



THE ADVOCATE

Making a Difference in the Workplace

Fall 2009

Northport/ East Northport Operations, Maintenance and Transportation Members Overwhelmingly Approve New Agreement

A new four year agreement covering the 100 member UPSEU unit was overwhelmingly approved with 94% of the membership voting to approve its terms.

Annual wage increases and longevity improvements (including the improvement in the eligibility requirements making members eligible earlier), highlighted the pact.

Several other improvements were included with significant gains for the hourly bus drivers. Drivers will now be afforded the same sick, holiday, vacation and health care as the full time district employees, significantly improving the entitlements of the drivers.

Unit Chief Shop Steward James O'Donohoe commenting on the agreement stated, "UPSEU President Kevin E. Boyle, Jr. was always on the mark in making the case for the unit. We had a terrific committee that together with the leadership of UPSEU, led to a great agreement."

UPSEU President Kevin E. Boyle, Jr. thanked Labor Relations Representative Brian Honahan for his assistance throughout the process and the work of Chief Steward James O'Donohoe for his leadership of the team which included Joseph Cipoletti, Paul Quinn, James (Mickey) Hoffman, Patricia Nolan and Edward Bach.

Dear Kevin,

Thank you for your kind words that you sent out to the membership on October 21 and the Certificate of Appreciation. Our team did an excellent job in developing our positions and came up with a great contract under normal economic conditions; under these conditions it was an excellent contract and it is clear with the vote of 64 to 4 the membership agrees.

I must say, and I believe I speak for all of us that this success was due in a large part to your guidance and expertise in the negotiations. Also, I would like to point out that Brian and Randy were a continual source of advice and support throughout the negotiations and a myriad of other issues during these eighteen months we worked together.



NORTHPORT/EAST NORTHPORT NEGOTIATING COMMITTEE
L to R: Mickey Hoffman, Shop Steward James O'Donohoe, Pat Nolan and Joseph Cipoletti. Not pictured are Paul Quinn and Edward Bach.

Once again, thank you for your hard work and I look forward to many more successes in our struggle to create a better life and working conditions for the people we represent.

Sincerely,
James O'Donohoe
Northport Chief Shop Steward



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Our Mission

United Public Service Employees Union is committed to being the preeminent labor organization representing public sector employees by providing professional, on-site representation, superior negotiations, and adherence to democratic principles which maintain the integrity of the Union for the benefit of our members and their families.

“We are making a difference in the workplace”



Officers of UPSEU

Kevin E. Boyle, Jr.

President

Gary M. Hickey

Executive Vice President

Kimberly Nowakowski

Vice President

Randy Tillman

Secretary/ Treasurer

James Gangale

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PRESIDENT'S MESSAGE



UPSEU President
Kevin E. Boyle, Jr.

‘United we stand, divided we fall.’ It is such a simple phrase and yet it encompasses so much. Not only does it encompass the victories and our collective survival throughout American history, but also in living our lives day to day. Whether in good times or bad, being **UNITED** makes a difference. Being **UNITED** gives strength to the weak and resolve to the strong. It turns a bad situation at worst, to a struggle which is survivable, and at best, to a good situation.

Being **UNITED** sometimes just involves active listening, and not thinking of what you need to do after work, but really listening. Our Stewards, Officers, and Labor Relations Representatives extend themselves to this often. At UPSEU we have an open door policy; members are free to talk to their Steward, Officer, or Labor Relations Representative because we know that sometimes you feel that you need options for reaching out. Sometimes, it’s the Steward or Officer because they can better relate to your situation. Other times, it’s a Labor Relations Representative because it involves intricate labor law or is just too personal to share with a fellow co-worker. Either way we are here for you, and if you turn to your Officer or Steward we are here to help them to help you. It’s important to remember that even when a member is afraid to stand up on their own, listening can sometimes give life to a game plan to overcome the difficulty and this brings about the confidence or resolve to act.

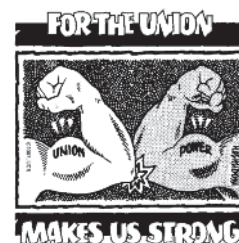
Being **UNITED** also may mean standing up for a fellow member. In the labor movement there is a saying, “an injury to one is an injury to all.” Just as the ‘**UNITED** we stand’ saying, it as well reminds us that others matter. We are capable of affecting other people’s lives and in turn, our own. At UPSEU we recognize that some members may be fearful, others unsure, so we are in the workplace often in order to help break down any barrier to their asking for help. I know you have heard or seen this phrase used in a different sense but, ‘if you see something, say something.’ When we reach out and stand up for someone who’s fearful, we help them to stand with courage and determination, and it also lets the employer know that the members are **UNITED**.

Being **UNITED** can also mean giving the benefit of the doubt to the negotiating team, remembering that the negotiating team members were chosen by the membership for a reason. As many of you know from first hand experience, we have had difficult negotiations before, (in some shops it has never been easy, in others it’s a strenuous dance and then the reward); and now more than ever nearly every negotiations have become contentious. I and my staff thank your hardworking Officers, Stewards and Negotiating Teams. It is never easy, but with our combined strength and **UNITED** front, we achieve even in difficult times.

Whether it is hanging in for the long haul in negotiations or a standing up against a violation of the collective bargaining agreement, being **UNITED** is an absolute necessity to the overall success of the Union. It is therefore no fluke that when our labor organization was born, we called ourselves **UNITED Public Service Employees Union**. We did that because we knew then what we know now, that the only way to survive is to work together in a **UNITED** way.

The Executive Board and staff of UPSEU salute our members who unselfishly look out for one another, as well as those who serve as Stewards, Officers, and Building Representatives. We also recognize and thank our **UNITED** membership. We are strong when we stand together.

Today more so than ever, we need to remember at all times that
‘UNITED we stand, divided we fall!’



UPSEU Continues Growth in Sussex County



TOWN OF NEWTON NEGOTIATING TEAM
L to R: Peter Kays, Adam Vough and Shop Steward Paul Baldwin

The Town of Newton Department of Public Works in Sussex County, New Jersey recently signed a new four year agreement. Formerly with Local 911, this new UPSEU unit's contract provides significant increases in salary, in addition to an increased clothing allowance and an increase in the number of bereavement days. UPSEU Labor Relations Representative Bill Sullivan who headed the negotiations extended thanks to the team of Peter Kays, Adam Vough and Shop Steward Paul Baldwin for their efforts in achieving a great contract for their co-workers.

UPSEU also welcomes the Town of Hamburg Blue Collar workers who were recently certified and are currently in negotiations for their new agreement. In addition, the Town of Wantage Blue Collar workers have also voted to join UPSEU in a recent PERC election. Welcome aboard to all our newest New Jersey units!

Westbury Public Library Members Unanimously Ratify Agreement



WESTBURY MEMORIAL LIBRARY NEGOTIATING COMMITTEE
L to R: Ron Schachter, Marilyn Siesto, Colleen McCrea, Peggy DeStefan, and James Hutter

UPSEU members in the Westbury Public Library unanimously ratified their new three year contract. The new agreement provides members with above average wage increase as well as a new retirement benefit. UPSEU President Kevin E. Boyle, Jr. congratulated UPSEU's Randy Tillman who negotiated the agreement, along with the negotiating team of Marilyn Siesto, James Hutter, Peggy DeStefan, Colleen McCrea and Ronald Schachter, for a job well done.

Copiague School District Operations, Grounds and Maintenance Unit Approves First UPSEU Contract

UPSEU members in the Copiague School District nearly unanimously ratified their first UPSEU contract. Formerly with CSEA, this non-supervisory services unit's five year agreement includes a restructured salary schedule that corrects pay inequities from previous CSEA contracts, provides increases in longevity, and significantly increases the district's contribution towards the members' benefit plan, rightfully reducing the cost to our members. UPSEU's Labor Relations Representatives Jim Gangale, Brian Honahan and Patrick Passaretti thanked the negotiating team of Unit President Gerald Kelly, Unit Vice President Frank Peralta, Michael Beck, Frank Delvecchio and Paul Fallon for all their hard work in achieving an excellent contract for their co-workers.

New Members Join UPSEU EMS Division

The Albany County Sheriff's Department EMS Unit has recently joined the ranks of our UPSEU EMS Division. The Albany County Fly Car EMS program is a well respected emergency medical service in New York State. Albany County Sheriff's Department EMT's and paramedics provide vital life saving services to most of the towns and villages in Albany County.

Our new EMS unit is currently in the process of electing their negotiating team and has already elected Chief Shop Steward E.J. Seney. It was E.J. who reached out to our UPSEU EMS Division, headed by Labor Relations Representative Gary Favro and was also instrumental in organizing the unit.

The unit is in the process of developing contract proposals which will reflect the unique needs of these EMS workers.

WELCOME New UPSEU Units

Town of Chaplin
Parish Hill
Regional School District
Clerical

Bloomfield
Board of Education
Information Technology

Ansonia
Board of Education
Food Service

Farmingdale School District
Nurses

Congratulations

UPSEU Vice President/ Regional Director Kimberly Nowakowski was included on the 2009 Women on the Job Scroll of Honor in recognition of her leadership and advocacy work in the area of pay equity for women.



SPOTLIGHT ON NEW YORK

Whitehall Police Department Achieves Contract



VILLAGE OF WHITEHALL POLICE DEPARTMENT NEGOTIATING TEAM

Jeff Whalen, Richard LaChapelle and Daniel Price

The Village of Whitehall Police Department, one of UPSEU's newer COPS Division members recently settled their contract which consists of considerable raises through 2011. Also included was a raise in shift differential and longevity payments, among many other significant improvements. UPSEU Executive Vice President/ Regional Director Gary M. Hickey and Labor Relations Representative Jack Rogers along with negotiating team members Jeff Whalen, Richard LaChapelle and Daniel Price worked tirelessly to come to a successful completion of negotiations.

Elwood School District Operations and Maintenance Members Ratify Contract



ELWOOD OPERATIONS AND MAINTENANCE

Chief Shop Steward Anthony Gallo

Maintenance and Operations members in the Elwood School District nearly unanimously ratified their new four year contract. With the assistance of a New York State mediator, the agreement will provide, in addition to wage increases, substantial additional pay adjustments for unit members. UPSEU's Randy Tillman congratulated the team headed by Anthony Gallo for their persistence in achieving their contract goals. Special thanks to John Piersa, John Muller, Steve Straube, and Edward Belous who made up the remaining members of the unit's negotiating team.

Harborfields Operations and Maintenance Members Ratify New Pact



HARBORFIELDS NEGOTIATING TEAM COMMITTEE

L to R: Glen Murphy, Chuck Sorrentino and Kevin Flynn

UPSEU Operations and Maintenance unit members in Harborfields School District overwhelmingly approved a new three year agreement that increases wages annually, improves longevity and provides other gains.

"Led by UPSEU's Randy Tillman, the negotiating team of Steven Claus, Glen Murphy, Rich Stanfield, Chuck Sorrentino, Bob Cheshire, Ed Ryan, Doug Brussell and Kevin Flynn, put forth an agreement to the members that was overwhelmingly endorsed by their unit," stated UPSEU President Kevin E. Boyle, Jr.

UPSEU Welcomes New NY Members

UPSEU would like to welcome the Town of Manheim, the Village of Dolgeville and the Town of Openheim, all who are new to the union movement. Having been threatened with the loss of benefits, these three groups called the Town of Stratford which UPSEU represents, and the town's workers recommended they join UPSEU. We appreciate the recommendation of our Stratford members and look forward to negotiating a strong, comprehensive agreement for these units' members.



HARBORFIELDS MEMBERS

L to R: Ralph Reece and Ruben Garcia



Two UPSEU Long Time Connecticut Supporters Retire



**BLOOMFIELD
BOARD OF EDUCATION**
Gabrielle Kniffen

It is hard to believe but just six years ago in October 2003, UPSEU did not have any members in Connecticut. Today there are roughly three thousand UPSEU Connecticut members!!!

Back in 2003, there were a number of Connecticut visionaries who dreamed of being in a democratic union that actually delivered quality services to all its members. One of those visionaries was Gabrielle Kniffen of Bloomfield Board of Education. Gabrielle had been a long time employee for the Board and had represented her bargaining unit consisting of cafeteria, custodial and maintenance employees, as both a steward and unit president for years. Gabrielle performed a variety of jobs for Bloomfield from driving a mini-bus to running the print and mail room over a period of twenty three years.

Through it all Gabrielle served on many negotiation teams, helping her fifty one members to improve their wages, benefits and working conditions. She handled many grievances and never tired of being a diligent worker and advocate for employee issues.

Another important mover for UPSEU in 2003 was Hamden's David Rhone. Dave worked for the Town of Hamden for 34 years in the Department of Public Works.

In late 2003, Gabrielle and David along with other like minded unionists from around Connecticut met with UPSEU National President, Kevin E. Boyle Jr., in Berlin, Connecticut and decided to open up the State of Connecticut to UPSEU. Since that day UPSEU has grown to 90 units in 44 towns and cities.

UPSEU Regional Director Wayne Gilbert said, "Gabrielle, David and a few others were instrumental in bringing UPSEU into Connecticut. Without their dedication who knows where we would be today. All of us thank them both for their help and direct assistance in making Connecticut towns and cities a better place to work through UPSEU."



TOWN OF HAMDEN
Standing L to R: Unit President George Jerolman, Hamden Mayor Henrici and retiree David Rhone

Plainfield Board of Education Custodians Settle Contract

Members of the Plainfield BOE Custodial Union signed a new three year agreement after months of negotiations. After reaching a stalemate in the negotiations, both the town and UPSEU agreed to mediate the contract dispute.

"We understood from the beginning that it was going to be tough to reach a result that would benefit the members of our unit while getting the support of the Board of Education. With the assistance of a State of Connecticut mediator, the parties were able to achieve an agreement that was favorable to all involved. The agreement included increases in wages, uniform allowance, shift differentials, better promotional opportunities, and kept the insurance increase to a minimum," stated UPSEU Director Ronald Suraci. "It took some time to do but it was worth it in the end. Our team worked together and as a result we achieved an agreement that our members could be proud of," Suraci concluded. Thanks to the committee members Louis Fontaine, Alan Spurling, Walter Wozniak, Todd Wilcox, and Stephen Kennett for a job well done.



PLAINFIELD BOE CUSTODIAN NEGOTIATING COMMITTEE
L to R: Unit Vice President Louis Fontaine, Alan Spurling, Treasurer Walter Wozniak, President Todd Wilcox and Secretary Stephen Kennett



Town of Branford Agreement Reached

After a year and a half of negotiations, the UPSEU and the Town of Branford came to a tentative agreement which resulted in a new five year agreement for the Branford Police Department.

“We worked hard to achieve an agreement that both parties could agree to,” stated UPSEU/COPS Director Ronald Suraci. “Despite these economic times we were able to negotiate a contract with substantial wage increases, schedule changes, above average clothing allowance increases and pension and promotion enhancements, all the while keeping the insurance changes to a minimum. We took our time to insure that all of our goals that we set at the start of the process were included in the final contract. We represent several other units including the department of public works, water control authority and town hall employees within the Town of Branford. Over the past two years, six different contracts have been negotiated between the Town of Branford and UPSEU, all resulting in significant entitlement improvements for our members.”

Thanks to the negotiating team of Arthur Ferris, Peter Kendzierski, Stanley Konesky III, Patrick O’Malley, Daniel Travisano, Unit President Ryan Tobin and Treasurer Gregory Watrous for all their hard work and patience in achieving a great contract.

UPSEU Welcomes Stephentown Highway Unit

The highway employees in Stephentown organized with UPSEU in early 2009. After approximately six months of negotiations, the unit and the town have ratified their first collective bargaining agreement.

The contract which is retroactive to January 1, 2009, includes annual pay raises, longevity payments, retiree health benefits, CDL reimbursements and a boot allowance.

The unit, which is well respected by both town officials and the community, has just completed major bridge repairs throughout the town, which were a result of several storms this year. Special thanks to negotiating team members Doug Griswold and Jim Hoffman who worked with Labor Relations Representative Gary Favro to achieve the agreement.



COLUMBIA COUNTY NEGOTIATING TEAM MEMBERS

Seated L to R: Pat Moskaluk, Cindy Tipple, Donna Griffen, Mike Kutski
Standing: Bart Hover, Pyhliiss Higgins, Mary Ellen Madison, Ann Delaney, Christopher Degraff, Guy Hughes and Don Novak

Columbia County Members Reach Agreement

After months of numerous meetings and tireless hours of review, the Columbia County negotiating team has signed off on their new contract.

“The County and the Union got together following the Board’s ratification of the contract and began an intensive review and update of the contract,” said Kathy Wright, UPSEU Regional Coordinator. She went on to say, “We had to incorporate the new improvements, make all gender language references neutral and reformat the included title listings to be more reader-friendly in order to reflect the new improvements.”

In an effort to be more eco-friendly, the contract will be scanned and placed on the County’s network computer server no later than Thanksgiving and the printing of the contract will begin immediately.

“It has been a long and oftentimes tedious task and we can’t thank our members enough for their support and patience,” Wright said. Wright went on to say, “Special thanks to Chief Unit Officer Mike Kutski and Assistant Chief Officer Donna Griffin for all their efforts throughout the process and to all members of the unit’s negotiating team for their tireless efforts.”

Willimantic Police Department Settles First Contract under UPSEU/COPS Division

A four year agreement was reached after a long battle for police officers in Willimantic Connecticut. “As a result of a hard fought negotiation process, officers are now able to enjoy numerous benefits under the newly negotiated collective bargaining agreement,” said UPSEU/COPS Director Ronald Suraci.

The agreement includes increases in wages, longevity, life insurance, pension enhancements and college incentives, as well as a new side duty pay.

“This was our first contract negotiations for the officers in Willimantic since they joined UPSEU/COPS and we needed to make numerous language changes due to the fact that the contract was outdated,” Suraci continued. The agreement also includes the addition of corporals into the ranks, with testing to begin in the near future. The negotiations were finally wrapped up after a long two year process and was topped off with a signing bonus for the police officers.



Franklin Square Registered Nurses Ratify Agreement

A bargaining unit comprised solely of registered nurses met with representatives of UPSEU last summer to discuss the possibility of affiliating with UPSEU. The small unit had been their own association and bargained directly with the school superintendent. "They felt they weren't on equal footing during their past negotiations, and after hearing about us from another registered nurse from the Westbury Public Schools, they gave us a call," recalled Regional Director Kim Nowakowski.

After a short period of time that was filled with legal arguments from the attorney representing the district, the Franklin Square Union Free School District recognized UPSEU as the Registered Nurse's bargaining representative and began negotiations. "We could see right away what it must have been like for them when they were on their own," remarked Labor Relations Representative Amanda Barker. "They had proposals to update language that if had we agreed to, would have resulted in one of our members losing a benefit she was entitled to at retirement."

"Although the District attempted to minimize the impact of certain changes, Kim made it clear to the District that these changes would be detrimental to some of our members," echoed negotiating team member Jean Cortese, R.N. The agreement was reached after we spoke at a Board of Education meeting. "Although we still have a lot of work ahead of us to bring this unit to where they should be, we did make substantial inroads to pay equity, as well as tackled smaller but important issues," remarked Nowakowski. In addition to a substantial first year increase, the agreement included better than average increases for the second, third, and fourth years of the agreement, an increase in the life insurance benefit up to a level equal to others in the district, a recapturing of retirement health care (which would have been lost at the expiration of the old contract), and the resolution of a number of day-to-day issues affecting the R.N. staff.

Special thanks to UPSEU member Regina Craven, R.N. for the positive referral of these previously unrepresented registered nurses. As well, thank you to Registered Nurses Elissa Kolackovsky and Jean Cortese for all of their assistance during the bargaining process.

Rensselaer County Members Overwhelmingly Pass New Contract

The Rensselaer County 1250 plus member unit passed a two year contract by a landslide vote, with only eight members voting against the agreement. This new agreement not only provides annual increases in both years, but also includes increases in each step of the longevity schedule, as well as improvements both in dental reimbursement amounts and coverage. The team was also able to secure additional negotiations through a special Labor/Management Committee for a number of important items including compressed workweeks, smoking cessation, and flex time.

UPSEU President Kevin E. Boyle, Jr. headed up negotiations as Chief Negotiator and commended the negotiating team for all of their hard work and willingness to serve. "There are no losses or concessions in this contract," stated Boyle. He went on, "We are very pleased that we were able to secure annual wage increases, along with enhancements in several other benefit areas and at the same time preserve all other contract benefits for our members."

Boyle commended the negotiating team members Robin Anders, John Barna, Mark Burton, Jamison Facticeau, Keith Gorman, Vickie Halse, Gary Hebert, Rick Hunt, Lee Hildebrandt, Susan McAvoy, Kelly Melville, Kathleen Nazarian, and Harry Theopheles for their support and efforts. A special thanks also to Chief Unit Officer John Murnane who did not have the opportunity to see the negotiation process to completion, due to his retirement from the County as a Senior Probation Officer. John tirelessly served the membership for over eight years and is now happily enjoying his grandchildren and golf.

Congratulations to Mark Burton for his unchallenged election to fill the Chief Unit Officer vacancy. Mark has served as Assistant Chief Unit Officer for over fifteen years and shares John's commitment to the membership.

New Contract for Lodi Memorial Library

UPSEU members in the Lodi Memorial Library recently unanimously ratified a new two year contract. The terms of the agreement included improvements in wages and retiree benefits and an increased starting salary for members. New Jersey Regional Director Jim Gangale, who headed up the negotiations thanked the negotiating team of Leanna Barbieri, Ann Plaistad and Kathy Perrelli for all their assistance in achieving these benefits for their co-workers.

Sewanhaka Custodial, Ground, and Maintenance Members Reach Agreement

By an overwhelming vote of 50 to 8, the Custodial, Grounds and Maintenance Unit members of Sewanhaka School District ratified a new three year contract. The provisions of the agreement included salary increases, an increased safety equipment allowance, preservation of health care benefits and an improved sick leave buyout. Negotiations were headed by Labor Relations Representative Patrick Passaretti and Regional Director Jim Gangle. Special thanks to the Sewanhaka Negotiating Committee which consisted of Shop Steward Miguel Ramos, Assistant Shop Steward Mike DeMaria, Christopher Dietrick, Mike Marlow, Zenon Betka, William Skelly, and George Bohatyritz.



RENSSELAER CHIEF UNIT OFFICER
Mark Burton



UPSEU MEMBER SNAPSHOTS



TOWN OF ESOPUS

HIGHWAY AND WATER DEPARTMENT NEGOTIATING COMMITTEE

L to R: Labor Relations Representative Jack Rogers, Shop Steward John Haight, Kenneth Solas, Peter Koelli, Eric Balash and UPSEU Executive Vice President Gary M. Hickey pose for a photo op after their first UPSEU union contract. Previously unrepresented, the unit achieved substantial wage increases as well as an additional meal allowance.



VILLAGE OF WHITEHALL

Officer Daniel Price

Member Daniel Price was instrumental in the recent arrest of a suspect in the slaying of a Philadelphia Housing Authority worker.



CONGRATULATIONS on your Retirement Jean

UPSEU Labor Relations Representative Amanda Barker presents plaque to recently retired member Jean Gallagher. Jean served as Unit President for many years and was a leader in pay equity issues for the Cold Spring Harbor clerical members. We wish Jean a happy and healthy retirement!



MARLBORO CENTRAL SCHOOL DISTRICT

Marlboro Paraprofessional Unit Executive Board members Dawn Schreiber, Barbara Carafano, Unit President Lynn Martinez, and Linda Morales with UPSEU Executive Vice President Gary M. Hickey.



RSD SECURITY UNIT

James Thomas



RSD CLERICAL UNIT

Sheron Eaddy and Linda Williams



BRANFORD POLICE DEPARTMENT

UPSEU C.O.P.S. Division members James Johnson and Josef Herten were among the participants at the Connecticut Special Olympics Torch Run.



ROOSEVELT SCHOOL DISTRICT CUSTODIAL, GROUNDS, MAINTENANCE UNIT

Joseph Guinness



WEST ISLIP MEMBERS ENJOYING THEIR ANNUAL SOFTBALL GAME

Top L to R: John Fernandez, Jerry Mangone, John McMahon, Keith Beecher, Jerry Murphy, and John Page. Bottom: Joey DeMeo, Hector Perrier, Cheryl Ferrante, Eleanor Maxwell, and Debbie Byrne.

MAKING A DIFFERENCE

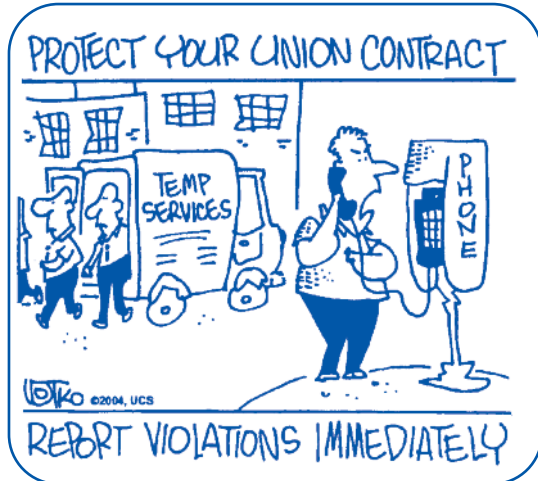
Sheriff's Deputies Restored at Raddock Building

Almost fifteen years ago UPSEU fought and achieved the placement of two sheriff's deputies at the Rensselaer County Raddock Building, along with a security staffed magnetometer at the building's main entrance to search for weapons.

Several months ago, third floor UPSEU's Shop Steward Sally Degnen alerted UPSEU Regional Coordinator Kathy Wright that the sheriff's deputies' hours had been curtailed and there was a gap in coverage for the protection of both the employees and patrons of the building.

"The Sheriff had changed the work hours of the deputies and eliminated the 9 to 5 p.m. shift so they all worked 8 a.m. to 4 p.m.," said Wright. The sheriff's original schedule provided for coverage from 8:30 a.m. to 5 p.m. However, this new schedule left a gap as a result of the deputies having to leave the building by 3:45 to report off shift at the jail.

"This change posed an immediate threat to the safety and well being of our members and we took immediate action and filed a grievance," stated Wright. After several grievance meetings with the County, the Sheriff relented and the old shift hours were restored. "Safety is not an area where you can compromise," Wright concluded.



Civil Service Commission Sides With UPSEU

The Town of Colonie Civil Service Commission has sustained a complaint filed by UPSEU alleging that the duties of Thomas Romano, Highway Maintenance Supervisor, had been transferred to another employee who does not hold that title. UPSEU Regional Coordinator Kathy Wright filed the complaint in late July. "This all stemmed from a disciplinary action in which the Town did not get their way and they are trying to subvert the order to restore Tom to his position," Wright said.

UPSEU defended Thomas Romano in a politically motivated disciplinary action that was held last fall. On appeal, UPSEU secured both back pay and a reversal of a demotion for Romano. "Tom got his back pay but the Town dragged their feet on returning his duties and equipment to him," said Wright. She went on, "We were left with no choice but to file an improper practice charge with PERB and to file a formal complaint with the Civil Service Commission. We have an upcoming conference date at PERB to get his equipment restored and the Town has been directed to give the duties back to the Highway Maintenance Supervisor position."

UPSEU organized the Town of Colonie after the political landscape of the Town changed in the November 2007 town election causing the two hundred and fifty plus previously unrepresented non-union employees to reach out to UPSEU for help. "We have been there from day one protecting these employees and their rights and will continue to do so until the town realizes we won't let them walk all over our members and get away with it," Wright concluded.

UPSEU Workplace Visit Gets Fire Hazard Removed

A recent visit to the clerical workers at the Sachem Central School District led to the removal of a impending fire hazard in the athletics office at the Samoset Administrative Annex. Regional Director Kim Nowakowski noticed that this office's file cabinets were arranged directly in front of the exit door. "Not only was it impossible for the office workers to see who was coming or going out the door, but the file cabinets blocked easy access to the door in the event of an emergency," remarked Regional Director Kim Nowakowski. "This is something that the members may have seen as annoying but not have realized the potential danger they were in."

Kim's phone call, followed by an email to the District Health and Safety Coordinator, led to the quick removal of the file cabinets. "The members were shocked by how quickly it was resolved," commented Nowakowski. "The Health and Safety Coordinator realized the importance of this issue and thankfully acted without hesitation." Special thanks to our members of the Sachem Support Staff Unit who provided the service of moving the cabinets for their fellow UPSEU members in the Sachem Clerical Unit.

Nurses Fight Back

When the State of New York decided to mandate that all healthcare workers get the swine flu vaccination, nurses throughout the state fought back. The issue for all healthcare workers was the fact that it was mandatory.

UPSEU members who provide services in our County units who were to be mandatorily vaccinated, objected as well.

After meeting with the county administration of each of our county units, we were able to stay any attempt to seek mandatory vaccinations until the lawsuit filed against the state was finalized. Soon after, the state withdrew the directive for healthcare employees.

UPSEU 2009-10 SCHOLARSHIP WINNERS

United Public Service Employees Union extends congratulations to all our scholarship award winners and their families.

We would also like to thank the 2009-10 Scholarship Committee Members: Willinette Harris, James Kinney, Michael Kutsky, Kathe Pianella and Labor Relations Representative Linda Kirnan. The Scholarship Committee is chaired by Vice President Kim Nowakowski and Regional Coordinator Kathy Wright.

Paul T. Burch \$1,000 Award Winners

UPSEU Regional Director Paul T. Burch devoted more than three decades working to improve the lives of working men and women, until he lost his battle with cancer in 1996. In memory of Paul T. Burch, UPSEU awards scholarships each year to students who exemplify Paul's commitment to community service.



Marissa DiGirolamo
Biological Sciences Major
Daughter of Eileen DiGirolamo
Northport/ East Northport School District

" I want to study genetic development and use innovative techniques to discover the genetic causes of cancer. Becoming involved in this field will provide me with the ability to make a difference in the lives of others and in the medical field."



Kate Bartholomew
Physical Sciences Major
Daughter of Tina Bartholomew
Oneida BOCES

" Like Mr. Burch had touched the lives of many people, my past teachers have touched my life, and I want to carry on the tradition and touch the lives of my future students."

\$500 Dependent Children Awards

Denise Adamo's daughter Julie
Pauline Aumick's daughter Jessica
Janet Briscoe's daughter Kelly
Gina Beach's daughter Alyssa
Laura Clark's son Alexander
George Cole's son Mark
Edward Daly Jr.'s daughter Nicole
Marjory Di Paola's son Michael
Samuel Di Maio's daughter Blake Lauren
Mary Donofrio's son Thomas
Judith Doran's daughter Alana
John Grimshaw's daughter Victoria
Ronald Hunt's daughter Hayley
Rosemary Karpinski's daughter Meghan
Margaret Knack's son Kevin

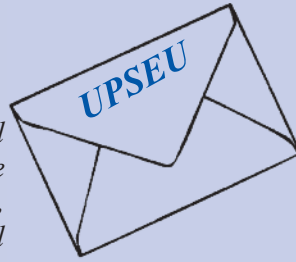
Patricia Kratochvil's daughter Laura
Marguerite Kubik's daughter Leighanne
Rich Mammone's daughter Kerry
Lori Mann's son Daniel
Sharon Perez's son Lawrence
Ellen Presnick's son Joseph
Laura Romano's son Mike
Janet Royster's son Kashif Johnson
Janice Schiano's daughter Leah
Diane Siegel's daughter Jacqueline
Ann Marie Skellington's daughter Samantha
Florence Taylor's son Mark
Janet Vaitas' son Vilimantas III
Nancy Zoder's daughter Deirdre

\$500 Member Awards

Nanette Dezendorf
Lisa Doherty
Valerie Ann Dunn
Beth Ann Fegley
Antoinette Khalil
Carolyn Muller
Matthew Paccione
Paul Schumann

UPSEU is helping our members and their families to meet their educational goals!

MAILBAG



Dear Kim,
It has been my pleasure to work with such a professional and exceptionally devoted group of people. I hope in my life I will have the good fortune to meet many more Kims, Waynes and Gails. Best to all of you. I know you will continue to serve many union members with the dedication and insight with which you have served my group.
Cindy Lucas
Town of Trumbull

Dear Mr. Boyle:
I would like to thank you and the Scholarship Committee for selecting me for this year's UPSEU Scholarship Award. It is an honor to have been chosen. This award will help me to finance my college tuition and to continue to further my education to obtain a four year degree in Business Administration. It was a wonderful surprise when my mother Florence Taylor, who has been an employee of the Columbia County Department of Social Services for 39 years, was notified that I was selected. I would once again like to say thank you and I am very grateful to have received this award.
Mark Taylor

Dear Kim,
Thank you. I have received my letter giving me my fifteen days owed. I appreciate all your help.
Deborah Ellison
Westbury Clerical Unit

Dear Gary and Bill,
I want to thank you for working so hard to get my longevity payment straightened out. I appreciate your help very much.
Barbara Metrando
Marlboro Central School District Paraprofessional Unit

Dear Mr. Boyle,
Thank you so much for the UPSEU Scholarship Award for our son Mark Cole. It is much appreciated as he is our third and last one to put through college, and we are very grateful.
Thanks again.
Ann and George Cole
Town of Southington

Dear Kim,
Thanks for all of your work on our behalf. You have been invaluable to us.
Theresa Kearney and Pat Jones
Hewlett-Woodmere Aides, Monitors, Assistants and Security Unit

Dear UPSEU,
Thank you so much for your generous scholarship, it will be a great help to me and my family, since my brother and I are attending college at the same time. I am very appreciative of all of your help. Thank you so much!
Samantha Skellington

MEMBERS SPEAK OUT



Village of Rhinebeck
Anthony C. Gasparini

My first contact with UPSEU was in November 1992. A gentleman named Paul T. Burch agreed to meet with a small group of workers who, at the time, worked for a hostile employer. After our meeting, Paul and UPSEU agreed to represent us. I remember asking Paul, "Why did you agree to help a group of maybe sixteen workers when so many other unions turned us down?" Paul's response to me was, "Look, we are not about the money, we are about representing employees who need our help." Seventeen years later we, as employees of the Village of Rhinebeck, have all come to appreciate the valued representation UPSEU has given us. I am absolutely sure that without their representation we would have never been able to achieve the quality of life at work and at home that we now enjoy. My personal thanks to UPSEU and Executive Vice President Gary M. Hickey for all that you have done and continue to do for us.



Madison Member
Police Officer Tim Heiden

UPSEU/COPS Division represented me in a case of termination without just cause against the Town of Madison, Ct. Ultimately, the union won back my reinstatement with a six figure cash settlement and a full 20 year pension with benefits paid for by the town after I had only served 17 years. All of the staff at UPSEU/COPS were 100% behind my case at every turn. They were ready at all hours to address developments, answer calls and questions, and provided professional and moral support for the entire eighteen months. I can't say enough about the staff and attorneys, particularly Ron Suraci. Ron has the uncanny ability to anticipate developments ahead of time and then establishes strategies, deals with and leverages events for a positive outcome. My sincere thanks to UPSEU and everyone involved.

UPSEU UPDATE



Our Albany Office has moved!



The new address is:
21 Aviation Road, Albany, NY 12205
Phone Number: 518-729-4805
Fax Number: 518-729-4956

*Season's Greetings
to all our Members and their Families*

From your Officers and Staff at UPSEU



OFFICIAL NOTICE

TO ALL UPSEU MEMBERS REGARDING THE NOMINATION OF OFFICERS

At the next general membership meeting in March there will be nominations of officers for the United Public Service Employees Union Executive Board for a term of three years. Nominations are for President, Executive Vice President, Vice President, Secretary/ Treasurer and Recording Secretary/ Trustee.

Members must be in good standing for a minimum of 2 years in order to be nominated for the Executive Board and must have attended union meetings during the 24 month period preceding the nomination meeting.

