

United Public Service Employees Union



The Advocate

We Are Making a Difference in the Workplace

Fall 2012



**Disaster Recovery by
UPSEU MEMBERS**



**United Public
Service Employees
Union**
*Making a Difference
in the Workplace*

Our Mission

UPSEU is committed to being the preeminent 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.

UPSEU Officers

Kevin E. Boyle, Jr.
President

Gary M. Hickey
Executive Vice President

Kimberly Nowakowski
Vice President

Randy Tillman
Secretary/Treasurer

James Gangale
Recording Secretary/
Trustee

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Linda Pickwick
Editor/Designer

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Congratulations 2012 Scholarship Winners!

Paul T. Burch \$1,000 Awards

My life's passion has been to show compassion and to help people with depression, diseases, homelessness and injuries. Through my future work in occupational therapy I will be trained to assist them to improve their lives.



Amanda Caruso
Occupational Therapy Major
Daughter of Angela Caruso
Northport-E.Npt School District



Lindsay Fitzpatrick
Biotechnology Major
Daughter of Linda Fitzpatrick
Averill Park School District

As a biotechnology major, I hope to help many people as they battle cancer or other medical problems. It is a dream of mine to help suffering cancer patients and discover a new medication that could help save lives.

Dependent Child \$500 Awards

Sandra Brady's daughter Victoria
Joseph Capozzoli's son Anthony
Sandra Cortopassi's daughter Rachel Petersen
Samuel Dimaio's daughter Bree
Janice Doller's son James
Daniel Eckert's daughter Alissa
Kurt Fauser's daughter Lindsey
Deborah Gibbs' son Christopher
Theresa Glaude-Boucher's son Joshua
Ronnie Gonzalez's son Joseph
Leslie Gordon's son Earl Cutter
Therese Hoschel's daughter Krystal
Michael Maynard's son Ryan
Judy Mesick's daughter Courtney

Lisa Michalek's son Joseph
James Morgan's son Brendan
Janice Nieto's daughter Cailey
Karen Pettigrew's daughter Kelly
Angela Piscitella's daughter Joanna
John Pucillo's son Anthony Berardesco
Shari Rosen's son Harrison
Leslie Roth's daughter Geri Lynn
Mary Sabonis' daughter Karen
Susan Schmitz's son Connor
Christine Stephan's daughter Gabrielle
Kathleen Sweeney's daughter Sheila
Gwen Thorpe's son Robert
Janet Vaitas' son Villimantas

Member \$500 Awards

Debrah Dean
Ellen Gillies
Dawn MacVicar
Marlene Morre-Callands
Laura Morin

Tammie Murphy
Yvonne Page
Jennifer Sidoti
Timothy Szczerba

Sincere thanks to the 2012 Scholarship Committee

Vice President Kim Nowakowski, Regional Coordinator Kathy Wright, Labor Relations Representative Linda Kirnan, and UPSEU members Josephine Vasiento, Jay Facteau, Laura Lucas, Kathy O'Brien, Dan Mahoney and Sue McAvoy.

A Message from President Kevin E. Boyle, Jr.



It's been interesting during this election season to see how many politicians suddenly extol the virtues of public employees who provide much needed services; which is in direct contrast to their previous refrain of bashing public employees and slashing funding for those very same much needed services.

Of course, it is nothing new when a politician speaks from both sides of his mouth, especially if it will garner him/her a vote. What has been truly disgusting is watching the politicians skillfully pit working class members against each other. I'm talking about private sector employees berating public sector employee's wages, benefits, and pensions, as if the thievery of the banks and Wall Street had nothing to do with the near collapse of our economy.

Consequently, contract negotiations for public sector workers has never been more difficult, time consuming, and morale busting. Whereas in the past, the public could usually be counted on to take sides with the union and its members, now the public is either rallying with the employer or not taking sides at all. In addition to this "divide and conquer" approach, we also face the difficulties of poorly negotiated agreements by some unions. Worse yet, the public employees who aren't in a union are dragging down the average wage increases and benefit offerings.

The first half of the problem, lack of public support, will slowly heal as the economy improves. The second half involves organizing the unorganized and reorganizing those poorly represented by their association or union, who cannot wait for the economic rebound. UPSEU always has, and will continue to consider organizing and reorganizing a high priority; since we know that the more units and members we represent, the stronger our membership is.

The other consequence of these public sector difficulties relates to on-the-job representation. Employers who were previously open to settling grievances, now are pushing everything into arbitration. For other employers with issues that would have previously been settled at arbitration, now are pushing them into court. Disciplinary write-ups, suspensions and terminations have exploded, leading to other costs from increasing UPSEU representative staffing to increased legal fees, arbitration costs and court filing expenses.

Now more than ever, we need our members to be vigilant about calling us at the first sign of trouble, since your contract has deadlines both for filing and following the steps of the grievance procedure. Although in the past, your employer may not have held strictly to the deadlines, you must now assume that they are and to call or email us right away! Even filing charges with the State Labor Relations agency has strict deadlines. No matter how good of a case you have, if the deadline is missed you may have lost before you began your argument.

With organizing, it only takes a call to your UPSEU representative to let him/her know that there may be a potential lead for organizing or reorganizing in a town, village, county, school district, library, etc. Think about who you know in public employment. Reach out to your friends, neighbors, family members, or previous co-workers to see if they need the help of UPSEU. Remember, when we help them to organize or reorganize, you help yourself and your fellow members in your own bargaining unit. The more members that UPSEU represents, the less there are of poorly represented or non-union workers that are pulling down the average increases and benefit offerings.

Our UPSEU representatives, as am I, are ready to help public employees both in and outside of our union, to maintain the gains they have made and to continue to progress forward. We are only of half the equation; you, the member are the other half. Together, we will pull through these difficult times.

Middlebury Police Vote Unanimously to LEAVE CSEA and Join UPSEU

It took seven years, but in the end the Police Officers in Middlebury, Connecticut finally rid themselves of CSEA/SEIU!

In July of 2005, members of the Middlebury Police Union petitioned to have an election and make a change to UPSEU/COPS. CSEA/SEIU objected to the election and after a hearing at the State Labor Board the members were denied the opportunity to vote for the union that they felt would best represent their interests.

The officers knew that they would have the opportunity to revisit this issue in the future. That opportunity came in 2012. The officers signed cards so they could force an election to oust CSEA/SEIU. UPSEU/COPS filed a petition on behalf of the members and an election was ordered by the Labor Board. CSEA/SEIU once again tried to stop the election but this time they were unsuccessful.

In September, the Middlebury Police Officers spoke loud and clear and by a unanimous vote, the officers dumped CSEA/SEIU. By their unanimous vote, the officers said enough was enough and will now receive the representation they deserve.

“It’s been a long time coming, but we stayed the course and justice has prevailed. It’s a shame that CSEA prevented the officers their right to vote in the first place,” stated UPSEU/COPS Director Ronald Suraci.

Schodack Police Settle Contract

UPSEU recently settled the contract for the Town of Schodack Police Department. Members received raises in each year of the contract, as well as an extra holiday. There were no other changes in the collective bargaining agreement which covers all uniform members, police officers, sergeants and dispatchers. Thanks for the assistance of Negotiation Team members Jon Reickert and Jim Morgan along with UPSEU Labor Representative Jack Rogers.



RHINEBECK POLICE'S NEW HOME



This is the long awaited groundbreaking for the new Rhinebeck Police Department next to Village Hall. The Police Officers, all members of UPSEU have been temporarily located in a trailer for several years. Pictured are Village Board members, Mayor James Reardon and Officer In Charge Peter Dunn from the Police Department. We appreciate the work of the Mayor and his board, as well as all our members. All are looking forward to the grand opening!

Norwich Police and Emergency Dispatchers Units Sign Pact Extensions

The members of the two bargaining units, Norwich Police and the Emergency Dispatchers have agreed to a one year extension of their current agreements with the City of Norwich. The agreements provided a wage increase with no other changes.

“I think it was a fair agreement and the members were very much in favor of it,” stated Regional Director Ronald Suraci. We will soon be starting the negotiations for the years going forward.

City of Troy Officers Ratify Contract

The City of Troy Command Officers Association recently ratified a two year contract consisting of retroactive pay going back to year one of the new contract. Also included is a signing bonus and raise in clothing allowance. After a very long process which included mediation, a contract was agreed upon. The negotiation team consisting of the Unit President Bob Paul, Rick Sprague and Brian Owens along with UPSEU Labor Relations Representative Jack Rogers were satisfied with the results.

Whitehall Police Sign Contract

The Whitehall Police Department part time unit recently ratified a three year contract with percentage raises each year as well as a raise in shift differential and clothing allowance. There were no other changes except we clarified language regarding seniority. This was done with the help of negotiation team member Jason Vandenburgh and UPSEU Labor Representative Jack Rogers. UPSEU also represents the full time members whose contract was also recently ratified.

Massena Police Department Finalizes Negotiations

The Massena Police Department recently finalized negotiations after our third session of mediation. The contract is for four years with percentage raises each year, including a retroactive increase and a signing bonus for all members. Also included was a signing bonus for members at the top step and a change in the amount of years for members to reach top pay; they will now reach top pay in less years. The sergeant pay was raised so there would be more separation between ranks and an investigator was added to the compliment of members. Included was a small dollar amount to be paid towards health insurance. This long process was accomplished with the team of PBA President Dion Durant, Jason Olson and John Holmes, along with UPSEU Labor Relations Representative Jack Rogers.

New 3 Year Deal for Plainfield DPW

“The members of the Plainview Department of Public Works unanimously agreed to a three year deal,” stated Ronald Suraci, UPSEU Regional Director. Both sides were creative in trying to come to an agreement that would work for all involved. The members were able to achieve generous wage increases while keeping health insurance costs minimal. The members also were able to secure some protection concerning retirement benefits for those currently employed, in return for addressing benefits for future employees.

New Contract for Town of North Greenbush

UPSEU completed contract negotiations for Town Hall employees for the Town of North Greenbush. Labor Relations Representative Jack Rogers along with negotiation team members Bill Miller, Mike Miner and Paul Patti negotiated this successor contract in which UPSEU members received raises each year, including retroactive for 2012. The three year agreement also included a raise in longevity, improved vacation schedule, along with a meal allowance for members.

Franklin County Passes 3 Year Agreement

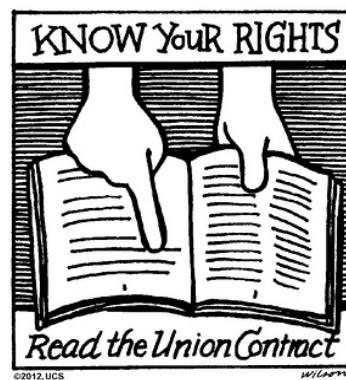
The Franklin County administration did not make it a smooth road to travel, but once our destination was in sight, a three year tentative agreement was reached and ratified by the UPSEU membership.

While the County’s initial proposals attempted to gut wages, longevity pay and benefits, the UPSEU negotiating team fought hard to keep conditions intact, not an easy task in these challenging economic times. Compounding our journey to settlement was the County’s deceptive tactics of doing an end-run around the union in declaring impasse and then using the local newspaper to distort the facts and incite the public against UPSEU members.

“Fortunately, cooler heads prevailed and the union was able to prevail on both items that were at issue, which then produced the agreement,” said UPSEU Executive Vice President/ Regional Director Gary M. Hickey.

Some of the details of the agreement include improvements in sick leave for benefits in retirement, improvements in bereavement leave, wage increases in two of the three years of the agreement, and increases in paid time off benefits for highway workers. Some changes were negotiated in the medical co-pays, however, safeguards to cap any increases on the frequently used services were negotiated, as well as a decrease in premium amounting to as much as \$5,900 annually (family). This decrease in premium cost is a significant savings to the member and it represents as much as a 20% savings in the amount paid out per paycheck.

“It is unfortunate that in difficult economic times public officials can and will resort to unsavory tactics,” said Hickey. He went on to say, “Fortunately however, UPSEU was there to defend their members and we were able to reach an agreement.”





Hicksville Public School Nurses Ratify Agreement

The Hicksville Nurses' Association voted to join UPSEU in February 2011 after having represented themselves through a paid private attorney for a number of years. "We found that the attorney wasn't as available as we would have liked and negotiations didn't equal that of other bargaining unit agreements," said Unit President Donna Mazzeo. "Since joining UPSEU we have had immediate response to our questions and concerns, as well as a professional negotiator."

The agreement covers annual wage increases in each of its four years (including retroactive) with no changes in normal step movement. It also included additional increases to the top step and the 12, 16, and 20 year longevities. "The negotiating team was adamant that those without step movement should receive something extra and they were willing to do what it takes to make that happen," remarked Regional Director/VP Kim Nowakowski, who negotiated the agreement.

In addition to negotiating retroactive increases and longevity improvements, the agreement avoided step freezes or lags and also included a few new entitlements such as lab coats and computers to enable the unit to fulfill their professional responsibilities.

"We were worried when we saw that the clerical unit, represented by the teacher's union, had accepted an agreement with no retroactive pay for the first year, and freezes or delays of their step movement. Kim was effective in persuading the District that our circumstances were different than the other bargaining units and was also creative in figuring out a solution to our problems, while at the same time making it sellable to the school board," said Mazzeo.

Special thanks to the negotiating team of Gail Hunker, Christine Kani, Donna Mazzeo, Veronica McFeely, and Sharon Tennenbaum for a job well done. The agreement was overwhelmingly ratified by the membership.

City of Norwich DPW Ratifies Contract

"The members of the Norwich Department of Public Works overwhelmingly ratified a new four year agreement. It took some time for the parties to come an agreement but in the end I think we reached a fair agreement for all involved," stated UPSEU Regional Director Ronald Suraci. The City Of Norwich will be meeting this month to approve the deal and the members should have their retro checks in time for Christmas.

UPSEU Wins in Court for Hamden DPW Members

The State of Connecticut Appellate Court reaffirmed a lower court ruling concerning Hamden Public Works members related to a recycling grievance. The court issued a per curiam decision affirming the judgement of the trial court. A per curiam decision is one that is not accompanied by a written opinion, explaining the brevity of the decision. This means that UPSEU's five members who were laid off two years ago must be rehired and awarded all back pay. It also means that many other employees demoted for a brief period will be made whole.

Superior Court Judge Angela C. Robinson last August sided with a State Board of Mediation and Arbitration decision that the town violated sections of the public works contract, and that the employees had to come back. The Town of Hamden appealed to the Appellate Court. UPSEU based its argument on a 1992 agreement it had with the town that said no public works employees could be laid off as long as the town subcontracted recycling work. Town workers did recycling duties up until 1992, when the work was outsourced. The town had argued that it had the right to lay off union employees who were hired after June 1, 1992, even though recycling is still subcontracted.

Wayne Gilbert, Regional Director of the United Public Service Employees Union, of which the public works is a part, has maintained the appeal was a waste of time and taxpayer's money. "In my opinion, people running the Town of Hamden don't seem to have to answer to the taxpayers about how much they are spending on legal fees," said William J. Ward, attorney for the union. The town previously lost a similar case with the parks and recreation department represented by UPSEU, and had to hire back four parks maintainers and one secretary. Justice has once again prevailed!

Editor's Correction

In the last edition of The Advocate it incorrectly stated "UPSEU's Islip School District Clerical members overwhelmingly approved a new agreement that will provide wage increases, while reducing health contributions. It should have read "...while maintaining health contributions by the employer." We apologize for the error.



Eastport South Manor Nurses Ratify Pact



Eastport South Manor members Pat Simeone, Christine Clark, Kerrie Henderson, Carmen Ruvola, Linda Grosskopf, Karen Leonardis and Unit President Tricia Giarmoleo

The Eastport South Manor nurses overwhelmingly ratified a three year agreement following a PERB representation election this past winter. This seven member nurses unit separated from a larger unit which had combined them with clerical employees of the district. "They were not only unhappy with their union, CSEA, but as well felt that their needs weren't being met as part of the larger group," remarked UPSEU Vice President Kim Nowakowski. She continued, "Sometimes it works being part of a larger group, but in this instance these nurses fell further and further behind other nursing units in the county."

The group of nurses had previously tried to separate; first they had an agreement by the District but not CSEA, and then they had permission of CSEA but not the District. Under PERB, nurses can fragment from a non-professional unit (as defined by PERB) with permission of the union, the District, and PERB. "Every time they had the carrot in front of them, it was pulled away, since they couldn't seem to get the District and CSEA to agree at the same time," Nowakowski said. "Even when we started organizing them, CSEA told them they couldn't fragment. I had to pull the PERB case to show the nurses who was telling the truth," Nowakowski went on to say.

With the PERB election won unanimously, we quickly started negotiations and brought together an agreement which provides both annual wage increases with normal step movement, and an industry wage adjustment to begin the process of achieving equity with other nursing units. The agreement also contained a new provision which allowed sick days to be sold back before retirement. "Had they remained with CSEA, they would have had their step frozen in the first year and would not have received an industry wage adjustment. The agreement not only met their economic needs, but as well protected everything they had before; great work by the negotiating team of President Tricia Gaimoleo, Carmen Ruvolo, and Christine Clark, with the assistance of Kim Nowakowski as negotiator. Congratulations and welcome to UPSEU," remarked UPSEU President Kevin E. Boyle, Jr.

UPSEU Secures 4 Pine Haven Workers Their Jobs and Back Pay

Four Pine Haven Nursing Home workers who had been unilaterally suspended by the Administration over alleged violations of various Pine Haven policies were recently restored to their positions with full back pay and were spared suspension thanks to the efforts of UPSEU Labor Relations Representative Shawn Morse.

Once UPSEU was contacted by the employees and advised of the suspensions, Columbia County and Pine Haven Administration were contacted immediately and discussions commenced to try and short circuit the suspensions and the lengthy formal disciplinary process.

The formal disciplinary process in Columbia County is pursuant to the provisions of New York State Civil Service Law Section 75. Under Section 75, the County can, and usually does, suspend employees without pay for a period of thirty calendar days and during that period, serves them with formal disciplinary charges. Employees have the right to a hearing of the charges and to present proof of their innocence or mitigating factors and the process can be extremely lengthy.

Fortunately, in this case, settlements were reached on each of the cases and the four workers were restored to their positions with full back pay and no formal discipline.



"So far, I learned we need a union."

UPSEU Wins Overtime Payment Battle



Huntington Clerical Unit Members Amy Smith, Eileen Deangelis, UPSEU VP Kim Nowakowski and Fran Cangemi. Not shown are Carol Andrewski and Alicia Bailey.

Nearly two years to the day, a hard fought battle was won for payment of overtime to five Huntington Union Free School District clerical employees. All five clerical employees worked at the high school and had been approved for compensatory time by their principal, assistant principal, or director. The additional hours worked date back to 2008 and were tracked by the employees in personal notebooks or by computer records at their desks. In October of 2010, the District told all supervisors that compensatory time would not be approved and the practice must stop. They in turn notified their employees and new compensatory time accrual stopped.

The employer is allowed to authorize or not authorize overtime and/or compensatory time as long as they follow the contract and the Department of Labor Wage and Hour rules and regulations. The problem arose for these five employees when they were told that the time previously worked for compensatory time would not be honored in time or payment as it was not authorized by Central Administration. The union argued that the contract stated authorization by the immediate supervisor. Still the district denied time off or payment for the hours owed.

Regional Director/ Vice President Kim Nowakowski argued with every level of management from the Director of Personnel, to the Business Office Assistant Superintendent, and finally to the Interim Superintendent of Schools, but all arguments were to no avail. "I even spoke to the law firm representing the school district, speaking to a number of different lawyers trying to get these hours honored," commented Nowakowski. "It seemed as if no one wanted to hear about honoring a promise or even about labor law."

A twenty plus page letter was mailed to the Board of Education and Interim Superintendent by Nowakowski detailing and explaining in full the Department of Labor Wage and Hour rules with a full history of the issue involving these employees. "Most importantly, Kim sent a copy of the letter to the U.S. Department of Labor Wage and Hour Division," remarked President Boyle. "In the letter she requested that the DOL consider it a willful violation which would have increased the damages," Boyle went on to say.

The Board of Education responded by requesting the calculation of hours owed. "The District contacted us to say they were willing to give the compensatory time, but the employees no longer wanted the time," explained Kim. "They were so mad about this going on and on, that they wanted the money and by law, if compensatory time is denied they are entitled to payment." The Board agreed to pay each their owed time with payments ranging from close to \$500 to over \$1,500 for a total of over \$4,000. The letter to the Department of Labor was withdrawn. "I just wasn't going to give up on this. It was the principle of it and I think they eventually realized that I would fight this to my grave if necessary. The employees did right by their supervisors with proper authorization and shouldn't have been put in this situation of management fighting amongst themselves," said Nowakowski.

This situation is a good reminder for all members to know their contract and the employer's policies regarding the granting of compensatory time or overtime payment. It is also important to have your compensatory time tracked centrally so that there is acknowledgement by payroll that the hours were worked and approved. "We tell members all the time about the importance of proper tracking of their time, not only to avoid instances like this but as well should the member pass away, their beneficiary is entitled to that payment. If it isn't centrally tracked there is no way for the family to know that this money is owed to them," President Boyle said. Congratulations to these clerical workers and kudos to Kim for her tenacity and persistence!

Fighting and Winning

UPSEU Campaign Succeeds in Saving Jobs in Mahwah



UPSEU MAHWAH MEMBERS RALLY AROUND THE UNION RAT

UPSEU's four week informational campaign against privatizing the Mahwah Recycling came to an end when the Council voted 5 to 2 to keep the recycling program in-house. The future of the township's Recycling Department had been in question following a July meeting at which Mayor Bill Laforet proposed privatizing the department. More than 130 residents, including a large group of Department of Public Works employees wearing neon green shirts gathered at town hall to hear the Council's opinions on privatization.

Under the leadership of Tony Simonelli, Joe Ullrich, Marc Bracciadieta and Labor Relations Representative Mark A. McCart, UPSEU members of the Mahwah Blue Collar unit organized and motivated the public, political allies, friends and family to stand against the privatization plan that would disrupt seven employees and leave four of them collecting unemployment. UPSEU members were even joined by the Union Rat. Using ad space, phone calls, and informational leaflets, UPSEU successfully engaged the public in the conversation.

"The guys deserve all the credit. They were willing to go to bat for their co-workers, and they were also willing to put in extra time to distribute leaflets at shopping malls. Even though there were disagreements, UPSEU members stuck together and showed the administration they were one united team. I was proud to stand with them," said UPSEU Labor Relations Representative Mark A. McCart.

With the state imposed 2% cap on increases in a contract year, our work isn't done, but this was certainly a step in the right direction and a relief for those four employees whose jobs were saved.

Columbia County Overtime Grievance Settled

Eight employees of the Columbia County Highway Department will see some extra money in their upcoming paychecks due to a recent grievance settlement. In the Fall of 2011, UPSEU had filed a grievance regarding overtime awarded for work done in Greene County.

"We were positioned to move to arbitration when the County made a request to settle," said Kathy A. Wright, UPSEU Regional Coordinator. After settlement negotiations with the County representatives, the parties agreed to create a department-wide overtime roster to be used in instances where overtime opportunities arose for work outside of the county. The roster lists all Highway Department employees based upon their job classification and in order of seniority. When an opportunity for overtime arises that involves work outside of the County, the Department will go to the department-wide roster and award the overtime per the contract (based upon job classification, expertise, if applicable, and seniority, on a rotating basis).

"To arrive at the reimbursement remedy of the settlement, we went to the new department-wide roster and awarded those individuals who should have been offered the overtime based upon this new department-wide roster," said Wright.

To insure that all individuals are aware of the terms of this new department-wide overtime, the parties have agreed to also incorporate the terms into the collective bargaining agreement.



Columbia County Assistant Unit Officer Ann Delaney, Chief Unit Officer Cindy Tipple, and Assistant Unit Officer Patricia Moskaluk

Shop Steward Training



Unit Officers and Stewards at Training Class

In October, UPSEU in Meriden, Connecticut held a successful Basic Steward Training class at the Meriden Public Library. The training class was highly attended by unit officers and stewards from both Connecticut and Massachusetts.

Each person in attendance received a one hundred plus page booklet of standard information that UPSEU Labor Relations Representatives explained in further detail. This booklet may be obtained on our website at www.upseu.org under Steward Toolkit, CT Steward Training Guide. Topics covered included: review of member's rights including Weingarten Rights, grievance fact finding selecting the right grievance language, filing a grievance from step one through grievance arbitration, and responsibilities of a shop steward.

Wayne Gilbert, UPSEU Regional Director shared a few Connecticut State Board of Mediation and Arbitration cases and the rulings awarded by arbitration panels. This allowed the entire class to better understand how cases determined by arbitration panels can help in future cases with similar issues. In addition, UPSEU Vice President Kim Nowakowski described the history of UPSEU, and its commitment to the highest levels of service and strong negotiations.

Those in attendance also learned more about UPSEU member benefits. A guest speaker from AFLAC came to explain what their supplemental insurance can offer to members. Town of Hamden Supervisors Unit President Dave Lockery stated, "The training was fantastic! It was very informative. My officers and I are looking forward to the Advanced Steward Training."



New Haven DPW Stewards Robert Rawls & John Whitney with Town of Bloomfield Unit President Weining Wu & Vice President Robert Chase



Southington BOE Paras Steward Barbara Perretta, Secty/Treasurer Donna Rossignol, Unit VP Deborah Stevens & President Wendy Borkowski

UPSEU Mailbox



Dear Craig,

I am writing to let you know how thankful I am for your tremendous amount of preparation, dedication and tenacity. You represented both me as an UPSEU member, and the union itself with grace and intelligence. In the eleven years I have been in law enforcement and a paying union member, I have never received the level of professionalism and courtesy that you extended. The outcome was favorable, which I believe can be largely attributed to your defense, but I was already feeling fortunate before receiving the ruling.

Thank you again.

Chris Sparks

Town of Bloomfield Police

Dear Mr. Boyle,

On behalf of myself and my daughter Krystal let me begin by saying thank you. We were thrilled when we received your letter notifying us that Krystal was selected as this year's United Public Service Employees Union Children's Scholarship Award recipient. We can assure you this award will benefit Krystal as she begins her studies at the University of Delaware.

Therese Hoschel

Northport - East Northport School District

Dear Kevin,

I am writing to express my thanks for the union and your employee, Michael Kutski. I have been a Registered Occupational Therapist for thirty one years. Due to circumstances that are a very long story, I was in need of union representation. From the first time I telephoned him to ask for support and guidance, Mike never left my side. I feel that that he was genuinely invested in my situation and was always present to help me make necessary decisions after explaining all of the possibilities. Mike kept me informed of every stage in the long process and even put me in touch with other professionals to assist me in the exploration of my experience. After a very long nine months, Mike saw my employment and settlement through to a satisfactory conclusion for me. I have to admit that I used to believe that unions existed to help the bad employee. However, I will now assuredly state that UPSEU is beneficial to the good, committed employee as well. I know that without Mike's assistance I would have felt very alone and unprepared for the road that I had to travel. So again, I thank you for all of UPSEU's support and in particular, for Mike Kutski.

Nancy Simon

Rensselaer County

Dear Mr. Boyle and UPSEU Representatives,

I appreciate being selected for the annual scholarship. The money will help me to purchase books and supplies for school. This will help me achieve my goal of obtaining degrees in Education and Fine Arts.

Thank you very much.

Vilimantas Vaitas

Dear Randy,

I wanted to thank you for all you have done for all of us through the years. Your patience and dedication has been a great asset to our membership and has been greatly appreciated. I recently retired and wanted to be sure to get a thank you sent your way.

George Quinn

Former Pulaski School Custodian

Member Snapshots



Waterford BOE Food Service Member Dianne Houlihan was recently honored with a trip to visit the First Lady's garden where she met Whitehouse Chef Sam Kass for a personal guided tour of the presidential kitchen. Dianne was also chosen to compete on national TV on Food Networks "Chopped." It was a dream come true and gave her the opportunity to show the world that "lunch ladies" are a thing of the past and that school chefs are here today to bring delicious, healthy lunches to our children.



Oneida White Collar Chief Steward Tim Dittfield and Assistant Chief Ken Ranke



Happy Holidays

from the Officers & Staff of UPSEU



Save Money on Entertainment!  **plumbbenefits**TM your entertainment guide

Just a few Seasonal Offers at www.plumbbenefits.com:

Radio City Christmas Spectacular
How the Grinch Stole Christmas
A Christmas Story
Elf

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Making a Difference in the Workplace



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