CAP has 4 levels within the ladder with progressive eligibility requirements.

CAP Level	Level Requirements & Expectations
CAP Level 4 - Advanced Beginner	Requires 2 years of professional experience & demonstrates participation in programs or initiatives
CAP Level 5 - Competent	Requires 3 years of professional experience, Bachelors degree or specialty certification, & actively aids in development of programs, policies or initiatives.
CAP Level 6 - Proficient	Requires 5 years of professional experience, Master's degree (or Bachelor's degree & specialty certification), & leads within the organization in development of programs, policies or initiatives.
CAP Level 7 - Expert	Requires 5 years of professional experience, Master's degree (or Bachelor's degree & specialty certification), & leads beyond the organization to achieve local and national health goals.

To be able to participate in CAP the following eligibility and application requirements are required:

Eligibility Requirements:

- State-employed nurse, advanced practice nurse (CNS, NP) or physician assistant within the Hospital Nursing Department reporting structure.
- AND
- Spends the majority of their role in providing direct patient care ($\geq 51\%$).

Application Requirements:

- Current Resume or CV
- Letter of Recommendation from a leader/supervisor
- Narrative that describes the degree of your involvement in achieving department or organization goals using the Nursing Professional Practice Model Values (Professionalism, Resources, Holistic Care, Education, and Collaboration)
- Complete a 30-minute interview with CAP Interview Panel Members

Once designated as a CAP professional, the designee is provided an annual professional development allowance to further their growth! **Each level has varying allowance from \$400 to \$1000.** CAP Members can use their allowance on items such as: Professional Textbooks & Reading Materials; Professional Memberships; Attending Conferences; External Continuing Education Courses & other professional development programs.

Renewal application are required annually to continue participation within the program, which includes presenting an updated resume, renewal summary, and providing portfolio showcasing achievements. CAP designees can 'level up' through the application process listed above once they meet eligibility requirements for the next level.

UUP Nurses, APRNs & PAs Professionally Grow!

Nicole Harf, BSN, RN, NPD-BC

Professional Development Program Manager

SUNY Upstate University Hospital

UPSTATE
Nursing



For more information about this program, check out the Nursing Website: www.Upstate.edu/CAP

Current UUP members that are CAP designated:

Jacqueline Aldinger MSN, RN, CCRN, CMC, CSCCAP 7
Rebecca Arcaro BSN, RN, CMSRN CAP 5
Theresa Baxter MSN, RN, NP-CCAP 7
Giovanna Bortoloni BSN, RN CAP 4
Cassandra Bradford MSN, NP, AGPCNP-BCCAP 6
Kaylin Brainerd MSN, NP-CCAP 7
Ashley Cary PA CAP 6
Lisa Cico MSN, NP-CCAP 7
Stacie Corrigan BSN, RN CAP 5
Michele Delpha BSN, RN, CCRN CAP 6
Colleen Diekemper MSN, RN, CCRN CAP 6
Layla Elias MS, PA, NCCPACAP 6
Lia Fischi MSN, RN, ONCCAP 7
Kathryn Fredenburg BSN, RN, CDECAP 7
Erin Fresina RN CAP 4
Patricia Goodyear MSN, NP, ACNP-BCCAP 7
Toni Heer MSN, RN, CCM, CCCTMCAP 7
Sarah Hunt MSN, FNP-BCCAP 5
Kristen Iglesias BSN, RN CAP 5
Michelle Jeski MSN, RN, PCNS-BC, CPN, CLCCAP 7
Andrea Kaszycki MS, NP-CCAP 5
Susi Koshy MSN, NP-CCAP 6
Yan Xiang Liang BSN, RN CAP 5

Dana Lonis MSN, NP, CCRN CAP 7
Stephanie Loveless MSN, NP-CCAP 6
Leah Marinelli MSN, FNP-BCCAP 6
Kelsey Marks MSN, NP, OCNCAP 6
Patricia Maslak MSN, FNP-BCCAP 6
Laura McBreairty-Pete BSN, RN CAP 5
Devin Mertens BSN, RN, CCRN CAP 5
Amy Needham BS, RN CAP 4
Emily O'Hern MSN, RN CAP 6
Melissa Port RN, SCRNCAP 5
Nicole Serrano APN, NP CAP 5
Kristin Soper DNP, NP, ANP-BCCAP 7
Maura Stanton MSN, NP-CCAP 7
Heather Tardibone BA, RN CAP 4
Jessica Wagenblatt MSN, NP-CCAP 7
Deanna Walborn MSN, RN, CV-BCCAP 7
Abbie Ware MSN, NP-CCAP 5
Margaret Welch BSN, RN, CV-BCCAP 7
Lori-Jeanne West MSN, NP, FNP-BCCAP 7
Margaret Wight BSN, RN, CPAN CAP 6
Natasha Zmitrowitz BSN, RN, CHFNCAP 6
Lauren Zumpano MSN, NP-CCAP 6

ADVOCACY



Dr. Frank Middleton was the Parade Grand Marshal for the 2022 Village of Fayetteville Memorial Day Parade in honor of his accomplishments to keep the community safe during the COVID-19 pandemic by creating the FDA acclaimed best of its kind pooled saliva test. Dr. Middleton is a Professor of Neuroscience and Physiology at Upstate Medical University.



**UNITED UNIVERSITY PROFESSIONS
MEMBER SERVICES TRUST FUND
P.O. Box 15143
Albany, New York 12212**

800-UUP-FUND
800-342-4206
Fax 866-559-0516
www.uupinfo.org
benefits@uupmail.org



The UUP Member Services Trust Fund is excited to announce that the Paul Revere Life Insurance Company, through Colonial Voluntary Benefits, will now be offering critical care insurance, short term disability insurance, term and whole life insurance policies to UUP members.

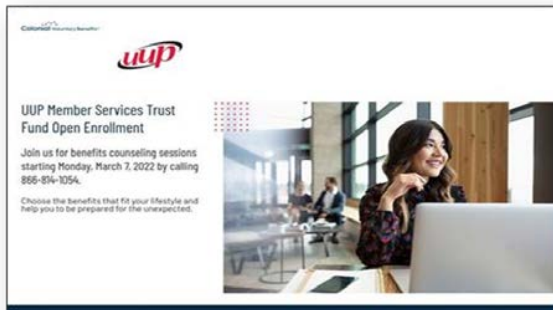
The policies will be available to active UUP members, their spouses, and children, and may be extended to grandchildren.

Open Enrollment for this benefit will begin on 3/9/22 and run through 12/31/2022.

Visit a [Digital Postcard](#) that provides links to videos explaining the coverage options and details on how to connect with a Colonial Benefit Counselor to discuss coverage options and enrollment.

Please call a Colonial Benefits Counselor between 8 a.m. to 8 p.m. EST, Monday through Friday at: 1-866-814-1054.

For more information, visit: <https://flimp.live/UUPCC>.



TRUSTEES

Frederick E. Kowal, *Chair*
Carolyn Kube, *Trustee*

Jeriluanne O'Bryan-Losee, *Trustee*
Alissa G. Karl, *Trustee*

Doreen M. Bango, *Administrator*
Thomas C. Hoey, *Trustee*

UUP MEMBER NEWS

SUNY Upstate Dr Gennady Bratslavsky, along with his childhood best friend from Kyiv Dr. Alex Golubenko are helping save lives in their home country of Ukraine. When they saw their native country attacked, they sprang into action, founding Help Free Ukraine, an organization which has raised hundreds of thousands of dollars that contributed to purchasing life-saving medications.

Additionally, Dr. Bratslavsky and Dr. Golubenko purchased gas masks, satellite phones, ambulances, and individual first aid kits for first responders and Ukrainian hospitals. Dr. Bratslavsky personally drove an ambulance full of supplies for 20 hours into Ukraine to ensure delivery!

Dr. Bratslavsky's wife, artist Katya Bratslavsky who has personally donated over a quarter of a million dollars from her art sales to Help Free Ukraine.

"Though we have been grateful for the opportunity to reside and build our lives in the United States for the past few decades, Ukraine remains home to us, and it has been heartbreaking to watch our native city face such a devastating attack," said Dr. Bratslavsky. "Our hope is that these supplies will provide a touch of relief to the hospitals and people who need them most, and that we can achieve additional initiatives in the future with the help of donations.

Dr. Bratslavsky serves as the Chairman of Urology at SUNY Upstate Medical University in Syracuse, while Dr. Golubenko is the founder of Back to Health Physical Therapy in Brooklyn, New York.

Thank you for caring and taking action!



From Mia Collins, Data Coordinator, Hospital Administration, Upstate Medical University:

This past May I walked the stage with my Bachelor's in Healthcare Administration! Having a career in health care leadership the last 12 years, this truly is something I set my sights on but didn't know would be possible having a FT career, family, and days where the hours seemed to turn into minutes. It was an accomplishment I never thought would be possible, but with hard work and determination truly anything is. Not only does finishing this degree align with my career in health care leadership but also my small business and additional certifications received this year of becoming a registered Yoga teacher specializing in Yin Yoga, Meditation Facilitator, and certified Life Coach allowing me to follow my dream of offering wellness retreats centered around healing for those across the United States. Super grateful for this life and all that is truly possible!

Awesome Accomplishments Mia!



Tamara Roberts MSN, Burn Program Manager has been appointed as a member of the American Burn Association ABLS National Faculty. Congrats Tamara!

Kassidy Q. Elliott, assistant to the Director of Retail and Specialty Pharmacy Eric Balotin, recently passed the NYS Notary Public exam. She's very excited to become a Notary and have the ability to offer that service to my department, especially since their director often needs documents notarized. She will also be attending an administrative professionals conference put on by IAAP in July in Nashville, TN where she's looking forward to connecting with other administrative professionals and learning new techniques.

**Awesome Kassidy!
A true Upstate Team Player!**

UUP MEMBER NEWS

The Department of Clinical Engineering has been named the 2022 Presidents Award winner for Non-Clinical Team of the Year!

The department members are:

- Charles Adams
- Kevin Barber
- Ali Cheema
- Vasyly Grabovyy
- Stewart Handy
- Bryan Hunt
- Steven Irish
- John Kapusniak
- Tresha Knight-Small
- Robin Kritzer
- Brian Lukowski
- Mitzi Martinez
- Robert Miller
- Jason Murphy
- Joseph Ozimek
- Keith Roach
- Gordon Southard
- Brad Spoor
- David Wilson
- Arthur Zurkowski

Thank you to Charles Adams for sharing this proud news!

Deena Barbagallo, Pharmacist at Upstate Community Campus, has completed certification in Antimicrobial Stewardship from the Society of Infectious Disease Pharmacists.

Way to go Deena!

From Jacqueline Kelly, MSN, FNP-C, AGACNP-BC and presently in her new role as Specialist APP at Upstate Downtown Campus: Jacqueline completed her education and was working as a Family Nurse Practitioner, hospitalist NP, when she decided to go back to school for post-graduate certificate in AGACNP (Adult Gerontology Acute Care NP). She completed the program in December 2021 and passed boards in March 2022.

Congratulations Jacqueline!

Have you wondered about the rather large construction project on campus?

Check out the Nappi Wellness Institute website, now live! Go to www.upstate.edu/nappi for updated information on our newest ambulatory wellness center, including architect renderings, drone photos, medical practices in the new space, and other important information. Besides the public facing website, we have a staff section that gives a greater level of detail and pertinent updates on the project (must be logged

into the Upstate system to view). There you will find detailed floor plans, technology innovations for the building, a contact page for questions, and more. The Nappi Wellness Institute is on schedule to open to patients in early 2023 and updates to our site will be made regularly. Any questions can be sent via the staff Contact Us page <https://www.upstate.edu/nappi-wellness-institute/intra/contact.php> or to Matthew Capogreco at capogrem@upstate.edu.

Very exciting, and thank you for sharing this with us Matthew!



UUP MEMBER NEWS

Dr. Michelle Dolphin, DPT, MS, OCS is an Associate Professor in the DPT Program at SUNY Upstate Medical. She is the Associate DPT Program Director and a College of Health Professions (CHP) Assistant Dean.

Dr. Dolphin recently recertified as an Orthopaedic Specialist through the American Board of Physical Therapy Specialists. In addition, she completed a post-doctoral fellowship program at Regis University and passed her qualification exams. Dr. Dolphin is now a credentialed Fellow of the American Academy of Orthopaedic Manual Therapists.

Congratulations Dr. Dolphin!

Theresa Baxter NP and Ross Sullivan MD recently provided Resident Medical Education via a four- part installment entitled "HOPE" series; H=Harm Reduction. O= Opioid Use Disorder. P=Pain and Addiction. E=Ending Stigma.

This was organized by Harvir Singh Gambhir MD, FACP, CPL, CPHQ, Vice Chair for Quality Improvement & Patient Safety, Department of Medicine, Associate Program Director, Internal Medicine Residency Program, Associate Professor & Hospitalist. Dr. Gambhir is one of SUNY Upstate's incredible providers as well as a leader in Resident Medical Education and a great supporter of improving care for the area's most vulnerable populations; those with a Substance Use Disorder.

Thank you Dr. Gambhir for everything you do!



United Way of CNY is proud to present our 2022 Achievements in Caring "Organized Labor" award to CSEA Local 615, PEF, and UUP Upstate Medical Chapter. This award recognizes outstanding commitment to the community with our campaign, volunteer activities, and civic leadership in Central New York. <https://vimeo.com/705484071>

UUP Upstate Medical Chapter General Membership Meeting Agenda

Announcements - UUP Contract Negotiations Negotiations Team

Bret Benjamin, Chair (Albany)
Redetha Abraham-Nichols (Downstate)
Jennifer Drake (Cortland)
Mindy Heath (Upstate Medical)
Shoshana Hershkowitz (Stony Brook U)
Jude Jayatilleke (Buffalo State)

Aaron Major (Albany)
Pamela Malone (Empire State)
Jackie Pittsley (Cortland)
Benita Roth (Binghamton)
Idalia Torres (Fredonia)
Bill Tusang (Cobleskill)

Log in to review the latest Negotiations Update of UUP's Conceptual Proposals: <https://uupunion.org/myuup/MembersOnly/negotiations/index.php>

Important information from the UUP Benefit Trust Fund

UUP is pleased to announce that effective January 1, 2022, MetLife is the new Basic Life and Personal Accidental Death & Dismemberment (PAD&D) insurance carrier for the UUP Benefit Trust Fund. In this plan overview, you'll find important information about your new coverage and all the included benefits.



New plan, more coverage

The UUP Benefit Trust Fund is increasing your Basic Life coverage amount from \$6,000 to \$10,000. In addition, UUP is also providing you with \$10,000 of Personal Accidental Death & Dismemberment (PAD&D) coverage to complement your Basic Life insurance, at no cost to you.

PAD&D insurance covers you 24 hours a day, 365 days a year, for severe accidents or loss of life on or off the job. It pays benefits if you suffer a covered accident that results in paralysis or the loss of a limb, speech, hearing or sight, or if you suffer a covered fatal accident.

We don't require you to answer any health questions for enrollment in the coverage. Your coverage becomes active on the date you enter an eligible class. For full coverage details, please visit metlife.com/uupbasiclifeactivemembers

MetLife AdvantagesSM – Included in your plan, at no cost to you!

Your Basic Life plan includes access to MetLife AdvantagesSM—a comprehensive suite of valuable services for support, planning and protection when you need it most, at no cost to you. Services include:



Travel Assistance¹

Travel with peace of mind. Our Travel Assistance service gives you access to emergency services while you travel, as well as concierge assistance for personal and work-related travel and entertainment requests. It provides you and your dependents with medical, legal, transportation and financial assistance 24 hours a day, 365 days a year when you're more than 100 miles away from home.

You have access to Mobile Assist Service, which provides you with information to help avoid expensive mobile telephone charges and help effectively use overseas options. Mobile Assist Service offers a detailed guide that includes essential applications and resources and connects employees to their concierge services.

Identity Theft Solutions is also available to help educate you on identity theft prevention and provide assistance in the event you're a victim of identity theft.

For more information about these services, please visit metlife.com/travelassist or call 1-800-454-3679 (if within the USA) or 312-935-3783 (if outside the USA, collect). You can also download a Travel Assistance ID card.



WillsCenter.com²

Ensure your final wishes are clear with WillsCenter.com, a self-service legal document preparation service. WillsCenter.com helps you prepare and update a will, living will, power of attorney, funeral directive, memorandum of wishes or HIPAA authorization form. The service is available to you 24 hours a day, 7 days a week. Log on to WillsCenter.com to register as a new user.

MetLife AdvantagesSM – Services included in your plan, at no cost to you!

Funeral Planning Guide³

The Electronic Funeral Planning Guide provides an easy-to-use format for documenting information survivors need after a member's death. The guide includes three key sections that should be completed:

- My Personal Information
- My Funeral Plans
- My Important Contact and Information

The guide provides represented employees and/or survivors with information on funeral planning and estate settlement, as well as descriptions of MetLife benefits that may be available to represented employees or beneficiaries, and a list of additional resources they may need.

Delivering the Promise^{®4}

During a time of loss, MetLife provides beneficiaries and their families with support through Delivering the Promise. Delivering The Promise can help you with:

- Completing and filing a life insurance claim – including those from other companies.
- Contacting Social Security, Veterans Administration or other government agencies about benefits.
- Locating local grief counseling and support resources.

For more information, please visit metlife.com/plansmartsolutions

Portability⁵

Portability gives you the opportunity to continue your Group Term Life insurance coverage with MetLife should you leave the UUP Benefit Trust Fund for any reason. Competitive rates apply but will likely be higher than your current rates. MetLife will bill you directly. Generally, there is no minimum time for you to be covered by the plan before you can take advantage of the portability feature. Please see your plan administrator for specific details. If you experience an event that makes you eligible for portable coverage, please call a MetLife representative at 1-877-275-6387 or contact your plan administrator for more information.

Conversion

You can convert your Group Term Life Insurance benefits to an Individual Whole Life Insurance policy if your Group Term Life coverage is terminated due to your retirement in accordance with the Policyholder's retirement plan, or the date you cease being eligible to participate in UUP's Benefit Trust Fund. Please note that conversion is not available on PAD&D. If you experience an event that makes you eligible to convert your coverage, please call 1-877-275-6387 to begin the conversion process. Please contact your plan administrator for more information.

Transition Solutions⁴

Transition Solutions is a service that provides guidance around insurance and other financial products to help you and your family better prepare for your future in response to benefit-changing events, such as retirement or no longer being eligible to participate in UUP's Benefit Trust Fund for various reasons. A Transition Solutions representative can help facilitate portability and conversion features under the plan. For more information, please visit metlife.com/plansmartsolutions

For more information about your coverage, please visit metlife.com/UUP

UUP Upstate Medical University Chapter 2021-22 Individual Development Awards Results Summary

The Individual Development Award (IDA) Program is the largest and most popular program offered by one of the statewide Joint Labor Management Committees (JLMC) established by the NYS/UUP contract. The aggregate funding for all JLMC programs is negotiated for each year and appears in Article 21 of the NYS/UUP contract. The IDA Program is administered by the JLMC Professional Development Committee (Article 42) and each UUP Chapter forms its own campus JLMC PDC or IDA Committee for the purpose of soliciting and reviewing IDA applications from their UUP bargaining unit employees to expend their allotted campus allocation provided during each year of the active NYS/UUP contract. The campus IDA committees submit their list of IDA applications and recommendations to the state Office of Employee Relations (OER) which, beginning with the July 2019 – June 2020 contract year, provides final oversight and approval of the IDA application for funding under the current guidelines for the IDA program ([Grant Opportunities | Office of Employee Relations \(ny.gov\)](#) under Professional Development).

For the July 2, 2021 thru July 1, 2022 contract year, the final year of the current NYS/UUP 2016-2022 contract, the Upstate Medical University JLMC campus IDA Committee received 114 IDA applications during the requested December 2021 - January 2022 submission deadline. The six member Upstate campus IDA Committee, three representing Management and three representing UUP, convened in March to review and tabulate the recommendations for all 114 applications. After a two-week period for IDA applicants to submit any additional information or materials requested by the campus IDA Committee, the applications and tabulated recommendations were submitted to OER for final review and approval in early April, 2022. After nearly three months of anxious anticipation, Deb Emerson, the UUP Upstate campus IDA Committee Chair and Chapter Secretary and Chapter President Rich Veenstra received official notification from OER of the approved IDA applications for our Upstate Chapter UUP bargaining unit members on June 28, 2022.

While the stated activity deadline of July 1, 2022 made many applicants and committee members concerned about getting approved IDA expenditures submitted in time for reimbursement, there wasn't any reason to be overly concerned since the guidelines state that IDA awardees have 30 days after completion of their project/activity or notification of the award, whichever is later, to submit their documentation. Award letters were sent to all Upstate IDA awardees as soon as the individual accounts were created and the awardees have 30 days to submit their original receipts for reimbursement according to the instructions provided in the award letter. A total of \$105,427 in IDA award expenditures were approved, leaving an unspent allocation of \$167,687 for the Upstate campus. A primary reason for this substantial carryover of campus IDA is the cancellation of many approved projects in 2020 and 2021 due to COVID-19 restrictions. The

tightening of the IDA guidelines for allowable expenditures by OER in recent years has also had a significant impact, much to the dismay of the UUP statewide Professional Development Committee, the UUP statewide and chapter leadership, and the UUP bargaining unit members. Hopefully, the current UUP contract negotiations will alleviate some of these previously unanticipated and unilaterally applied constraints.

So, what happens with the unspent campus IDA allocations? Well, as it so happens, Appendix A-49 of the UUP contract states "that all committees funded pursuant to Article 21 of the 2016-2022 State/UUP Agreement shall be so funded through March 31, 2023. Accordingly, appropriations shall be secured to fund such committees for both the term of this Agreement and the **period between July 2, 2022 and March 31, 2023** at a prorated amount to cover such period." Thus, the Upstate Medical JLMC Campus IDA Committee will announce a request for Individual Development Awards applications for the period of July 2, 2022 and March 31, 2023 sometime in the Fall of 2022 for one last round of IDA applications. After March 31, 2023, there will not be any appropriations to fund the NYS/UUP JLMC programs until a new NYS/UUP agreement (contract) is negotiated and ratified by the voting members of UUP.

A special thanks to the Upstate Medical Campus IDA Committee members who volunteered their time to review the 114 IDA applications (19 reviews each): Bruce Peterson, Renea Rokicki, Sandra Delaney, Dawn Burns, Rich Veenstra, and Deb Emerson (UUP campus IDA Committee Chair).

Salary Compression *continued from p. 8*

and 19% of those with < 8 years of service received salary compression adjustments. So the salary compression remediation process, which is slow and gradual, does appear to be working as intended. Please remember that this DSI/salary compression process, which more than 70% of responding UUP members want to keep in the next NYS/UUP contract that is currently being negotiated, does not preclude the campus University, in its discretion, from granting further upward salary adjustments of individual employees (\$20.17).

Thanks to Mary Taber



NEW Parade Route for Labor Day Parade 2022 Rally in the Expo Center afterwards!

Join UUP on Labor Day for a Parade and Rally. Free parking and admission tickets will be available in the Upstate/ESF Chapter Office soon. Contact the UUP Upstate Medical Chapter Office (315-422-5028, Syracuse@uupmail.org) in August for your NYS Fair Labor Day tickets.



RETURN OF THE ANNUAL



UPSTATE MEDICAL UNIVERSITY / ESF UUP CHAPTERS

UUP CLAMBAKE



SEPTEMBER 18, 2022 * 12:00 - 5:00PM
AT 916 COUNTY ROAD 37, CENTRAL SQUARE, NY 13036

TICKETS AVAILABLE STARTING 7/22 FROM:

UUP Office.....	203 Madison Tower, 60 Presidential Plaza	315-422-5028
Yolanda Beckon	Interpreter Services Department Room 619 Basement: UH	4-1454
La'Rhonda Caver.....	Interpreter Services Department Room 619 Basement: UH	4-3490
Tina Evans	Upstate Cancer Center, 4 th Floor, Rm 4100.....	4-8233
Becky Hilts.....	113 Bray Hall, ESF	315-470-6671
Patty Martin	Telcom, Rm 302: CWB	4-7890
Michele McNeil.....	103 Bray Hall, ESF	315-470-6653
Beth Sellers	Medical Staff Services, Rm 1501: CC	315-492-5551
Matt Smith	102 Moon Library, ESF.....	315-470-6724
Paul Stasior	Social Work, Upstate Peds: Harrison Center, UHCC & Joslin Center	315-706-9656
Debra Tafel Emerson.....	Hospital Administration, Rm 1218: UH	4-4234



UPSTATE UUP MEMBER: \$25 • INVITED GUEST: \$50
TICKET SALES END AT 12:00PM, TUESDAY, SEPTEMBER 6TH
NO TICKETS SOLD AT THE DOOR • TICKETS NON-TRANSFERABLE • NO RAW CLAMS SERVED

DOOR PRIZES, RAFFLES, A DJ, AND MORE!



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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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**, 2nd 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

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