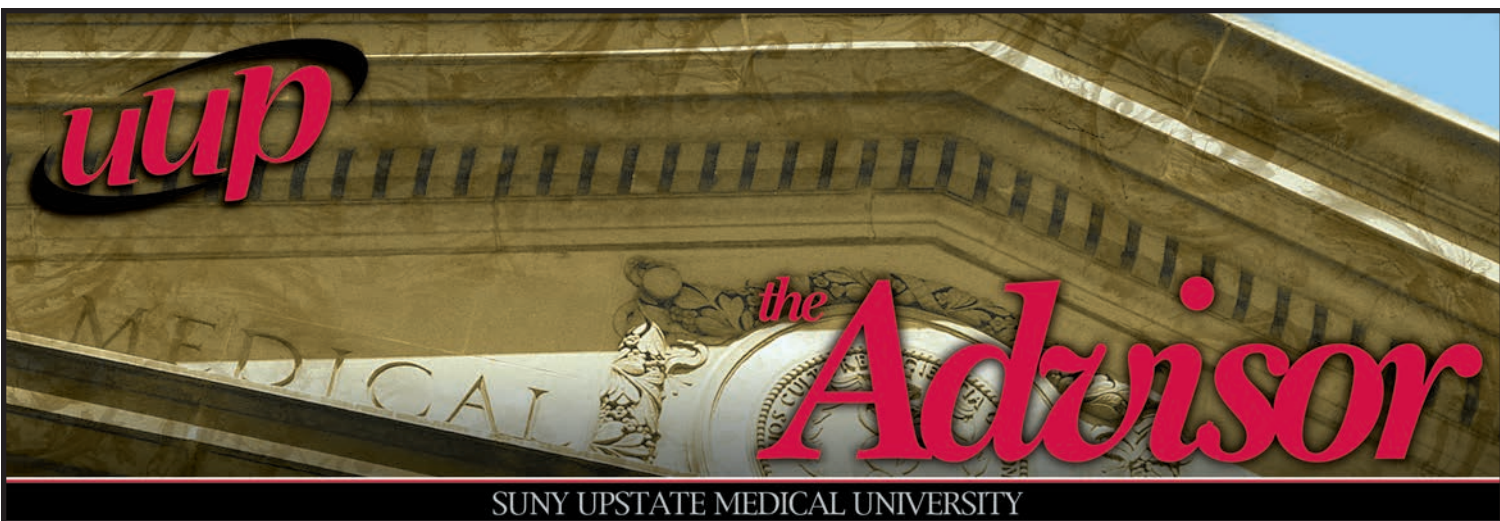


The logo for the Upstate University Physicians' Union (UUP) is displayed in a stylized, lowercase, pink font with a black outline, set against a background of a classical building facade.

Volume XVIII, No. 3

August 2012

PRESIDENT UPDATE



Carol Braund, UUP Chapter President

It has been my privilege to have had 'full release time' as president of UUP for the past two years. Release time means that my full time job is to be the union president - and this is negotiated thru the union and the administration at Upstate Medical University. As part of this request process, I develop a list of goals to achieve during this time. Because my responsibility is to you, the members, I would like to share these goals.

Lunch & Learn opportunities are at the top of the list. This is a 'meeting' designed to provide 'education' and a meal to our members. We are starting this academic year with the June Annual Meeting and Picnic (free lunch/UUP budget discussion) at the Upstate campus. We will then have a September Annual Meeting and Picnic (free lunch/UUP Exec. Board meeting) at the Community General Campus. September will also bring J. Philippe Abraham,

Continued on page 3

HAPPY ANNIVERSARY

Upstate University Hospital at Community General!

On July 7, 2012, Upstate University Hospital at Community General celebrated its one year anniversary! It is hard to believe that a year has already passed since Community General Hospital became part of the Upstate Medical Health System. It has been wonderful getting to know all of the new employees and finding ways to come together to better serve our community.

On Monday, July 9 from 12:00-3:00pm, there was an ice-cream social held at Community General to celebrate this auspicious occasion. Representatives from Hospital Administration and the employee unions, including UUP, were on hand for the celebration.

In addition to the ice-cream social, please also mark your calendars to attend the UUP Meeting and Picnic to be held at Community General on Wednesday, September 12 at 12:00 noon (location TBD). This will be an annual event that will include a UUP Executive Board meeting in conjunction with a free picnic lunch for all UUP members.

Negotiations Update: June 27

Next Negotiations Dates, NYSCOPBA Reaches Tentative Pact

UUP's negotiations sessions originally scheduled for June 27 and 28 were postponed because the state's team was unable to attend on those days. Our Negotiations Team met as originally planned on June 26 and 27 to finalize preparations for the next session with the state. UUP and the state are scheduled to meet again on July 12.

NYSCOPBA, which represents more than 26,000 correctional officers in the state prison system, is the latest state employee union to reach a tentative agreement with the state.

Continued on page 2

Legislators who are SUNY Alumni

Broome Community College

Thomas Libous, Senate (AAS, 1973)

Erie Community College

Michael Kearns, Assembly

Herkimer Community College

Daniel Burling, Assembly (AS, 1977)

Hudson Community College

Roy McDonald, Senate (AS, 1968)

Mohawk Valley Community College

Hugh Farley, Senate (AAS, 1953)

Nassau Community College

Charles Fuschillo, Senate (AAS, 1980)

Michael Montesano, Assembly (AS, 1983)

Niagara Community College

George Maziarz, Senate (AA, 1974)

Onondaga Community College

Sam Roberts, Assembly (AS, 2001)

Orange Community College

Aileen Gunther, Assembly (AA, 1975)

Rockland Community College

David Carlucci, Senate (AS, 2000)

SUNY Albany

Philip Boyle, Assembly (MPA, 1986)

Edward Braunstein, Assembly (BA, 2003)

Jane Corwin, Assembly (BA, 1985)

Patrick Gallivan, Senate (MA, 1992)

Vanessa Gibson, Assembly (BA, 2001)

Amy Paulin, Assembly (BS/MA, 1977/78)

Michael Ranzenhofer, Senate (BA, 1976)

Addie Russell, Assembly (BA, 2000)

Lou Tobacco, Assembly (BA, 1994)

David Weprin, Assembly (BA, 1976)

Kenneth Zebrowski, Assembly (BA, 2001)

Lee Zeldin, Senate (BA, 2001)

SUNY Binghamton

Christopher Friend, Assembly (MA, 2000)

Hakeem Jeffries, Assembly (BA, 1992)

Donna Lupardo, Assembly (MA, 1983)

Daniel Quart, Assembly (BA, 1994)

Michele Titus, Assembly (BA, 1990)

SUNY Brockport

Joseph Robach, Senate (BS, 1980)

Joseph Griffo, Senate (BA, 1978)

SUNY Buffalo

Harry Bronson, Assembly (JD, 1986)

Christopher Friend, Assembly (PhD, 2004)

Shelley Mayer, Assembly (JD, 1979)

Donald Miller, Assembly (BA, 1988)

Michael Ranzenhofer, Senate (JD, 1979)

Stephen Saland, Senate (BA, 1965)

Ray Walter, Assembly (JD, 2007)

SUNY Buffalo State College

Brian Higgins, Congress (BA)

Crystal People-Stokes, Assembly (BS, 1974)

Joe Giglio, Assembly (BS, 1976)

Kevin Smardz, Assembly (BS, 1998)

SUNY Cobleskill

Peter Lopez, Assembly (AS, 1981)

SUNY Cornell Ag/IRL Schools

David Carlucci, Senate (BS, 2002)

Clifford Crouch, Assembly (BS, 1965)

Steve Katz, Assembly (BS, 1976)

William Magee, Assembly (BS, 1961)

Michael Nozzolio, Senate (BS/MS, 1973/77)

SUNY Empire State University

Gary Finch, Assembly (BS, 1989)

Nancy Calhoun, Assembly

Robert Castelli, Assembly (BS, 1995)

SUNY Farmingdale

Michael DenDekker, Assembly

SUNY Fredonia

Sean Ryan, Assembly (BA, 1987)

SUNY Geneseo

Barbara Lifton, Assembly (BA/MA, 1973)

Ray Walter, Assembly (BA, 1994)

Joseph Morelle, Assembly (BA, 1979)

SUNY New Paltz

Maurice Hinchey, Congress (BA/MA, 1968/70)

Kenneth LaValle, Senate (MA, 1964)

Andrew Raia, Assembly (BA, 1991)

Frank Skartados, Assembly (BA, 1985)

Kevin Cahill, Assembly (BA, 1977)

SUNY Plattsburgh

Al Graf, Assembly (BS, 1998)

Kenneth Blankenbush, Assembly (BA, 1973)

SUNY Potsdam

David Valesky, Senate (BA, 1988)

Marc Butler, Assembly (BA, 1974)

Patricia Ritchie, Senate (BA, 1991)

SUNY Stony Brook

James Conte, Assembly (BA, 1982)

Steve Englebright, Assembly (MS, 1975)

Carl Heastie, Assembly (BS, 1990)

Daniel Losquadro, Assembly (BA)

Next Negotiations Dates...

Continued from page 1

According to press reports released on June 18, NYSCOPBA's tentative agreement for a 5-year contract has provisions similar to those in other state employee contracts, including CSEA's and PEF's. There are no across-the-board salary increases for the first three years of the new contract, with two percent raises in 2014 and 2015. There are nine furlough days and a six percent increase in the

health insurance premium share, making the employee portion 16 percent for individual coverage and 31 percent for family coverage. A \$1,000 retention bonus not added to base salary would be paid in two installments (\$775 in 2013 and \$225 in 2014).

NYSCOPBA's tentative agreement must be ratified by its members in order to take effect.

EVENTS & ANNOUNCEMENTS

Congratulations to Door Prize Winners!

Joe Ciravolo was in charge of collecting the meal tickets at the Downtown Campus UUP Annual Meeting & Picnic on Wednesday, June 13th. These tickets were placed in the chapter's new acrylic raffle drum and names drawn out for the following door prizes:

Kindle (donated by Liberty Mutual) – Gina Relyea, Infection Control

Member Ticket to the Clambake (donated by the Syracuse UUP Chapter Office) –

- Chris Altier, IMT
- Deborah Cometti, ROC
- Helene Degan, AP
- Frank Mento, Out-Patient Child Psychiatry
- Ed Yankay, Telecom

You can look forward to seeing Joe again with the raffle drum at the UUP Clambake on Sunday, September 9th from 1:00-6:00pm at Hinderwadel's.



PRESIDENT UPDATE

Continued from page 1

statewide VP for Professionals, to our campus for an evening meeting (free dinner/discussion of professional issues like workload creep, saying 'no' and bullying). In October, there will be a luncheon with guest speaker Walter Apple, UUP Retiree Coordinator, who will discuss retirement issues. In November, there will be a luncheon that will focus on financial planning. December is typically a busy month for most of our members and we will not schedule another 'meeting' to add to their list. We are looking for suggestions for 2013 of topics of interest to you.

We began the development of a Department Rep System last year. Our 'fledgling' attempt at this was an initial success - three of the attendees became regular attendees of our monthly Exec. Board meetings and/or delegates. The merger/acquisition of Community General became the total focus of everyone in July and the Department Rep System was lost in the process. The decision to have the September Exec. Board meeting at the CG Campus, as a part of the CG Annual Meeting and Picnic, is a way to broaden the understanding of our CG members and to show them what UUP is doing for them.

We hope to follow up at the CG Campus and at the Upstate Campus with quarterly noon 'rep' lunches - where UUP

members can join us to hear about what is new and members can ask questions of the officers. Ideally we would like to see a representative from each department so that they take back what they have learned to their fellow staff members.

A part of my 'job' is advocacy in Albany. The governor has been focused on reducing New York State expenditures, and has made significant education and healthcare funding cuts. These two areas represent the major focus of our mission at Upstate Medical University. When the legislature is in session, Tuesday and Wednesday are days when our elected representatives are in Albany and potentially available to 'hear' our concerns. UUP was able to get \$26 million put back into the budget for the medical schools this year - a small portion of what has been cut over the past three years. The 'message' that we want our representatives to hear is that Upstate is the biggest employer in Syracuse and CNY - and what impacts Upstate potentially impacts the entire area.

The ultimate goal of my release time is to enhance effectiveness and relevance of the Upstate University Chapter of UUP to employees at the Upstate campus and the Community General Campus.

EVENTS & ANNOUNCEMENTS

UUP Members Complete the Black Fly Challenge

On Saturday June 9th, 2012, Upstate Medical University UUP members John Ders and David Scholl competed in the 17th Annual 40-Mile Black Fly Challenge Bicycle Race. This is a destination race that alternates between Inlet, NY and Indian Lake, NY every year. This year the race started at Arrow Head Park in Inlet, headed north on Route 28 to Limekiln Road and continued into Moose River Plains. It then continued to Cedar River Road in Indian Lake and finished at the Indian Lake School.

As described on www.blackflychallenge.com, the race conditions this year were the best ever. The course, which traveled through the Moose River Plains, was very hard and fast. Of course, there are the never-ending boulders and rocks that kept popping out at the participants as they navigated the windy and very hilly dirt roads (that are more like glorified dirt trails), but that is what made the course fun and challenging. John and Dave both agree that this year they were able to ride on top of the road. Last year, the conditions were the worst ever and riders sank down into about 2-6 inches of mud and stone ash the entire way.

There were 506 race entries this year and 459 people completed it. The race is not just for the young, as the person who was 459 was 79 years old! The course does not discriminate against "age-experienced riders". John and Dave both trimmed off at least an hour from last year's times. Their goal was to complete the course in less than 3.5 hours. John did the course in about 3:15 hours and Dave in 2:59 hours. A course record of 1:47.38 was set this year. That's fast!!!

John and Dave work in Physical Plant. John is a Project Manager with over 20 years of experience at Upstate and Dave is the Plumbing Facility Manager with over 18 years of experience at Upstate. In addition to biking, John is a cross-country skier, runner and experienced marathon kayaker. It is not uncommon for John to do a kayak race one day and a bike or running race the next day. In addition to mountain biking, Dave can be found on the ski slopes, kayaking, camping or helping out with his kid's school activities.

Oh, yeah! As the name implies, there were a lot of those pesky black flies around during the race that were at the ready to attack. Black flies attack no matter how many proactive measures the racers take. As John and Dave put it, "You can ride but you cannot hide from them!"

Editorial Note: Any UUP employee who would like to submit a similar story and/or picture to The Advisor can do so by e-mailing Dawn Leadley at leadleyd@upstate.edu.



Photo by John Ders

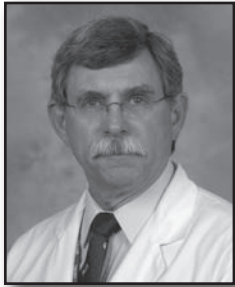
Statewide UUP Affirmative Action Committee

The Statewide UUP Affirmative Action Committee met during the Spring Delegate Assembly on Friday, April 20, 2012 in Albany, New York. In attendance were SUNY UMU employees and committee members Horace Ivey and Dawn Leadley. The charge of this committee is:

1. To review UUP structures and policies with respect to equal opportunities.
2. To recommend to the UUP Executive Board and other appropriate bodies actions designed to implement affirmative action goals within UUP.
3. To work with the UUP Statewide Negotiations Committee to formulate contract demands to implement equal opportunity goals on campuses with special attention to promotion, renewal and compensation concerns of professionals.
4. To develop labor-management cooperation with appropriate counterparts in SUNY administration for the promotion of affirmative action and diversity in the university.

Also discussed at this meeting was the important of maintaining an active chapter-level committee. Several campuses shared their best practice recommendations, which included working closely with campus administrators. At UMU, Horace Ivey serves as the UUP Affirmative Action Officer and he can be reached through the UUP Office at 422-5028.

Michael Lyon, VP for Academics



How Much More is Too Much?

Michael Lyon, VP for Academics

The recent economic issues have resulted in continued state budget cuts and certainly Upstate has not been exempt from their impact. In fact, many don't realize that Upstate gets hit from both sides, that is, State Budget Cuts and Federal Reductions in reimbursements.

To weather this problem, our administration has determined that the only way for us to survive is to grow our way out of it. As a result they have asked us, for a number of years now, to "give me 5 more, give me 10 more" and this is in reference to 5% more clinical income and 10% more research income.

We have responded, but at what cost? How does one increase clinical income? The simple answer is by seeing more patients in the same amount of time. The result is either less time spent directly with each patient or less time spent on the follow-up work needed to provide the appropriate care for the patient. But how does that impact quality of care? Have we, as someone put it, become the five and dime of medical care or, if you will, a "Woolworths"? You younger folks might not know that Woolworths was, at one time, a prominent store in many downtowns. But I digress. Perhaps I have been here too long or that I am no longer isolated from the impact of administration's edicts as I once had been. I used to spend most of my time in the lab, a place I sometimes frequented more than home.

In some respects, perhaps the growth has worked; but in others it has not. We build buildings and in that way we have grown, but the number of people who take care of the infrastructure or teach the classes has not kept pace. As a result, the more and more that is asked of them becomes impossible to accomplish and yet, they are still asked to do more. Let's just take a simple example. When I first came to Upstate, our trash was emptied every night, then it became every other night on opposite sides of the corridor. Now it is twice a week for the entire corridor. Certainly, part of this is due to the increased amount of space that needs to have this service; but it is also due to the fact there just aren't enough people to do the work.

This problem of not being able to get work done is happening to our members as well. As additional demands are placed on our members, daily decisions have to be made as to what duties are not going to get accomplished? And what impact will that have? This is not a situation we want any of our members to be in.

I have people calling, saying "when I come to work in the morning I don't know when I will be able to leave" and that they are exhausted because they are mandated to do double shifts due to the lack of personnel. These are health care providers, not factory workers making widgets. If factory workers make a mistake, they just make another widget. How does that work with patients?

Recently, one department notified its staff that they needed to increase their patient contact hours by 25%. But how are they to do that and still provide some type of quality care? What do they give up so this can be accomplished or is it that the administration believes they are not working 100%? In another instance an attending's wife called me

because he was hesitant to call himself. However, the next day he did call and his complaint was that he just came off of an extensive on-call period and he hadn't realized just how tired he had become. He was genuinely afraid of making a mistake. This was not some "newbie" attending but someone with many years of service. More recently another attending called due to the fact that this individual's call schedule had doubled and was being disciplined for being "irritable". Perhaps it was due to the lack of sleep.

Unfortunately this seems to be happening more and more and, in the number of years I have been the Academic Grievance Officer, this last year is the first time I have had calls from attendings. The pressure that is applied to the supervisors goes down to the workers. The demand is, "Do more with less! Do more with less!"

Ask the faculty and they will tell you that the only growth they have seen is in the administrative staff. This may or may not be true, but it is the perception; and the perception for the perceiver is the truth until proven otherwise. I must admit that I have, at several HR meetings said "stop advertising for a week and you could hire enough people". Perhaps we should work on getting better and not bigger.



Annual Downtown Campus UUP Meeting & Picnic

WEDNESDAY, JUNE 13, 2012



Annual Downtown Campus UUP Meeting & Picnic

WEDNESDAY, JUNE 13, 2012



Upstate Medical University U.U.P. Chapter's **24th Annual** **Clambake**

I'm all in favor of keeping dangerous weapons out of the hands of fools. Let's start with typewriters. - Frank Lloyd Wright (1868-1959)

Sunday, September 9th, 2012
1:00 P.M. to 6:00 P.M.

At Hinerwadel's, Inc., 5300 Taft Road, North Syracuse, N.Y.

RAFFLES • DOOR PRIZES • DISC JOCKEY

Upstate UUP Member: \$20 • Invited Guest: \$45

Ticket Sales End at 2:00 P.M. Thursday, August 30th

NO Tickets Sold at the Door • Tickets Non-Transferable

Tickets Available From:



UUP Office ,	203 Madison Tower, 60 Presidential Plaza	422-5028
Tammy Blackburn	IMT, Suite 150, Rm 107: 5793 Widewaters	48880
Mark Buttiglieri . .	Social Work, Rm 1504: UH	44345
Tina Evans	Hematology/Oncology, ROC	48233
Dawn Leadley	Dept. of Psychiatry, Rm 126A: 713 Harrison St.	43180
Mike Lyon	Otolaryngology & Comm. Science, Rm 156: WSK	47253
Nancy Lyon	College of Nursing, 545 Cedar St. (Tues. & Wed. ONLY)	43915
Patty Martin	Telcom, Rm 302: CWB	47890
Maria Pembroke . .	Nursing Admin., Rm 1110: UH	47487
Pat Pisarek	Pharmacology, Rm 3100: WH	47974
Paul Stasior	Social Work, Pediatric and Joslin Clinic	45725
Marty Toper	Clinical Pathology Admin., Rm 4732: UH	46742
Laurie Typhair	PM&R - Rehab Therapies, Rm E2105: UH	42317

Attention Locals: Don't miss out on a special prize drawing!

We know that your Local Association's newsletter is a great vehicle to find out what is going on in your region, meet the members of your local and learn about exciting opportunities available to you.

Along those lines, we have a great opportunity for you! NYSUT Member Benefits has launched a special prize drawing for all NYSUT members in an effort to encourage greater participation in our free MAP Alert email service.

MAP Alerts are sent approximately once every three weeks to your email inbox and contain information about new endorsed Member Benefits programs, changes to current programs and reminders about existing programs. And, you have our word that you will not be bombarded with email messages.

You will receive one entry into the drawing for every MAP Alert that you open and read before August 15. Winners will be announced on August 16 on the Member Benefits website!



If you are not already a MAP member, visit memberbenefits.nysut.org and click on the MAP graphic in the upper right hand corner of our homepage to join this free service.

Please note that you must be a NYSUT member to be eligible to win any of the prizes in this contest. Only one prize per winner. Current or retired NYSUT employees, NYSUT Member Benefits vendors, or their family members are not eligible to win.



All current and new MAP members who open at least one MAP Alert before August 15, 2012 are eligible to win the following prizes:

Grand Prize	First Prize	Second Prize	Third Prize	Fourth Prize
Bose Home Theater System	iPad	Kindle Fire	Bose Noise-Canceling Headphones	\$50 Powell's Books Gift Card

For more information about this drawing, call **800-626-8101** or visit the Member Benefits website at memberbenefits.nysut.org.

For information about programs or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



EVENTS & ANNOUNCEMENTS

AFT Healthcare Conference, Washington, DC

Colin Massulik, Professional Delegate

Editorial Note: At an Executive Board meeting in early 2012, UUP Chapter President Carol Braund asked those in attendance whether anyone was interested in representing UUP and the Chapter by attending the AFT Healthcare Conference April 19-22, 2012 in Washington, DC. Colin Massulik volunteered for this assignment and provides the following summary of his experience.

April 20, 2012

Plenary Session

AFT President Randi Weingarten spoke to the conference attendees and in her speech she stressed the importance of “working towards the American Dream”. She stressed that by putting people to work we can help jumpstart the economy and decrease income inequality. We need to continue to fight for a share of the pie even though it is difficult to put people to work despite corporations showing record profits and the gap between the rich and the poor increases. The current financial landscape is demonstrating that Americans are now much poorer (within 200% of the Poverty Level) than they were 30 years ago when 34% of the labor was unionized, versus the roughly 8% of private industry workforce – plus an additional 3% for State employees.

Although unions face many challenges in the private sector, State employees are also feeling the strain. Some State leaders that are making concerted efforts to remove collective bargaining from their respective organizations — Scott Walker (WI) and Chris Christie (NJ) were two recent examples. The purpose of this conference is to guide unionized healthcare workers on how they can make a difference in the community by showing how the Affordable Care Act can help in the economic recovery.

John Nichols, a journalist and staunch union activist, took to the podium and spun tales of his fight against Governor Walker when his Wisconsin Budget Repair Bill set forth to remove collective bargaining rights. He and 160,000 others marched to the Wisconsin Capital Building occupying and protesting the Bill citing a deficit due to the recent tax cuts to the wealthy. It was interesting that he does not condone austerity nor does he believe in it. Nichols suggests that to keep things fair it is best to promote accountability and by not making drastic changes to shake things up, but to support those systems that are working and make them even stronger.

Workshop: Health Reform 2012: The Real Changes Begin - Mary MacDonald, AFT

The start of this workshop was presented with a question to the audience: “How do we view the ACA?” The general sense was that nobody could answer the question because it seemed so complicated that no one could truly understand it.

Mary summarized the ACA with four main bullet points:

- Everyone has to have health insurance.
- People who can't afford insurance would be offered subsidies.
- Exchanges will help people pick the proper plan.
- Insurance companies cannot deny anyone healthcare.

So far, what the ACA has accomplished in the past two years is:

- Insurance companies can't refuse children with pre-existing conditions.
- Young adults can remain on their parent's plan until the age of 26.

- There is no deductible for preventative care visits.
- There are no lifetime/annual limitations on benefits.

Workshop: Healthcare Reform: How Reforms Affect Insurance Coverage, Benefits and Consumers - Amy Clary, AFT

This workshop described in detail how each State and its citizens will build and use “Exchanges” to purchase healthcare insurance. The ACA set forth a mandate that everyone must have health insurance by 2014 or they will pay a penalty. Each State will take responsibility for implementing a repository for insurance companies to sell their products to the public. These are known as “Exchanges” and can be accessed via a website or by calling a toll free number. The goal of the Exchanges is to help people pick the right plans by presenting them with the options that apply to them.

Workshop: Who is Helping You Write the Next Chapter of Your Life? - Howell Posner & Myrna Faucett

Howell started this workshop with retirement planning. It was a good introduction to those who have not prepared for retirement or unexpected death and how to write documents that can protect you from legal matters such as wills, life insurance documents and taxes. Advice was given to prepare for retirement early, and on a semi-annual basis, to review documents to check beneficiaries on insurance policies and IRAs. Myrna suggested three items that everyone must have: 1) Financial Power of Attorney 2) Healthcare Power of Attorney and 3) Last Will and Testament. She also dispelled many of the myths that surround death and property. Something everyone should do is preparing a List for Life, which contains all pertinent information including accounts and passwords so that a family member can access accounts after death.

Workshop: Community Engagement: Mapping to Mobilizing on Healthcare Priorities - Connie Cordovilla, AFT

This workshop centered on spreading the word of the ACA to the community. We started by defining community and discussing what it meant to us. We then explored creative ways to get into the community by volunteering time and participating in social events. It tied back to the union in that the union mantra is not to get ahead of the rest, but to raise everyone's quality of life. We then acted out a few scenarios that could help prepare us for the conversations. Our homework is to become involved with a community organization and build quality relationships.

April 22, 2012

Plenary Session

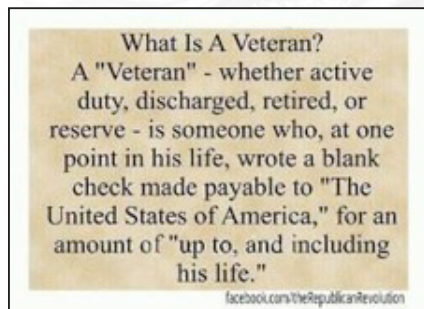
Vincent DeMarco spoke to the attendees about his accomplishments in Maryland and how he was able to successfully take on the tobacco industry to reduce the number of smokers by encouraging lawmakers to raise taxes on tobacco products.

What is a Military Veteran?

Davis Scholl, UUP Delege and Statewide Veteran's Committee Member

By Wikipedia definition, a Military Veteran is simply someone who has served in the armed forces. To me, personally, a Military Veteran is something so much more! A Military Veteran is someone who has volunteered to serve (and to give the ultimate sacrifice if needed) the citizens of the United States of America. They protect freedoms that are all too often taken for granted. They are unsung heroes!

I think this posting on Facebook states it all:



Much like lasting college friendships, many who have served in the military have formed friendships with their fellow warriors that last a lifetime. I have formed friendships with shipmates that started 30 years ago. We have each traveled across the country

for vacations to visit each other and continuously stay in touch via the phone or social media. In some cases, I have not seen or heard from fellow service brothers for over 25 years and then, when I did, it was like "Old Home Days" and like we had not missed a single event in each other's lives. After putting your faith, trust and life in the hands of another, there exists a fraternal bond that cannot be broken.

Throughout a lifetime of both military and civilian experience, Military Veterans also form friendships with veterans from other branches of service. These friendships are formed through work, veteran's organizations, college, unions, civic organizations and the like. While employed at SUNY Upstate and actively involved in United University Professions, I have met and formed friendships with veterans from both Upstate and other SUNY campuses.

Who are these veterans? You would be surprised to know that the person sitting next to you in your office cubicle may have been a Soldier. Did you know that the person teaching your classes was a Marine? How about the staff that keeps the physical plant operating - they have a lot of Sailors. Even some of our doctors and nurses were once Airmen and Coast Guardsmen.

At SUNY Upstate, we also employ several Reservists and Guardsmen. These fine Citizen Soldiers and Airmen serve in the Army and Air National Guard. They also serve in the Naval, Air Force, Marine and Coast Guard Reserves. These employees work throughout the hospital and campus. You might recognize them by their haircuts. You might know them because they take leaves of absences from their work areas to attend weekend and annual training. You may also know them because they have been or are currently deployed overseas, protecting both foreign and domestic interests. If you know one of these outstanding employees, please take a moment to thank them!

Rightfully so, those who serve in the military, whether currently active, serving as a reservist or guard, retired or have completed their tour of duty, qualify for many advantages and benefits. One of those great benefits is offered by SUNY Empire State College. SUNY Empire State is a very veteran friendly nontraditional campus located throughout New York State with a local campus right here in Syracuse. I would urge any veteran wanting to explore their educational opportunities to contact the admissions office at SUNY Empire State College. They assist and guide veterans through the admissions process and even give credit for military accomplishments and training. For more information, you can also visit the SUNY Empire State Office of Veteran and Military Education at www.esc.edu/ovme.

Editorial Note: David Scholl is a member of the Statewide UUP Veterans Affairs Committee, which meets three times a year at the UUP Delegates Assemblies as well as by electronic means when needed. For more information about this committee, please visit <http://uuphost.org/vets> or contact the Syracuse UUP Chapter Office at 422-5028.

EVENTS & ANNOUNCEMENTS

We Won!

At the Spring Delegate Assembly in April, several Upstate UUP employees won awards in the Statewide Journalism contest. They included the following:

Best Website

First Award - Upstate Medical Webmaster: Colin Massulik

Best Feature Story

Honorable Mention – *The Advisor* - Upstate Medical: "Union Battle in Florida" by Paul Stasior

Best Layout/Use of Graphics/Photos

Award of Merit - *The Advisor* - Upstate Medical: UUP Annual Meeting & Picnic pictures, September 2011 Edition

Photographer: Brian R. Tappen

Editor: Dawn Leadley

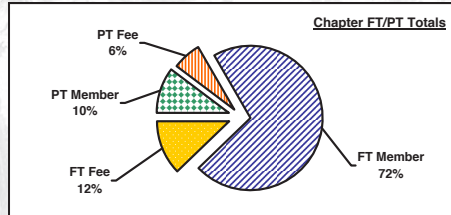
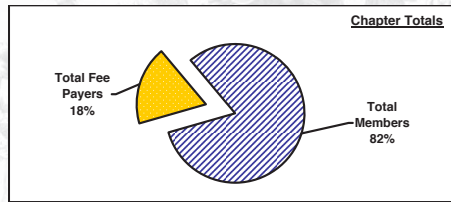


Upstate Medical Chapter Retirees Not Included

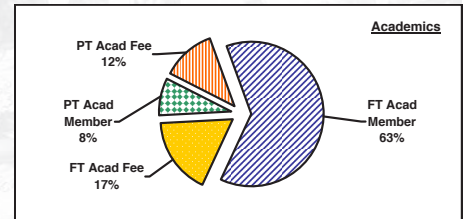
May 2012 Membership Totals

Total Members	2514
Total Fee Payers	566
Total Bargaining Unit	3080

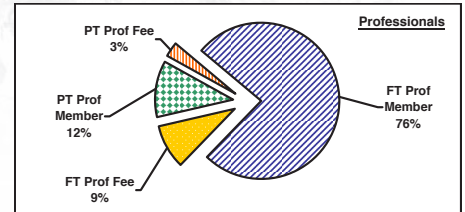
FT Member	2194
FT Fee	370
PT Member	320
PT Fee	196
Total Bargaining Unit	3080



FT Acad Member	698
FT Acad Fee	193
PT Acad Member	91
PT Acad Fee	134
Total Academics	1116



FT Prof Member	1496
FT Prof Fee	177
PT Prof Member	229
PT Prof Fee	62
Total Professionals	1964



Prepared by UUP Member Services Department

6/12/2012
Book 1

Participate in the UUP Salary Survey!

UUP is committed to the existence of a fair and equitable employee pay system. Toward that end, UUP is conducting a salary survey to collect historical data (salary and title) on both academic and professional members. This information will be used by UUP to

protect against any salary inequities. This information will be kept confidential and no identifying information will appear in any public document. To participate in this survey, please click on the link on the UUP homepage (www.uupinfo.org).

United University Professions
SUNY Upstate Medical University Chapter
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leadleyd@upstate.edu

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UUP Chapter Officers
Carol Brandt, President
brandtc@upstate.edu
Michael Lyon, Vice President for Academics
lyomm@upstate.edu
Carl Pettengill, Vice President for Professionals
petteng@upstate.edu
Robin Nichols, Secretary
315-422-5028
Deb Benware, Treasurer
benware@upstate.edu
Syracuse UUP Chapter Office
Madison Towers, 2nd Floor
60 Presidential Plaza • Syracuse, NY 13202
syrcuse@unpmail.org • 422-5028