



the advisor

SUNY Upstate Medical University

PRESIDENT'S CORNER

At the time of our last newsletter, the 2023-2025 term Chapter elections had just concluded and the Chapter Officers and Delegates were just beginning their two-year terms. Contract negotiations were running out of time to approve a tentative agreement or else wait until 2024 for a new contract, including delays in contractual across-the-board (ATB) raises for 2022 and 2023 and more. That would have been demoralizing to all of us, to have to wait another year before realizing any compensatory gains for the last two years of dedicated service. Fortunately, a tentative agreement was reached during the last days before the state legislator recessed for the year and the ratification process began in earnest. After an accelerated schedule of campus meetings by the UUP Negotiations Team, UUP members were instructed to vote on ratification of the contract by 5 PM on August 24th and the new July 2, 2022 – July 1, 2026 Agreement between the State of New York and United University Professions was approved by 96.4% of the almost 15,000 UUP members



*Rich Veenstra
UUP Chapter President*

continued on p. 4

Advocacy Corner - Winter 2024

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

NYS 2023-24 Fiscal Budget Year did, and didn't, deliver for our SUNY Campuses and Hospitals

The April 2023 – March 2024 New York State Fiscal Year Budget included some monumental gains for SUNY including:

SUNY Operating Aid

- State Operating Aid - \$163M (an additional \$100 million added by the legislature)
- Full-time Faculty Funding - \$53M
- Transformational Initiative Funding - \$75M

University Center Endowments

- Up to \$500 million in state matching grants is provided for the establishment of a university center endowment fund. The state would provide \$1 for every \$2 of private funding.
- Minimum Campus Amount = \$25 million
- Maximum Campus Amount = \$200 million
- Subject to audit by the comptroller

SUNY Teaching Hospitals

- The State will pick up the debt service payments = \$65 million
- \$72 million increase in DSH funding
- \$500 million increase in distressed hospital funding administered by DOH
- 7.5% increase in Medicaid reimbursement for hospital inpatient services
- Health Care Facility Transformation Program – Health & Mental Health Article VII – Nearly \$1B is provided as follows:
- \$490M for various purposes beyond capital
- \$500M for technological and telehealth transformation projects

SUNY Capital

- \$370 million in new additional funding for capital projects
- \$150 million for SUNY Hospitals (50M per hospital)
- \$200 million for Stony Brook and UB for improvements to research facilities

continued on p. 2

THIS ISSUE:

p.2 Advocacy photos of members in UUP events!

p.6 Welcome New Member
New Upstate UUP members

p.12 UUP Member News
Upstate Wellness updates, Social Work and more!

ADVOCACY CORNER *continued from p. 1*

Women's reproductive health abortion access legislation
SUNY and CUNY Enrollment fluctuation study

As we are now painfully aware, despite the \$163M in SUNY Operational Aid, the provided funding is not being utilized to eliminate the campus budget deficits of \$9M at SUNY Potsdam and \$10M at SUNY Fredonia. You can read news reports, campus announcements, and UUP President Fred Kowal's testimony about this crisis at: [SUNY Potsdam president tears up as she describes need for staff cuts](#) (timesunion.com), [SUNY Potsdam Announces Financial Stability Plan](#) | [SUNY Potsdam, Reductions Appear Likely For SUNY Fredonia](#) | [News, Sports, Jobs - Post Journal](#) (post-journal.com), [SUNY Fredonia announces financial stability plan](#) | Fredonia.edu, [Kowal confronts Trustees over campus funding](#) (uupinfo.org). In response to the program cuts announced in September at SUNY Potsdam, UUP has urged members to show their support for the faculty and staff at SUNY Potsdam: [Use SUNY state funding to close \\$9 million deficit at SUNY Potsdam! - Action Network](#). You can send your letter now using the above link. Advocacy efforts are sure to continue as events unfold in SUNY Fredonia and the "domino effect" impacts other financially distressed SUNY campuses soon. Stay tuned for future advocacy efforts to protect educational programs and jobs at our UUP-represented SUNY campuses.

On the hospital side at SUNY Upstate Medical University, while the debt service relief saved the University Hospital \$25M in capital loan interest payments that it would otherwise be required to make to the NYS Department of Budget, the 340B program carveout cost the hospital \$26M. Also, despite the legislative effort to provide \$500M to help the financially distressed hospitals in NYS, including the three SUNY hospitals, I was informed by Upstate Medical University President Mantosh Dewan that our University Hospital would not qualify because we are not running a large enough deficit to qualify. Thus, there was no monetary gain, actually a realized loss of \$1M, for our University Hospital in the current fiscal year's budget. You can help support the hospital that

pays for the state benefits costs of all UUP professional hospital employees by joining us in UUP's advocacy efforts during the January until April 1 NYS budget negotiations process. You can also sign up for UUP's Advocacy Day in Albany on March 4-5, 2024 using this link: [UUP 2024 Advocacy Day Save the Date](#) (google.com) and learn from your constituent UUP Outreach Committee, UUP and NYSUT PAC members how to advocate for public higher education and healthcare in New York State.

It takes collective action to make a difference, just like it did with the contract action rallies and negotiations in Albany this summer to deliver our new four-year 2022 – 2026 UUP contract. Send your letters when asked and join us for our Albany and In-District visits with our CNY State Assemblymembers and Senators. The **UUP 2024 HEALS agenda** is currently being developed, based on recurring UUP 2023 HEALS agenda items, UUP Members participation and input during the two UUP Legislative Town Halls on October 20 and 24, and the online legislative proposals submission form that was open in October. 2024 is also an election year, so we will want to help get out the vote to help our NYSUT endorsed Congressional and State Legislative candidates win their summer primary elections and fall general elections to continue the strong political advocacy that has brought us our legislative and contractual gains in 2023. Your ideas and voice matter and your advocacy is needed and appreciated. You can register to get involved using the GET INVOLVED! QR code that appears elsewhere in this newsletter, joining UUP's Political Action Team at: [Join UUP's Political Action Team](#) (google.com), or support UUP's advocacy efforts by making a voluntary contribution to the UUP Vote-Cope Higher Ed Action Fund using the form that appears in this newsletter or by visiting the UUP Vote-Cope website: [Vote Cope](#) (uupinfo.org).

Rich Veenstra
UUP Upstate Medical Chapter President
UUP Chapter and Region 2 Political Coordinator
Professor, Department of Pharmacology



Members and Colleagues from the UUP Chapters in Morrisville, Cortland, and Upstate Medical University lined up for a parade around the Midway of New York State Fairgrounds on a hot, sunny, Labor Day on Monday, September 4th, 2023. UUP was greeted by Al Stripe, the NYS Assemblymember for the 127th District along the parade route. NYS Senator Rachel May representing the 48th Senate District also joined UUP members along the parade route.



The UUP Upstate Medical Chapter lined up with hundreds of labor workers from member unions of the Greater Syracuse Labor Council for the 2023 Labor Day Parade and Rally to celebrate the labor movement in America to remember the gains and sacrifices of workers over more than a century to bring us the rights and benefits we tend to take for granted today as unionized employees.

UUP FIGHTS FOR AND **WINS** FAIR COMPENSATION!

UUP's newly ratified 2022-2026 contract with New York State achieves fair pay increases for workers across our bargaining unit. All UUP employees will receive on-base increases in all years of the agreement.

ON-BASE INCREASES OVER THE LIFE OF THE AGREEMENT

	Across-the-Board increase	Additional on-base money
2022	2% ATB increase ▪ Retroactive to July 2 or Sept. 1, 2022 (depending on obligation)	
2023	3% ATB ▪ Retroactive to July 1 or Sept. 1, 2023 (depending on obligation)	<ul style="list-style-type: none"> ▪ Discretionary Salary Increase: \$400 flat ATB on-base increase (pro-rated for part-time employees). Paid in December 2023 ▪ 2023-24 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2024
2024	3% ATB	<ul style="list-style-type: none"> ▪ \$1,000 on-base Retention Award for eligible employees (\$500 for those who have previously received a Service Award) ▪ 2024-25 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2025
2025	3% ATB	<ul style="list-style-type: none"> ▪ \$800 on-base retention award for eligible employees who have given 12 years of service ▪ 2025-26 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2026

LIVING WAGE INCREASES FOR OUR LOWEST-PAID ACADEMIC AND PROFESSIONAL RANKS AND GRADES

We won increases in the contractual minimum salaries at rates above ATBs for professionals in SL1, SL2, SL3 grades, and academics in the titles of Assistant Librarian, Instructor, Sr. Assistant Librarian, Lecturer, and Assistant Professor. For contract years 2023, 2024, and 2025, the contractual minimum salaries increase by \$2,000/year (12 month/Calendar-year appointments) or \$1,667/year (10/11-month Academic- or College-year appointments) Employees will receive either the new minimum salary or the ATB, whichever generates the higher salary.

INCREASES IN PER-COURSE MINIMA FOR PART-TIME FACULTY

Per-course minima will increase over the life of the agreement as follows:

- 2023: \$4,000/course at University Centers, \$3,500/course at Comprehensive and Tech campuses
- 2024: \$4,500/course at University Centers, \$4,000/course at Comprehensive and Tech campuses
- 2025: \$5,000/course at University Centers, \$4,500/course at Comprehensive and Tech campuses
- 2026: \$6,000/course at University Centers, \$5,500/course at Comprehensive and Tech campuses

Based on 3 credits or credit equivalents (pro-rated for other courses); PT faculty receive new minimum or ATB, whichever is larger

\$3,000 LUMP-SUM BONUSES

- Employees who are on-payroll or on authorized leave at ratification and who continue through April 30, 2024 will earn a \$3,000 lump-sum bonus (not to base), not pensionable, pro-rated for part-time employees.
- Bonus will be split into two payments: \$1,500 on July 1, 2024 and \$1,500 on July 1, 2025

We also achieved increases in Holiday Pay, Location pay for the Downstate and Mid-Hudson regions, on-call pay, and substantial raises in the PGY salary schedules for Medical Residents at our SUNY Hospitals.

This is the richest contract we've seen in many years. It is balanced to meet the varied needs of UUP's diverse membership while advancing union principles of equity, transparency, workers' agency, and the common good.

Only in union can we create the best possible higher education and health care for students, patients and workers!



Got questions? Want to get involved? Contact your UUP chapter office or email contract@uupmail.org for more information.

PRESIDENT'S CORNER *continued from p. 1*

who voted, one of the highest ratification vote counts ever! This is how collective bargaining works!

I am not going to reiterate the historic gains UUP accomplishes with this new contract, mostly because there are too many positive gains to list here. Instead, I will refer you to the one-page contractual announcements about the compensation gains and the new Paid Parenting Leave benefit included in this newsletter. An Effective Dates and Implementation Dates document was distributed by email to all Upstate Medical University UUP bargaining unit employees on 9/27/2023 with more details. All UUP members will receive a printed copy of the new 2022-2026 contract once all the contract language is finalized and many thousands of copies are printed using a union printer sometime in 2024. You can download the draft tentative agreement in the Members Only Section of the UUP website: [UUP | United University Professions](https://uupinfo.org) (uupinfo.org). You will need to login using your own password and account.

To become more accessible to our members, your UUP Chapter Leadership has implemented monthly tabling events at both hospitals. I've been present every 3rd Tuesday of the month from 7 AM until 3 PM or later at the kiosks outside of the University Hospital 2nd floor cafeteria to distribute information about UUP events and actions and, most importantly, to hear your issues and concerns. Steve Grassl, my colleague in the Pharmacology Department, former Chapter Vice President for Academics and current Officer for Contingent Employees, and Mike Lyon, previous Chapter President, have joined me frequently during these events. UUP Senior Organizer Rob Trimarchi and our UUP Regional Member Specialist Jude Jayatilleke have also joined me during

these tabling events. Thank you also to Joe McDonald, one of our Professional Delegates and Chapter Executive Board member, for assisting at our November tabling event. Similarly, I've reserved tables in the Community General Hospital cafeteria from 10 AM to 2 PM on the last Tuesday, 4th or 5th Tuesday of each month, for the same purpose. I thank Beth Sellers for her assistance during these events at CGH. Reservation requests for these events for January thru May of 2024 have already been submitted. It really isn't difficult and can be enlightening and informative to participate in one of these hospital tabling events. I hope some of you will volunteer an hour or two of your time at one of these events in 2024.

Your UUP Upstate Medical Chapter Leadership also hosts monthly meetings on the 2nd Wednesday of every month from 12 – 1 PM. UUP Members and Chapter Executive Board Members (Chapter Officers and Delegates) may attend in person, with lunch provided, in Room 4414A or remotely via our Chapter Zoom account. These hybrid monthly chapter meetings have also been quite successful with 25 – 50 members attending each meeting. The reservation request for 4414A on the 2nd Tuesday of each month from January thru May 2024 has also been submitted and I hope you will join us for these meetings to learn about current events and information and, hopefully, get more involved in your UUP Chapter.

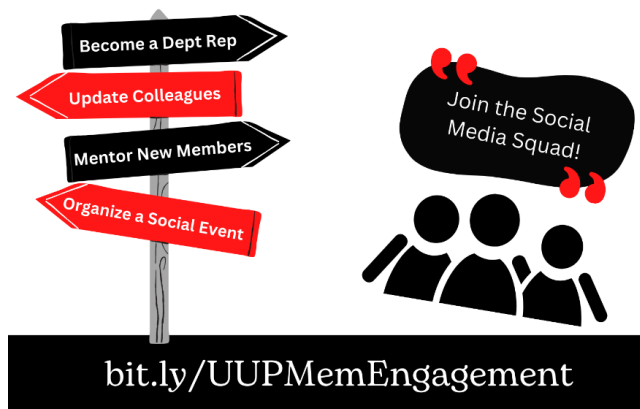
Saving the best for last, I also want to announce that the UUP Upstate Medical and Environmental Science and Forestry (ESF) Chapters have signed a 5 year lease agreement for new office space in the Crouse Irving Memorial Physician's Office Building (CIM POB), 725 Irving Avenue, directly across from Crouse Hospital. This location is more conveniently located for both UUP Chapters and less than a 5-minute walk from University Hospital. The lease is for Suite 214, located on the ground level if using the front Irving Avenue entrance to the POB. We hope to be moved in and set up for operation there in January 2024, and there will be a conference room for meetings and lounge area for members with refreshments and entertainment. We had hoped to have moved into our new space by now, but we are still waiting to hear about a timeline for the new UUP UMU/ESF Chapter office space to be available for occupancy. This is the first ever new location for our chapters.

If you need to contact your Upstate Medical Chapter Leadership with any concerns, you can contact the chapter office at syracuse@uupmail.org, you can contact me at RVeenstra@uupmail.org, your Vice President for Professionals Mindy Heath at MindyHeathUUP@gmail.com, our Vice President for Academics Anthony Tracey at TraceyA@upstate.edu, or our NYSUT Labor Relations Specialist Brent Underwood at Brent.Underwood@nysut.org.

We are looking forward to you in 2024!

Rich Veenstra
UUP Upstate Medical Chapter President
UUP Chapter and Region 2 Political Coordinator
Professor, Department of Pharmacology

GET INVOLVED! UUP CHAPTER ENGAGEMENT



UUP FIGHTS FOR AND **WINS** FULLY PAID PARENTING LEAVE!

UUP's newly ratified 2022-2026 contract with New York state achieves structural gains that transform working conditions at SUNY — including fully-paid parenting leave that can be life-changing for UUP members

UUP MEMBERS NOW HAVE ACCESS TO NEW YORK STATE'S PAID PARENTING LEAVE (PPL), WHICH PROVIDES UP TO 12 WEEKS OF FULLY PAID LEAVE FOLLOWING THE BIRTH, ADOPTION, OR FOSTER PLACEMENT OF A NEW CHILD.

PPL can be taken anytime within 7 months of the child's birth or introduction to the home. In cases where two parents are SUNY employees, PPL can be taken by one or both parents, and leaves can be taken simultaneously or sequentially.

PPL can be used in addition to, or instead of, existing UUP contractual leave benefits. UUP members still have access to sick leave accruals, family sick leave benefits, Paid Family Leave (PFL), and Family Medical Leave Act (FMLA). PPL must, however, be used in one continuous block; it cannot be used intermittently.

PPL is available to all UUP represented full-time employees and many part-time employees who have worked at least six months or one semester. This means many part-time and contingent

faculty will have access to fully paid parenting leave, a nation-leading benefit.

PPL is retroactive to April 11, 2023. If you were out on leave between April 11 and September 12, 2023, you can use PPL to restore accruals or receive full salary for partially paid PPL time.

» If you are planning a parenting leave, or if you have questions about retroactive eligibility, contact your UUP chapter to find out how to structure leave benefits in ways that meet your needs.

PPL is a transformative benefit for many UUP members. For too long, SUNY employees — especially women — have been pressed to choose between their careers and family life.

Obtaining fully paid parenting leave is one way that our union improves not just our working conditions, but the whole lives of our membership.

Only in union can we create the best possible higher education and health care for students, patients, and workers!



Got questions? Want to get involved? Contact your UUP chapter office or email contract@uupmail.org for more information.

UNION

STRONG *uup* ALWAYS

Welcome New UUP Members

NATALYA ABASOV
WALTER ABRAMS
ESTELA ADAM
OLUWAKANYINSOLA ADENUSI
NANA AFARI
SHILPA AGARWAL
ZEKRULLAH AHMADY
MALLORY ALBERT
NAWAL ALMALGI
RANA AL-SALAMEH
NIBIR AMIN
BARBARA ARMENDARIZ
LINDA ARMSTRONG
SWATHI ARUNACHALAM
SUNNY ASLAM
HEATHER AZZOTO
JOSHUA BALDWIN
MARC BEHRINGER
DANTE BELLARDINI
ERIC BELLINGER
AMY BIGGS
FATUMA BILE
JAMIE BLANCK
DUANE BLASKE
STEVEN BOLANDER
KAREN BOSCHEN
MICHAEL BOTSTEIN
ELIZABETH BOWEN
CAITLIN BOYLAN
ERICA BRANDT
TAHLIA BRICE
TASSINE BROWN-VEIRA
KATHERINE BRYAN
ANNIE BUGGE
KAITLYN BURNS
LEIA BURTON
RYAN BUTZKO
JONATHAN CAPELIN
JERRY CAPORASO
ANDREW CARROLL
REGGINAL CARTHANE
MAUREEN CASE-SCHAROUN
RANDY CATTERSON
ALYSSA CAVALLO
JAMIE CHAUVAUX
LI CHEN
MAXWELL CHIRCO
RYAN CHRISTIAN
KEVIN CHURA
SIARA CLOS
DYANNA COBLE
AMANDA COHEN
MARCUS COLEMAN
EVAN COOLEY
JESSICA COPES
JESSICA COPES

CHELSEA CORINALDI
NICOLE CORRIGAN
SHEENA CRAMER
DANIELLE CROSS
CORY CUMBER
ALAN CUSHMAN
JULIE CYR
YAM DAHAL
JORGE DAVIDENKO
KARI DAVIS
SANDRA DELANEY
BRYAN DELFAVERO
ALESIA DESGROSIELLIER
RYAN DILLENBECK
THOMAS DITCH
JEFFREY DORRITY
JENNIFER DOW
JESSICA DULL
TARA DUPPER
KIMBERLY DURAND
SAMANTHA EDINGER
MARWA ELAMIN
MERIEM EL-HASSNI
JOSEPH ELIA
MAJD ELIAS
AHMED ELTAYEB
SANDRA ENGEL
JOHN ENGLISH
NICOLE ENNIS
KATHLEEN ENNIS
DANIELLE ERWIN
DANIELLE ESPINOZA
JENNIFER EVANS
ELIZABETH EVANS
SARAH EVERETT
AULA FAKHOURI
FAHAD FAROOQ
COLLEEN FEENEY
MARIE FENZL
MARIA FERNANDEZ
FRANK FERRANTE
KAYLA FERRIS
SARAH FIELD
KAYTLYN FLANSBURGH
CLEMENTINA FOMICHEVA
EDMUND FREEBORN
MARTINA FREEMAN
TIMOTHY FREUND
VIRGINIA FROST
MAKENZIE GABRIEL
THOMAS GAMAGE
NEERU GANDOTRA
SHUQI GAO
RIA GARG
ARDENA GARNER
PHILLIP GARY

SINDHURI GAYAM
BRENDA GELLER
TODD GERBSCH
FRANKIE GLEASON
BRIGID GOODMAN
VIRAL GORADIA
MARION GORDON
ATTIYYAH GORDON
JUAN GRAFTON
SAMANTHA GRASHOF
NICOLE GREANEY
MICHAEL GRINNELL
RACHEL GWYNN
JESSICA HARESIGN
ARIEL HARRIS
DAESHA HARRIS
KATHRYN HART
ELIZABETH HARTIGAN
HAFIZ HASEEB
MARWA HASHEM
AYAT HASHIM
KATHRYN HESS
AIMEE HILLMAN
NABEIL HIMAT
MAKAYLA HIMES
AMY HOFFMAN-JAMES
SOOJAE HOLLOWELL
KAYLA HOOVLER
EMILY HOPPEL
LAUREN HOSEK
REZA HOSSEINI
KRISTIN HOSTETTER
ANNA HRBAC
YAN-JANG HUANG
CHRISTINA HYDE
STANCA IACOB
CHARLES IKEGWUONU
ROMAN ISAKOV
MOHAMED ISMAIL ALY
TAMARA JACOBS
JEMEKA JAMES
OLIVIA JAMIESON
SEBASTIAN JARAMILLO CELI
FAITH JENKINS
JUSTIN JEONG
CURTIS JONES
JENNA JUNG
RASIM KAKONY
PRIYANKA KAUL
MELANIE KEARNEY
RYAN KENDRICK
REV JAE KIM
MATTHEW KING
ANTHONY KLIMEK
KEVIN KLOSS
MATTHEW KOLBECK

EYAL KORD
NIKOA KREBS
ASHA KURIAN
KAITLYN LACHANCE
ABBY LACLAIR
SARAH LAFONT
BRIONNA LALOR
STEPHANIE LANGER-LIBLICK
LAURA LANNING
KENNA LAPORTE
MARIA LAZZARO
ANTHONY LE
PHUOC LE NGUYEN
JAZMINE LEWIS
ALLISON LIGHTENFIELD
MAYA LINDSTROM
ROBERT LIVESAY
JENNIFER LOOK
NICHOLE LOPEZ
BRIAN LOUGHLIN
LAURIE-ANN LYLE-MILLER
KRISTEN MAAS
BHASKARA REDDY MADHIRA
TRISHA MAINI
HELENA MAKRI
SANDRA MALINOWSKI
SHELBY MANCHESTER
LISA MANTZ
CHRISTOPHER MARCHITELLI
JARED MARDEN
MARIE MARTINEZ
NICOLE MASON
JONATHAN MAYNARD
JESSICA MCANDREW
MARY MCCAULEY
RHIANNON MCDONALD
CHRISTINE MCGARVEY
MICHAEL MCGRATH
LYNDY MCLAUGHLIN
TIFFANY MEECH
MIRANDA MELL
HAILEY MERTZ
LAUREN MEYER
MINA MICHAEL
JONATHAN MILLER
AMIN MOAZZAM KHAN
TUMELO MOLEKO
NYENPLU MORRISON
TEREN MOSHIER
LATONYA MUHAMMAD
CAROLINE MULLER
PRANJALI MUPPIDI
STEFANIJA MURGOSKA
AHMAD NAWAZ
ENOCK NDIZIHIWE
SAYANA NEAL
BRITTANY NELOPAE
MIHIKA NEPAL
SPENCER NEUMAN
ASHLEY NEWMAN
THANH THUY NGUYEN
LEEANDIA NUNN
VICTORIA OKHMAN
LORETTA OWENS
LILLIANA PADRO OSORIO
AVERY PAIGE

THOMAS PAOLINI
CHIRAG PATEL
SIDDHARTH PATEL
ALEXA PEEBLES
MARIETA PEREZ RONDON
LUKE PETERS
CAMERON PIERIK
IRYNA PISO
CHERRISSE PITTMAN
ERICA PITZERUSE
MAREK POLOMSKY
VASYL PRYSHLIAK
NICHOLE PULLANO
RACHEL PUTNAM
ALEXANDRA QUIMBY
THOMAS RAMOS
JULIE RANDALL
JESSICA RAUSCHER
GABRIELLE REAVES
SHILPA REDDY
AMIE REED
BROOKE RHINESMITH
JACQUELINE RICE
AALIYAH RIVERA
LEAH RIVERS
ERIN ROTONDI
JOHN ROUFAIEL
ROBERT RUIZ
SUSAN SEDLAK
KATLYN SEHRING
YULIYA SEMEN
TIFFANY SENKE
SAEED SHAABAN
ROBERT SHAFFER
SHAYAN SHAKERI
CORINNE SHELLEY
DEBRA SIBBLE
INDERPREET SINGH
NICHOLE SLATE
JACOB SMITH
LEAH SOUZA
MICHELE SPRING
ERNEST STACEY
STEPHEN STEWART
LAURA STOLP
JAMES STOLTZ
SUZANNE SULLIVAN
NICOLE SULLIVAN

BRIANNA SUPENSKY
LISA SUSTACHE-MELENDEZ
CATHERINE SWIERCZEK
DAVID SYVERUD
SHREEKARI TADEPALLI
SANDRA TAMB IJARBAH
SERIFE TEKIN
CORRINA TEMPLE
RYAN TIGHE
SEAN TODD
LEVI TODD
STEPHANIE TOM
REBECCA TONG
REBECCA TONG
MOLLY TORBITT
FATIMA TOTURGUL
JENNIFER TRAMMELL
JESSICA TURNER-GONZALEZ
RIGGLEY VANDYKE
NISHANTHI VIGNESWARAMOORTHY
ZACHARY VIVENZO
LINDSAY VONA
EMILY WAGNER
ALLISON WAINMAN
JENNIFER WAKEFIELD
JOSH WALLACE
ALICE WANG
XIAOTING WANG
MATTHEW WEINERTH
MATTHEW WEST
MARK WHALEN
CHELSEA WHITESSELL
STACY WIECZOREK
CHANELLE WILLIAMS
JORDAN WILSON
ELIZABETH WILSON
DAVID WISE
JENNIFER WLAD
GREGORY WOLANSKI
KARA WOODARD
MICHAEL WORKS
YULIYA YAVRUMYAN
TIMOTHY YOUNG
BRANDON ZARNOTH
JEFF ZHANG
YIFAN ZHENG



WELL-BEING
index

<https://www.mywellbeingindex.org/>

Log in or set up account
Use "Upstate" as invitation code

UUP FIGHTS FOR AND **WINS** ENHANCED CAREER DEVELOPMENT OPPORTUNITIES!

UUP's newly ratified 2022-2026 contract with New York state expands support for Joint Labor Management programs. Strengthening these programs supports the work we do and allows us to grow throughout our careers at SUNY.

INDIVIDUAL DEVELOPMENT AWARDS (IDA)

The IDA program offers reimbursement for a variety of research expenses, professional development projects and activities. Full-time and part-time academic and professional employees are eligible to apply. Program enhancements include:

- Expanding the scope of activities and expenses that can be covered by IDAs to include not only conference/workshop travel, but also expenditures on services such as indexing or copyediting, fees associated with copyrighted materials, rental of recording space, or expenditures on eligible consumable goods.
- Doubling the award size to a \$2,000 maximum award per employee per program year.
- Removing the "sunset" clause, so that IDA monies will be available in years when our contract has expired.

IDA applications procedures are determined by a joint labor-management process at each campus. Look out for notices on your campus, or contact your UUP chapter office, for information on how to apply.

CERTIFICATION AND LICENSURE REIMBURSEMENT PROGRAMS (CLRP)

The CLRP programs offer reimbursement for certification and licensure fees that are required for a UUP-represented employee's position at SUNY.

The CLRP-Initial Exam program reimburses UUP employees for fees associated with exams that confer certification or licensure in areas directly related to the employee's job duties, or in areas that will provide them with skills that will increase their chances for advancement in their profession. For 2023, the maximum reimbursement is \$1,200 per

applicant per program year.

The CLRP-Renewals program reimburses fees for certification and licensure renewals that are required for the UUP-represented employee's position. CLRP-Renewals will begin accepting applications on Jan. 1, 2024. The maximum reimbursement is \$200 per applicant.

Consult the NYS-UUP Joint Labor Management website for complete guidelines and application forms.

DRESCHER LEAVE PROGRAM

The Dr. Nuala McGann Drescher Diversity and Inclusion Leave Program provides UUP employees from underrepresented backgrounds with with paid leave time so that they may prepare for continuing appointment (for academics) or permanent appointment (for professionals). The Drescher program also provides funding for professional development activities that might take place during these leaves. The Drescher Leave Program has a proven record of helping to retain and promote a diverse workforce at SUNY. New enhancement include:

- Reducing the "campus match" financial requirement to encourage campuses to submit more Drescher applicants. UUP wants this program to be used by as many eligible members as possible.
- Ending the "sunset period" — the program will no longer be suspended when UUP's contract with the State expires.

Applications for Drescher Leaves are submitted through your campus. Check with your campus HR or Grants office for more information or consult the NYS-UUP Joint Labor-Management website.

New York State does not simply provide us with professional development support. We only have these opportunities because we are united in a strong union and we negotiated them!



Contact your UUP chapter office, or email contract@uupmail.org, with questions or to get involved.



**United University Professions
Upstate Medical Chapter**

To: UUP Bargaining Unit Members
From: NYS/UUP L/M Upstate Medical Chapter Individual Development Award Committee
Date: October 19, 2023
Re: **Applications for Individual Development Awards – July 2, 2023 thru July 1, 2024**

**Read Entire Announcement & Include Necessary
Documentation with Application**

We are soliciting applications for NYS/UUP Individual Development Awards. This program is to assist eligible full/part-time UUP members in "*developing their full professional potential and in preparing for advancement.*" Activities/expenditures must take place between **July 1, 2023 and July 1, 2024**. The IDA application and guidelines have yet to be updated for the current contract year, but you can find the current application to be used and previous guidelines at: <https://oer.ny.gov/grant-opportunities>. UUP negotiated expanded guidelines that will include some research activities. e.g, biological reagents, core facility fees, database entry fees, etc. New expanded guidelines will be posted as soon as they become available. **Applicants seeking reimbursement for this July 2, 2023 – July 1, 2024 award period can begin submitting their completed applications now, but they will not be reviewed until after the February 2, 2024 submission deadline. DO NOT SEND ORIGINAL RECEIPTS.** Instructions for reimbursement will be in your award letter.

We are required to dedicate 15% to part-time employees. Awards have a maximum of \$2,000 and have restrictions (e.g., **NO** books, equipment, software, departmental reimbursements). Payment must be directly to the applicant.

Applicants should pay close attention to providing a clear, concise narrative as to how this award will aid in **fulfilling your professional potential and/or advancement**. This will help the committee in judging the eligibility of the application.

Your application must have:

- Documentation of the expenditures (e.g. flight costs, registration fees, tuition, etc.)
- A current **brief** CV/resume, please no more than 2 pages
- If a meeting/conference, a descriptive brochure or print the web page
- **Do NOT** send **ORIGINAL RECEIPTS** with your application.
They will be needed for reimbursement.
- Use the attached application form

Due: February 2, 2024 Faxed/mailed applications will NOT be accepted.

Drop off Applications or put them in interoffice mail. They must be received by **3:00 PM** at the UUP Office, 203 Madison Towers, 60 Presidential Plaza, Syracuse, NY 13202 on **Friday, February 2, 2024** to be considered. Questions? Contact Peggy Lacorazza at the UUP office, 10:00 AM to 3:00 PM daily, 315-422-5028.



InsurChoice[™]
powered by **NFP**

A New Insurance Experience.
Personal Insurance Solutions. Digitally.

All-around protection for what matters most to you — spanning the entire breadth of NFP’s focused expertise.

Key benefits include:

- **Competitive pricing:** One size doesn’t fit all, so you can match yourself with the best rates and coverages from multiple insurance companies.
- **Custom-tailored coverage:** Select the products that meet YOUR needs & YOUR schedule.
- **Stability:** We have relationships with key national carriers who have a proven track record of rate and coverage stability.
- **Innovation:** With our innovative digital product platform we are constantly striving to add more benefits and improve your experience.

For more information, visit [here](#)

Or email us at InsurChoice@nfp.com

*Website and QRCode listed provide a test experience

(It will not provide quotes)



Your Personalized Solutions
are a scan away!



Scan Here to start \$aving Today!

Your Menu

Pick and choose the products that fit your needs for a custom experience.



Home
Insurance



Virtual
Pet Care



Medicare
Advantage



Renters
Insurance



Travel
Protection



Discount
Program



Home
Warranty



Auto
Insurance



Personal Cyber
& Identity Theft



Auto
Warranty



Pet
Insurance

UUP MEMBER NEWS

Rev. Therese L. Howington, D.Min., M.Div. Chaplain Department of Spiritual Care, On-Call Clergy Care Team Coordinator shared that she's earned a Doctor of Ministry degree in May 2023 and in September she received Ecclesiastical from the United Church of Christ as a Professional Chaplain.

The On-Call Clergy Team provides a unique opportunity for ordained ministers of the Protestant and Roman Catholic faiths to provide volunteer after-hours pastoral coverage for emergencies one night a month.

Sue Murphy wanted to let us know that **John Kolh** Assistant Director in Environmental Services is an avid runner. John runs often, long and short runs, 1/2 Marathons, Marathons and Ultra Marathons .

John ran throughout COVID even when he had to run alone to participate! In the past twelve months John ran over 25 races.

The last race was the Marine Corp Marathon in Washington DC this Oct for the 8th consecutive year.

We are so proud of him! This picture is from the Boston Marathon this year.



Theresa Baxter FNP of the inpatient Addiction Consult team was invited to PainWeek Las Vegas in September and presented education on managing patients in the hospital with pain and on Buprenorphine. She also recently passed the Certified Addiction Registered Nurse- Advance Practice (CARN-AP) National Board Certification exam.

Lisa Donovan, CTFC has been elected Vice President of TFCA (Transplant Financial Coordinators Association). Lisa has been a Transplant Financial Coordinator for over 20 years. She has served on the board of TFCA for 10 years as Trustee. She is also currently serving on the NLDAC (National Living Donor Assistance Center) Advisory Board.



2024 AMERICAN HEART ASSOCIATION

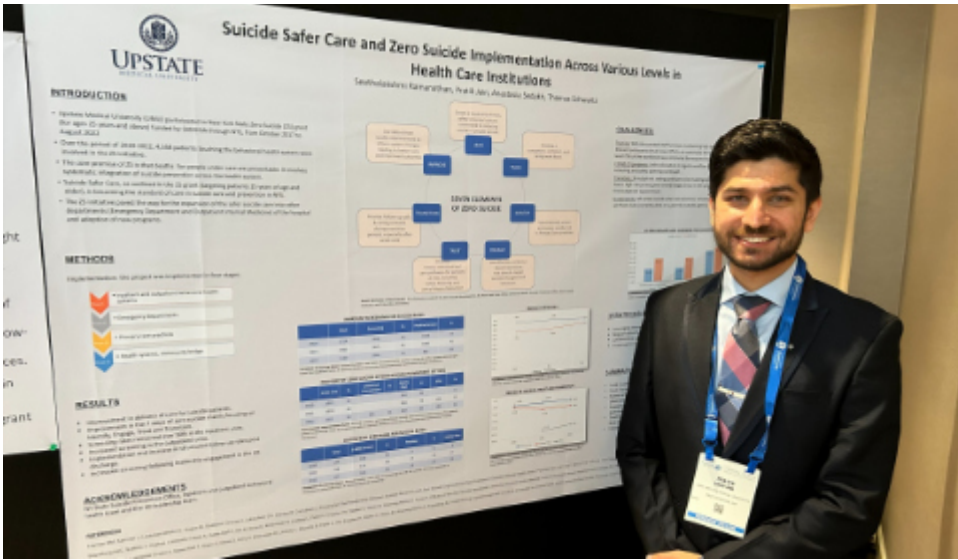
HEART WALK / RUN



SUNDAY, APRIL 14 ONONDAGA COMMUNITY COLLEGE

To register on an Upstate Team: www.upstate.edu/heartwalk

UUP MEMBER NEWS



Dr. Pratik Jain MBBS presented his poster “Suicide Safer Care and Zero Suicide Implementation Across Various Levels in Health Care Institutions” at the American Psychological Association (APA) in Washington DC for the October mental health conference. Congratulations Dr. Jain on sharing this important information.

Kerry L. Goessling, FNP-C, ACHPN of Upstate Adult Palliative Care Service shared that she passed the ACHPN certification exam in September (Advanced Certified Hospice and Palliative Nurse) and earned her Doctorate of Nursing Practice (DNP) through SUNY Upstate as of December 8!

Upstate is fortunate to have Kerry on our team- congratulations on all of your hard work!

Dyanna Coble, MHA is an Outpatient Administrative Specialist at the Upstate Cancer Center and recently graduated from Purdue University Global with a Master's Degree in Healthcare Administration.

Congratulations Dyanna!

Felicia Green-Kirkland, Front End Leader, Outpatient Administrative Specialist at the Pediatric and Adolescent Center shared the great news that she was recently named “Best team Player” for outpatient, 2023. Way to Go Felicia!!



Start your day and month with **Yoga for Everyone** the first Friday of the month 8:15-9:00 am. **Location:** Golisano, Kinney Performance Center, 11th floor.

Co-facilitated by Upstate clinicians trained in TAY. No experience necessary.

Questions? Khouryn@Upstate.edu



Mental Health Practitioner Hub

START YOUR LEARNING JOURNEY TODAY!

The Mental Health Practitioner Hub aims to move practitioners from being generalists to specialists by earning certificates in evidence-based interventions.

Your Psych Hub Learner Profile is available **NOW!** Access your new Learning Platform and Dashboard by visiting app.psychhub.com/signup/uup_mhp and following these simple steps:



3 SIMPLE STEPS:

- 1 Access the Psych Hub sign up page at app.psychhub.com/signup/uup_mhp
- 2 Create your profile
- 3 Begin your learning journey!

[LOGIN NOW](#)

Psych Hub is proud to sponsor continuing education for Mental Health Practitioners.

[View Psych Hub Continuing Education Offerings](#)

AVAILABLE COURSES:

- DBT-Informed Therapy: Foundations
- Culturally Responsive Behavioral Healthcare: Foundations
- Trauma-Informed Care: Foundations
- Cognitive Behavioral Therapy Foundations
- Counseling on Access to Lethal Means

[>> View All Mental Health Practitioner Courses](#)



PsychHub.com

Dr. Sherard A. Tatum Named New AAFPRS President
He will serve as president during the 2023-2024 term year.

Facial plastic and reconstructive surgeon Sherard A. Tatum, MD, is the new President of the [American Academy of Facial Plastic and Reconstructive Surgery](#) (AAFPRS).

Dr. Tatum assumed the role of AAFPRS President during the AAFPRS Annual Business Meeting in Las Vegas. He will serve as president during the 2023-2024 term year. He is the Professor of Otolaryngology and Communication Sciences and Professor of Pediatrics at SUNY Upstate. Congratulations Dr. Tatum; We're fortunate to have you as a member of our community!



Kristi Marcellus wanted to share with us that Nursing Supervisors **Autumn Dwyer** just completed her MSN in Nursing Education from WGU and **Danae Tallini** just obtained her MBA from Columbia College.

Congratulations on this excellent accomplishment!

L. Syd M Johnson, PhD, HEC-C who is an Associate Professor and Ethics Consultant for the Center for Bioethics & Humanities shared her recent accomplishments:

Member of the American Society of Transplantation, Transplant Regenerative Medicine Community of Practice and Psychosocial and Ethics Community of Practice, Ethics of Pig to Human Xenotransplantation Work Group.

She is also a Healthcare Ethics Consultant - Certified. HCEC Certification Commission.

Speaker at two Congressional Briefings:

"Ethical Research with Nonhuman Primates." Congressional Briefing: Monkey Importation. Invited by Representative Brian Fitzpatrick of Pennsylvania. US Capitol, Washington, DC. October 18, 2023.

"Aligning Human and Animal Research Ethics: The Belmont Principles." Congressional Briefing: Transforming Medical Research, invited by Senator Cory Booker of New Jersey. US Congress, Hart Senate Office Building, Washington, DC. January 30, 2023

Speaker at two NIH workshops:

"Entities and Uncertainties: Ethical Implications of Consciousness." Next Frontiers in Consciousness Research Workshop. National Institutes of Health. Bethesda, MD. June 26-28, 2023.

"Neuroscientific Research on Aggression: Ethical Considerations." Keynote speaker. Advancing the Science of Aggression Across Species and Disciplines Workshop. National Institutes of Health Office of Behavioral and Social Sciences. June 14-15, 2023.

Rebecca Adamitis MSN RN CCRN and the MICU Clinical Practice Coordinator shared:

American Association of Critical-Care Nurses recognizes

6I Medical Intensive Care Unit (MICU) at Upstate University Hospital

with gold-level Beacon Award for Excellence



The American Association of Critical-Care Nurses (AACN), Aliso Viejo, California, recently conferred a **gold-level Beacon Award for Excellence on 6I MICU at University Hospital, Syracuse, NY.**

optimizes patient outcomes. Units that receive this national recognition serve as role models to others on their journey to excellent patient and family care."

The Beacon Award for Excellence — a significant milestone on the path to exceptional patient care and healthy work environments — recognizes unit caregivers who successfully improve patient outcomes and align practices with AACN's six Healthy Work Environment Standards. Units that achieve this three-year, three-level award with gold, silver or bronze designations meet national criteria consistent with the ANCC Magnet Recognition Program®, the Malcolm Baldrige National Quality Award and the National Quality Healthcare Award.

The **gold-level Beacon Award for Excellence** earned by **6I MICU at University Hospital** signifies an effective and systematic approach to policies, procedures and processes that include engagement of staff and key stakeholders; fact-based evaluation strategies for continuous process improvement; and performance measures that meet or exceed relevant benchmarks. **6I MICU at University Hospital** earned a **gold** award by meeting the following evidence-based Beacon Award for Excellence criteria:

- Leadership Structures and Systems
- Appropriate Staffing and Staff Engagement
- Effective Communication, Knowledge Management, and Learning and Development
- Evidence-Based Practice and Processes
- Outcome Measurement

"These dedicated healthcare professionals join other members of the exceptional community of nurses who set the standard for optimal patient care. "The Beacon Award for Excellence recognizes caregivers in stellar units whose consistent and systematic approach to evidence-based care

Congratulations to the Nursing Staff on 6I MICU!

Where to Find Important Information about UUP Programs?

BENEFITS

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

EVENTS and CURRENT INFORMATION

UUP website at <https://uupinfo.org/calendar>

Recurring Events: NEOs at Noon, Public Student Loan Forgiveness,
Pre-Retirement workshops

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

Chapter and Statewide Events are posted monthly

UUP Chapter Informational Bulletin Board Locations (updated monthly)

- **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



PROGRAMS

UUP Tuition Waiver Program <https://uupinfo.org/opps/development.php>

Forms can be found at: <http://uupinfosyr.org/resources/uup-educational-benefits>

Joint NYS/UUP Joint Labor Management Committee (JLMC) Programs

Individual Development Award (IDA) Program (and other JLMC Grants)

<https://oer.ny.gov/grant-opportunities>

PLEASE NOTE: Due to the expiration of the agreement between the State and UUP, IDA awards will resume when a new collective bargaining agreement is reached.

Certification and Licensure Exam Fee Reimbursement (CLEFR) Program

<https://oer.ny.gov/nysuupclefr>

PLEASE NOTE: Applications submitted after March 31, 2023, will not be processed until a successor agreement is reached. OER will hold your application for reimbursement until such agreement has been reached.

Professional Development Workshops

<https://oer.ny.gov/professional-development-opportunities>

PLEASE NOTE: Due to the expiration of the agreement between the State and UUP, workshops will resume when a new collective bargaining agreement is reached.

Empire KnowledgeBank (EKB) Guidelines and Application

<https://oer.ny.gov/professional-development-opportunities>

PLEASE NOTE: The EKB eLearning Program continues to be offered throughout 2023.



CBU: Community Building at Upstate

Bonding over bread: New Upstate program uses mealtime to make connections



Sign up with Deb Emerson
emersond@upstate.edu
Or me kohmanl@upstate.edu
text 315-447-5679

GRANT Funded \$90,500

- Meal Subsidies
- Coordinator
- Facilitator Training

FREE Professional Development Training

Empire KnowledgeBank (EKB) Online Learning

Expand your knowledge on Leadership with **FREE** online learning. EKB has over 10,000 resources, including books, audiobooks, courses, and videos.

SPOTLIGHT ON: Virtual Collaboration



Virtual collaboration topics available through EKB include:

- **Optimizing Virtual Collaboration**
- **Establishing Effective Virtual Teams**
- **Remote: Office Not Required**
- **Facing Virtual Team Challenges**
- **Virtual Leadership: Practical Strategies for Getting the Best out of Virtual Work and Virtual Teams**
- **Contributing as a Virtual Team Member**

For further information
contact NYS/UUP JLMC

Email:
nysuuplmc@oer.ny.gov

Phone:
(518) 486-4666

Mail:
2 Empire State Plaza
8th Floor
Albany, NY 12223

December 2023

To apply for an EKB license:

Click here to access the EKB guidelines and application:

[EKB License Guidelines \(ny.gov\)](#) and [EKB License Application \(ny.gov\)](#)

UUP MEMBER NEWS

Suny Upstate Medical University Department of Ophthalmology would like to congratulate two of our technicians on their recent certifications.

Sharlyn Ramirez just became a Certified Ophthalmic Assistant (COA) and **Dawn Runear** just achieved certification as a Certified Ophthalmic Medical Technologist (COMT). These certifications are through the International Joint Commission of Allied Health Professionals in Ophthalmology (IJCAHPO).

Ophthalmic Technicians perform the clinical work up including history, visual acuity, refraction and diagnostic testing all essential in helping the ophthalmologist/optometrist diagnose and treat the patient's ocular health. The Ophthalmic Technicians are a vital part of the Upstate Ophthalmology team.

If you are interested in learning more about Ophthalmic Technician positions please contact Mindy Cole colem@upstate.edu



Deanna D'arrigo from the downtown Adult Emergency Department wanted to share something heartwarming:

"I wanted to add something that I felt was so amazing this year with everything going on this world and what we all experience on a daily basis.

Every day we all work so well together in the ED, meaning the entire staff and showing our patients that we have a strong TEAM, and that we put patients first. This year the team got together and started decorating the Trauma doors in the Adult ED with the names of the nursing staff, doctors, the ambulance services that come in regularly, names of all the registrars, etc. They have decorated the ED and made it so welcoming and I have heard wonderful comments from patients. So just a huge shout out to everyone who continue to make differences in all that they do!"

Mindful Meditation offered every Tuesday

Mindful Meditation will be held every Tuesday from 11 to 11:15 a.m. via WebEx. Annemarie Cristino, LCSW, CEAP, lead coordinator of Upstate's Employee Assistance Program, will offer 15 minutes of mindful meditation instruction and information. Mindfulness centers on fostering connections between the brain, mind, body, and behavior. Mindful Meditation is for all experience levels; those just beginning meditation and those with experience. Come and focus on you!

To join the session, visit: <https://upstate.webex.com/meet/cristinaA>. For more information, email CristinaA@Upstate.edu.

Beth Sellers, Administrative Assistant at Upstate Medical University Community Campus, Co-chair of the EAP Committee, Events Coordinator Community Campus, and spiritual Care Volunteer wanted to share information on EAP.

"The New York State Employee Assistance Program (EAP) has been in existence for 40 years offering confidential assistance at no cost. EAP is available 24/7 for employees and their family members and can help prevent everyday personal or work-related problems from getting worse through resources and referrals. Over 250 specially trained coordinators are available in agencies and facilities statewide to meet with employees in-person or by phone to provide support, information, assess problems, and customized referrals to local resources. Coordinators also assist agency staff when critical incidents occur, and have made over 20,000 client contacts per year. Look for 40th anniversary promotional events throughout the month."

EAP Past Events:

- April 3-6 Public Health Week
- April 26th Environmental & Linen Service Career Day
- April 26th Administrative Professionals Forum EAP Overview
- May 8 – 12 Nurses Week Celebration
- May 18th – 19th CSEA Appreciation Day DT & CC
- June 13th Annual UUP Picnic NAB
- June 24th CSEA Clambake – 12-4pm at the Spinning Wheel
- June 26th Resident Orientation: an in-person event at the NAB #4414 at 4:30 – 6:30pm. Lisa Carroll and Annemarie
- July 12th CNY Healthy Alliance at Oasis
- Aug 7th New Resident Orientation (make up event)
- New Employee Weekly Orientation Discussion: Held every Thursday at the CAB 9-9:30am (see schedule attached)
- September – Chill Out
- September 10-16 - Suicide Prevention Week
- October 1-7 - Mental Illness Awareness Week
- October UUP Meeting
- October Management Forum Presentation

WHAT IS VOTE COPE? [Vote Cope \(uupinfo.org\)](http://uupinfo.org)

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.

Sign up for payroll deduction at: [UUP Vote Cope Form \(uupinfo.org\)](#) or sign and send in the form below:



HIGHER ED
ACTION FUND PAC



UUP VOTE-COPE Voluntary Contribution
United University Professions
P.O. Box 15143, Albany, NY 12212-9954

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, 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 Secretary/Treasurer of United University Professions. Forty percent (40%) of my contribution is returned to the UUP Higher Education Action Fund.

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

Signature _____ Date _____

922



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

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

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

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

UUP Chapter Officers
 Richard Veenstra, President
veenstrr@upstate.edu

Steven Grassl, Vice President for Academics
grassls@upstate.edu

Mindy Heath, Vice President for Professionals
heathm@upstate.edu

Debra Tafel, Secretary
tafeld@upstate.edu

Deb Benware, Treasurer
benward@upstate.edu

Syracuse UUP Chapter Office
 Madison Towers, 2nd Floor
 60 Presidential Plaza • Syracuse, NY 13202
syracuse@uupmail.org • 422-5028

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.

Return this coupon to:
VOTE/COPE
United University Professions
P.O. Box 15143
Albany, NY 12212-5143



UUP VOTE/COPE Voluntary Contribution
 United University Professions, P.O. Box 15143, Albany, NY 12212-5143

Last _____ First _____ MI _____

Address (include street, city, state, zip) _____

Campus _____ Dept. _____ E-mail _____

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 _____