



UNITED PUBLIC SERVICE EMPLOYEES UNION

www.upseu.org

# THE ADVOCATE

*Making a Difference in the Workplace*

Spring 2010

## Monroe Board of Education Paraprofessionals Vote UPSEU

In an election held on March 16, 2010, the nearly 100 member Monroe Paraprofessional unit voted to join UPSEU in a state run election. The unit had been represented by the Connecticut State Employees Association, SEIU. Prior to the vote, the unions squared off in a debate to provide unit members the opportunity to have their questions answered with both unions in the same room.

The debate proved to be pivotal, as the CSEA/SEIU couldn't explain their poor past performance. Most members had never seen a CSEA or SEIU representative. The unit had extremely low wages, paid the most for health coverage in the district and amazingly had no pension plan, which is unheard of for public employees in Connecticut and elsewhere. UPSEU President Kevin E. Boyle, Jr. who headed up the debate for UPSEU drew the stark differences between UPSEU and CSEA-SEIU.

The Custodial, Maintenance, and Security Unit, who UPSEU began representing three years ago, assisted in getting the message out telling the paraprofessionals of our work on their behalf. UPSEU secured an agreement for this unit that was dramatically better than the CSEA-SEIU contract negotiated at the same time three years ago. CSEA-SEIU couldn't account for the significant difference in what they secured and what UPSEU secured. The CSEA-SEIU was also criticized for a series of dues increases passed along to the unit without their right to vote on these increases. In the end, the paraprofessionals saw the difference and decided UPSEU was the union for them. This is the seventh unit in Connecticut to leave CSEA-SEIU to join UPSEU since 2003. UPSEU has already begun to work for the Monroe Paraprofessionals.

**Since January 1, 2010 UPSEU has welcomed 13 new Connecticut units, adding 620 new members to the UPSEU family. UPSEU now represents 100 separate bargaining units in Connecticut.**

When asked why she left CSEA to join UPSEU, Monroe Paraprofessional Unit President Linda Johnston stated, *"The custodial staff and cafeteria workers in our school district switched to UPSEU a couple of years ago. When I asked them their opinion they had nothing but good things to say about the union and their representative, Roger Stolen. When your co-workers have an opinion like that, you need to follow their lead."* Linda continued, *"When my unit joined UPSEU, I was elected President. I was a little apprehensive because I know how much work was involved. I must say, Labor Relations Representative Matt Geer has helped me tremendously."*



**MONROE PARAPROFESSIONALS**  
Unit President Linda Johnston and  
Vice President Kerry Neaton

*"Matt comes to visit us once a month, we have regular membership meetings and I get a phone call back within a few hours. For the first time, I am optimistic about our negotiations. UPSEU was definitely the right choice for our union."*

Unit Vice President Kerry Neaton added, *"UPSEU came to a debate against our former union CSEA in Monroe, Connecticut to discuss pertinent issues for our unit. UPSEU blew away their opponent, CSEA. I knew then, that I would want that strong, articulate, confident union working on and protecting my bargaining unit's rights."*

United Public Service Employees Union  
3555 Veterans Highway, Suite H, Ronkonkoma, NY 11779  
21 Aviation Road, Albany, NY 12205  
288 Genesee Street, Utica, NY 13502  
130 Research Parkway, Suite 101, Meriden, CT 06450  
4 Post Office Square, Clinton, CT 06413

NON PROFIT ORG  
U.S. POSTAGE PAID  
RONKONKOMA, NY  
PERMIT NO. 2000

# 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  
*Recording Secretary/ Trustee*

Visit Our Website at [www.upseu.org](http://www.upseu.org)

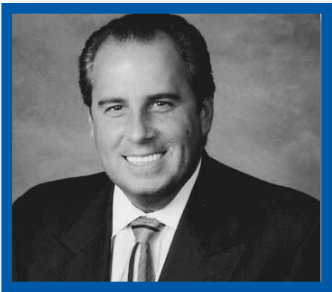
The Advocate is published bi-annually  
United Public Service Employees Union  
3555 Veterans Highway, Suite H  
Ronkonkoma , NY 11779  
631-738-8773  
1-800-833-3688  
Fax 631-738-7236

Linda Pickwick, *Editor*

## Table of Contents

President’s Message	2
UPSEU News	3
Spotlight on Connecticut	4,5
Negotiation News	6,7
More UPSEU Happenings	8
Making a Difference	9
Member Milestones	10
Mailbag/Snapshots	11
UPSEU Update	12

# PRESIDENT’S MESSAGE



**UPSEU President**  
**Kevin E. Boyle, Jr.**

Here we go again! Public employees are under attack and being demonized by the very public they serve. It can be a very frustrating and demoralizing experience, and nothing affects morale more than positions lost through retirements or layoffs, not being replaced. The mantra of “do more with less” is bantered about, while those at the highest levels somehow seem to find the money to hire political appointees, consultants, and assistants to the assistants to the assistants.

It is so very unfortunate that the public is manipulated into taking their frustration out at the public employee, instead of focusing on the lack of a viable solution to the outdated tax structures and systems.

In the meantime, public employees who have already suffered losses through attrition are now facing additional cuts. The workload of those lost positions has shifted to the remaining staff; and now you’re doing your own normal, daily workload in addition to taking a portion (or all) of the workload of the lost position. Have the workday hours increased? Has your paycheck reflected the proportionate share of that lost position that you’re now doing the work of? Has your boss removed duties and responsibilities from your desk to help you take on the new work? More than likely, the answer to all three questions is a resounding NO!

So what is a hard working member supposed to do?

1. **Contact the Union** to discuss the new assignments and whether they fall within your job title or to those below you in your promotional line.
2. **Take your breaks.**
3. **Arrive on time and leave on time.**
4. **If the work can’t get done within your normal workday, ask your supervisor what the priority is.**
5. **Do all work at work, and not at home!**
6. **Above all else, continue to work at a normal, safe pace.**  
(i.e. no roller-skates, no miracles)
7. **If all these suggestions fail, repeat # 1. Contact the Union.**

Let me be very clear, I AM NOT ASKING YOU TO CONDUCT A ‘SLOWDOWN,’ but rather to work at your normal work pace. If you have time in your schedule to take on more, then do so. But if you are like most, you need to learn the mantra, ***“All I can do is the best I can with the time and tools I have available to me.”*** If your employer has cut positions to save money, they have made a conscious decision that everything is not going to get done with the same volume, accuracy, and thoroughness. Since they have decided how much time they would allow for the work to get done, they have also decided that some of what used to get done won’t, or if it is, then thoroughness or accuracy may be sacrificed.

Now I know quite a few members who will say, ‘No, the boss still expects it all to get done.’ I repeat the mantra, ***“All I can do is the best I can with the time and tools I have available to me.”*** I have seen far too many hardworking, dedicated employees who, after having stepped up the pace, worked through breaks and lunch, arrived early and left late, collapse under pressure, either in the physical or psychological sense, due to stress overload. Some of those very same employees are being called on the carpet when their body has had too much and they can’t continue at a breakneck pace. There is a reason it is called ‘breakneck.’ Or how about the employees that work at a safe pace and take their breaks being called on the carpet because someone else is getting the work done by putting the roller-skates on, missing their breaks, and working without pay. (i.e. arriving early, leaving late, and taking work home with them)

If half of your gas tank was filled with fuel and the other half with water, how far would the car go? Would it run efficiently? Would the fault lie with the car, or with the fact that the proper fuel wasn’t used?

Time and time again, I have heard our own members bash other public employees and complain about the budgets of other public entities, rather than fault the politicians for not taking on the task of creating equitable, effective tax structures and systems. Instead of getting angry at your fellow public employees, put the blame where it belongs. Make your political representatives accountable. Let them know that real politicians seek real solutions to real problems, not someone else to blame.

## Mahopac Central School District Supervisors Join UPSEU



### MAHOPAC SUPERVISORS UNIT NEGOTIATING TEAM

*L to R:* Labor Relations Representative Bill Sullivan, Unit Vice President Gerry Ward, Treasurer Mike Twardy, Unit President John Russell and UPSEU Executive Vice President Gary M. Hickey

After years of representation by the Teamsters, supervisory employees employed by Mahopac Central School District decided that a change was necessary. With dues over \$60.00 and no visible representation in the workplace by Teamster representatives, the unit banded together for change. They turned to UPSEU, as the clerical unit did last year, leaving CSEA/AFSCME. Meetings with Executive Vice President/Regional Director Gary M. Hickey affirmed their decision to leave the Teamsters and to join UPSEU.

After UPSEU filed a representation petition with the Public Employment Relations Board (PERB) the Teamsters, seeing the handwriting on the wall, decided to disclaim interest, thereby walking away from the unit.

UPSEU, with unanimous support of the membership, was certified as the representative by PERB. We look forward to going to work for our newest Mahopac members and we welcome them to the UPSEU family.

## UPSEU EMS Division Coalition Workshop a Success!

The purpose of the 2010 EMS Coalition was to promote interaction between our EMS Division members and to initiate an aggressive, proactive campaign that addresses EMS worker issues.

Our guest speakers were REMO Medical Director Dr. Michael Dailey and Town of Colonie EMS Chief Jonathan Politis. Both speakers gave excellent presentations and perspectives on EMS past, present and future. Their experience and knowledge is unmatched in EMS.

The workshop also included a segment on EMS legislation, including pensions and occupational exposure protection. We concluded with a roundtable discussion moderated by UPSEU EMS Division Coordinator Gary M. Favro. There was great interaction and brainstorming amongst the members of our different EMS UPSEU units.

Special thanks to Gary M. Favro for putting this workshop together. EMS is on the move and together we will be able to make positive things happen.

## Welcome Town of Berlin Highway Unit

The Town of Berlin Highway employees joined the ranks of UPSEU in January of this year. The Berlin Highway guys are a *'one call does it all'* group. They are a versatile workforce that can multitask and are responsible for a large mountainous geographic area.

Our Shop Steward for the unit is Steve Barber. Steve and Don Sweet make up the negotiating team together with UPSEU Labor Relations Representative Gary M. Favro. The Town of Berlin Highway Department is deficient in salary and benefits as compared to other regional highway units and it is UPSEU's goal to remedy that. The unit is currently in contract negotiations.



### TOWN OF BERLIN HIGHWAY UNIT NEGOTIATING TEAM

*L to R:* Shop Steward Steve Barber and team member Don Sweet





## AFSCME Members Vote to Join UPSEU Once Again



### ANSONIA OFFICERS

L to R: Ansonia Municipal Unit President David Blackwell, Steward Marisol Lugo-Sullivan and Ansonia DPW Chief Steward Tim Holman.

In a Connecticut State Labor Relations Board secret ballot election held this past February, the forty seven member Ansonia Municipal unit chose UPSEU over their existing union, AFSCME. UPSEU won the election with an overwhelming 70% of the vote.

UPSEU’s Labor Relations Representatives Matt Geer and Roger Stolen, who worked with the unit, praised the efforts of the group in leading the way for better representation. A special thanks to the core committee that helped this effort.

UPSEU would also like to thank the Ansonia Department of Public Works, who left AFSCME in 2008 to join UPSEU, for referring their co-workers. We welcome the Ansonia Municipal Employees to the UPSEU family and look forward to serving them.

## Doubleheader Win for UPSEU in Hamden and Waterford



**HAMDEN  
PARKS & RECREATION**  
Unit Vice President Ken Paecht

UPSEU secured two more victories through Connecticut Labor Relations Board elections held on February 17, 2010. Hamden Parks and Recreation, a nineteen member unit, voted 14 to 2 to leave AFSCME Council 4 to become part of UPSEU. UPSEU’s Labor Relations Representative Matt Geer who worked with this unit, commended the unit members for staying committed to their desire for improved representation.

Waterford Police Officers also became part of UPSEU as a result of their decision to vote for UPSEU in their state run election held the same day. The unit of forty two officers was previously part of AFSCME Council 15. UPSEU’s Ron Suraci, who headed up the campaign, thanked the officers for their confidence in UPSEU and its COPS Division stating, “We look forward to providing the unit with the professional, personal representation they need and deserve. We are ready to hit the ground running.”

Welcome aboard Hamden Parks and Recreation and Waterford Officers!

## Back to Back Doubleheader Election Wins for UPSEU

A day after UPSEU secured victories in Hamden and Waterford, UPSEU won two more elections on February 18, 2010. Custodial employees in Berlin Board of Education and Department of Public Works employees in City of Norwich voted to join UPSEU in Connecticut state run elections.

The twenty one member unit in Berlin BOE, previously represented by AFSCME Council 4, voted 15 to 4 for UPSEU and the fifty one member DPW unit in City of Norwich voted 35 to 3 for UPSEU. The City of Norwich employees had been represented by CILU-UE. Congratulations to Berlin and Norwich employees and welcome to UPSEU.

## UPSEU Welcomes Yet Another AFSCME Unit

In a Connecticut State Labor Relations Board election held on February 11, 2010, the seventy two member Southington Municipal unit, voting in a secret ballot election chose UPSEU over their existing union, AFSCME. UPSEU won the election with an overwhelming 95% of the total votes.

While the unit is different, the story with AFSCME never changes. Poor representation, lack of communication, never ending dues increases without a vote, and lackluster negotiations, were just some of the issues that led Southington employees to vote to join UPSEU.

This Southington unit joins another 137 member group who voted to leave AFSCME for UPSEU only 30 days ago. UPSEU welcomes the Southington Municipal Employees to the UPSEU family and looks forward to serving them.



## UPSEU Wins Arbitration for Trumbull M.A.T.E.

In 2009, UPSEU negotiated a new four year agreement for our Trumbull M.A.T.E. town employees, which was rejected by the Town Council based on the four years of wage increases. The case was then sent to binding arbitration. After much testimony, evidence and briefs supporting the employees’ position, the binding arbitration awarded the wage increases proposed by UPSEU for three out of the four years.

Not satisfied, the Trumbull Town Council rejected the binding arbitration award and sent the issues to a second binding arbitration panel, which is a rare occurrence in Connecticut labor relations. Once again UPSEU submitted a brief in support of the initial award, while the town’s attorney sent a brief requesting that the first award be overturned.

On May 5, 2010, a panel consisting of three neutral panel members selected by the Connecticut State Board of Mediation and Arbitration issued a ruling which upheld the original binding arbitration award. Among the reasoning, this stated that the Town of Trumbull, located in a wealthy area of Fairfield County had displayed its ability to pay by previously providing increases to both non-union and union personnel, which had been ratified by the Town Council.

Trumbull M.A.T.E. Unit President Robert Dunn stated, “Our M.A.T.E. members are very fortunate to have such skillful UPSEU negotiators. From the very beginning UPSEU was not only professional and determined, but also very thorough in obtaining the data needed to bring our case to a successful conclusion.”

Wayne Gilbert, Meriden Regional Director and Chief Negotiator for Trumbull M.A.T.E. commented, “In my thirty plus years of union work, this is the first contract I’ve seen go to a second binding arbitration panel. It is very satisfying to see that justice was served and our members’ interests well protected in the process.”



**TRUMBULL M.A.T.E STEWARDS**  
Matt Altieri and Paul Gorman at a recent Shop Steward Training Conference in Meriden.

## City of New Haven DPW Employees Vote to Join UPSEU



**NEW HAVEN DPW OFFICERS AND STEWARDS**

*L to R:* Unit Treasurer Ashish (Tony) Desai, Stewards Robert Roberts and Mario Anes, Chief Steward Miguel Cartagena, Secretary Tina Downing, Asst. Chief Steward Fabian Esponda, Stewards John Whitley and Sean O’Grady and Labor Relations Representative Matt Geer

As a result of a Connecticut State election, the seventy seven member New Haven DPW unit voting in a secret ballot election chose UPSEU over their existing union CILU-UE. A lack of representation, the union’s dire financial condition, and continuing dues increases led to the decision of the employees to leave CILU-UE.

The unit is the eleventh to leave CILU-UE in just the past three years in elections throughout the state. UPSEU welcomes the New Haven DPW unit to the UPSEU family and looks forward to serving them.

## Milford BOE Employees Vote to Join UPSEU

By a vote of 57 to 4 Milford BOE Food Service employees voted to join UPSEU on March 4, 2010. The incumbent union, an affiliate of SEIU, disclaimed interest in representing the unit a few days prior to the election after it became clear they would lose.

UPSEU welcomes Milford BOE Food Service members.

## Town of Madison Employees Come on Board with UPSEU

Facilities and Ground Maintenance employees of the Town of Madison recently voted unanimously to leave SEIU-NAGE to join UPSEU. UPSEU looks forward to representing the unit. Welcome aboard!



## UPSEU Bay Shore Secretarial Unit Members Unanimously Approve 5 Year Contract

With annual wage increases and annual longevity improvements, UPSEU members in Bay Shore voted 69 to 0 to approve a new five year agreement. Wage increases for ten month employees, additional summer hour days, and an improved new vision plan highlighted the remainder of the agreement.

In an attempt to reach an agreement settlement, the district reached out to have a limited issue negotiation so that the focus was placed on those central issues important to the district and the unit. The process worked due to the district historically working with its employees in the unit to achieve fair agreements. The employees will pay 1% more in health premiums beginning in the fifth year of the agreement and retirees will pay one half of 1% more of the premiums.

“We were fortunate to have an excellent negotiating team led by our Unit President Joni McLaughlin,” stated UPSEU President Kevin E. Boyle, Jr., who advised the team during the process. Joni McLaughlin, commenting on their teamwork at the ratification meeting stated, “This was truly a team effort with all team members working together to achieve this agreement which was done before it expired.”

## Rome City School District Security Members Unanimously Approve 3 Year Contract

In a unanimous vote held in February, Rome City School District Security members approved a three year contract.

In addition to above average wage increases, this agreement provides increased sick leave days, as well as a sick leave bank for members who have exhausted their sick time due to prolonged illness or injury. There were also additional gains for employees in overtime, as well as bereavement time.

UPSEU Executive Vice President/Regional Director Gary M. Hickey, who headed up the negotiating team along with Lori DeMarco, Bob Matyi and Labor Relations Representatives Bob Stephens and Linda Kirnan, commented on the negotiations stating, “Lori and Bob were instrumental in achieving a settlement that was again the best of all school district units. Deservedly so, their co-workers were very appreciative of their outstanding efforts. Thanks to all involved.”

## Village of Philmont Employees Renew 3 Year Pact

UPSEU members with the Village of Philmont DPW and Wastewater renewed their contract for another three years. “Our goal was to get this done early and the guys were happy with the outcome,” said UPSEU member Mike Scheller. The unit focused solely on wages over the life of the contract and as a result, they will see annual salary increases.

“The membership unanimously agreed to the new package and we were very pleased to have locked in their entire contract benefits for another three years in addition to the raises,” said Kathy Wright, UPSEU Regional Coordinator. “Mike Scheller deserves a special note of thanks for his leading role in securing this agreement,” stated Wright.

## Oceanside Members Approve Agreement

With over 75% of our members support, a new agreement was ratified by UPSEU’s Oceanside Custodial, Grounds and Maintenance members in March. The agreement provided annual wage increases and improved the district’s contribution to the unit’s benefit fund.

Special thanks to John Pisarri for his leadership as UPSEU Unit President and to the committee of Jack Cohen and Mike Nathan for their work in bringing the negotiations to closure.

## Wantage Blue Collar Unit Ratifies Pact



**WANTAGE NEGOTIATING COMMITTEE**

*L to R: Shop Steward Rick Fairweather, Melvyn Sliker, Larry Caton and Chantz DeGroat*

Blue Collar Unit members in the Township of Wantage, New Jersey, previously represented by Local 911, joined UPSEU last year together with Sussex County DPW members in the towns of Newton and Hamburg. Their new two year contract includes wage increases, an enhanced healthcare payout at retirement benefit and an increase in the opt-out health insurance. Since the contract was unanimously ratified prior to the May 21<sup>st</sup> deadline, these UPSEU members, as well as our White Collar Unit were able to avoid the new mandatory 1.5% health care premium contribution. Special thanks to the negotiating committee of Shop Steward Rick Fairweather, Mel Sliker, Larry Caton and Chantz DeGroat for a job well done.

## Southampton Members Overwhelmingly Ratify Pact

UPSEU’s Southampton School District members in the Custodial, Grounds, Maintenance and Transportation unit ratified a new agreement that will increase wages annually, while adding to the twenty year longevity benefit. Healthcare contributions were maintained during the term of the agreement.

Special thanks to Charles Smith, UPSEU’s Chief Steward for the Operations and Maintenance Unit, Doug Gilbakian for UPSEU’s Transportation members for their leadership, and to the entire team for their tremendous efforts throughout the process.





## Township of Wantage White Collar Members Unanimously Ratify Agreement



### WANTAGE WHITE COLLAR NEGOTIATING COMMITTEE

L to R: Shop Steward Susan Kubie, Stella Salazar, Kim Moore and Rosanne Werner

## Hewlett Woodmere Secretarial Unit Members Nearly Unanimously Approve New Agreement

A new agreement covering UPSEU's sixty two member secretarial unit was approved by our members. While increasing wages annually, the agreement also provides an additional increase to the longevity steps in year one, a retirement incentive, improved vacation carry over, and improved bereavement leave. Healthcare contributions, a contentious issue throughout the process, was resolved with small employee contribution increases in the later years of the agreement.

"The negotiating team, led by Unit President Kathy Martillotti, did an excellent job which was confirmed by the overwhelmingly approval of our members," stated UPSEU President Kevin E. Boyle, Jr.

Boyle congratulated team members, Carolyn Bonkowski, Diane Chemick, Terry Feil, Donna Jaksic, Lynn Lepkowski, Pat McEntee, and Maryann Vaccarella for their great efforts.

## New 5 Year Agreement Approved by UPSEU Fairview Members

UPSEU Blue and White Collar Fairview, New Jersey members will be covered by new five year agreements that will improve wages annually. A significant issue in the negotiations, health coverage was resolved maintaining 100% employer paid coverage.

With legislation approved in New Jersey that will impose employee contributions on all local governments, including school districts, a provision was incorporated to provide that the union and the employer look at other plans when the state mandates employee contributions for plan participants.

UPSEU members in the Township of Wantage White Collar Unit unanimously ratified a new two year contract. This new agreement provides members with wage increases, as well as an enhanced retirement benefit. One of the highlights of the agreement was the return to regularly scheduled working hours including a one hour paid lunch break, that had been taken away from these members.

UPSEU Labor Relations Representative Bill Sullivan, who headed the negotiations extended thanks to the team of Stella Salazar and Shop Steward Susan Kubie, for their efforts in achieving a great contract for their co-workers. We welcome the Township of Wantage employees.

## Village of Rhinebeck Police Ratify Successor Contract

The Village of Rhinebeck Police Officers ratified a new four year successor agreement. The new agreement provided annual wage increases, additional holidays and a provision that all time worked on those days will be at time and a half. Also, longevity and clothing allowance increases as well as scheduling improvements so that all members will have an opportunity to work on premium pay days were achieved.

Special thanks to Unit President Steven Hanaburgh and Unit Vice President Daniel Kaelin of the Police Department who negotiated this contract along with Labor Relations Representative Jack F. Rogers.

## Town of Saugerties Members Unanimously Pass First UPSEU Contract

UPSEU members from the Town of Saugerties unanimously ratified their first UPSEU contract.

"It's been a long process but well worth the wait," said UPSEU Executive Vice President/Regional Director Gary M. Hickey. The Town of Saugerties members came to UPSEU last year when they were dissatisfied with the lack of representation they were receiving from CWA, AFL-CIO.

"The top priority to our members was wage parity. Our team consisting of Gary Hickey, Mark Resso, Joe Hartrum, and myself were very clear," said UPSEU Regional Coordinator Kathy Wright. "For years these employees' wages had lagged behind their fellow town employees. We made it clear that we wanted that to stop," she continued.

Among the settlement details, bargaining unit employees saw above-market annual wage increases retroactive to 2008 as well as additional parity increases for certain employees that were retroactive as well. Further enhancements included: increased vacation entitlement for long term employees, increases in uniform and meal allowances, and additional holiday pay language.

"I think the unanimous vote speaks to our members' satisfaction and the appreciation of our team's efforts," stated Hickey.

# MORE UPSEU HAPPENINGS

## Town of Marbletown Employees Ratify First Contract

Marbletown General Unit employees ratified a new contract recently. These members were not unionized prior to joining UPSEU. We also represent members of the Town’s Highway Department.

Special thanks to Suzanne Kurman and Bruno Rawl for their leadership and work in bringing these negotiations to a successful closure along with Labor Relations Representative Jack F. Rogers and Executive Vice President/Regional Director Gary M. Hickey.

## Township of Berkeley Heights Employees Vote Unanimously to Join UPSEU

In a recent PERC election, employees with the Township of Berkeley Heights in New Jersey who were represented by the Teamsters, voted unanimously to join UPSEU. After years of Teamster misrepresentation, not seeing a Teamster representative in the workplace, and having gone for two years without a contract, and active correspondence from the union, the unit decided it was time for a change!

Welcome aboard Berkeley Heights Township employees!

## Town of New Paltz Ratifies 2 Year Pact

UPSEU and the Town of New Paltz members have unanimously ratified a new two year contract with the town. Provisions of the contract call for an increase in wages and longevity each year along with increased sick leave accumulation.

Special thanks to Shop Steward Stacy A. Delarede and member Becky Seward who assisted Chief Negotiator and Executive Vice President/ Regional Director Gary M. Hickey and Labor Relations Representative Jack Canty in successfully reaching this contract agreement.

## Town of Colonie Members Overwhelmingly Approve Units First Union Contract

Negotiating a renewal of an existing contract during less than great economic times has proven difficult, but negotiating a new contract word by word and issue by issue during these times is an even greater challenge. However, the Town of Colonie Administrative Unit employees now have their first union contract.

The unit joined UPSEU over twelve months ago, after having remained one of the largest town units in the state who were non-union. The 240 member unit will now be covered by a long term agreement that includes retroactive pay. The group approached UPSEU after the town administration proposed to remove a number of significant benefits. As a result of UPSEU filing a petition, the employer was prohibited from cutting benefits, and as a result of the new contract no benefits were lost and our new members will have significant improvements and contract language that protects their rights.

Improvements include annual wage increases, longevity increases, uniform allowance for employees required to wear uniforms, administrative leave time at time and one-half for overtime worked for FSLA exempt employees. Part-time employees will receive a significant hourly rate adjustment in addition to the annual wage increases. Part-time employees also will be entitled to expanded leave benefits for the first time ever. By an almost unanimous decision, members voted overwhelmingly to approve the agreement.

President Kevin E. Boyle, Jr. praised the efforts of UPSEU’s Executive Vice President Gary M. Hickey for his timeless efforts, and as well applauded Regional Coordinator Kathy Wright for her assistance throughout the process. Gary Hickey, commenting on the efforts, could not say enough for the work of the negotiating team stating, “This has been a lengthy process, negotiating every word, all while gaining significant improvements, and as importantly, having no givebacks. Our team fought gallantly, devoting their own time and now have an agreement they can be very proud of.”



**FREEPORT SCHOOL DISTRICT SECRETARIAL UNIT**

At a recent membership meeting, members met with UPSEU Vice President Kim Nowakowski and Labor Relations Representative Amanda Barker to finalize their proposals for contract negotiations.

## Poestenkill Ratifies 3 Year Contract

Chief Shop Steward Dennis Knauer, Assistant Steward Arthur Whitney, Chief Negotiator and Executive Vice President/ Regional Director Gary M. Hickey and Labor Relations Representative Jack Canty have successfully negotiated a three contract with the Town of Poestenkill.

UPSEU members overwhelmingly voted to approve the contract calling for annual salary increases. The agreement also calls for positive modifications to the health insurance coverage, use of vacation time, enhanced clothing allowance and longevity schedule increases.



# MAKING A DIFFERENCE

## At Long Last City of Troy Department Heads Certified



### CITY OF TROY ADMINISTRATIVE UNIT NEGOTIATING TEAM

*Front L to R: Nancy Matthews, George Rogers, Neil Bonesteel and Joe Mazzariello. Back: Labor Relations Representative Jack Canty and Executive Vice President Gary M. Hickey*

In a recent NYS Public Employment Relations Board (PERB) decision, UPSEU was certified as the bargaining representative for certain department heads and administrative staff employed by the City of Troy.

The fourteen member unit was forged after a long and contentious battle with the City Council. Elected officials from Troy stated that they were pro-union and favored recognition for all employees except these employees. Thankfully, the mayor and the administrative law judge prevailed to protect these employees from the wrath of the Council. A resolution to remove a long-standing longevity benefit for the members started the union drive about two years ago.

Negotiations have begun with the City for an initial agreement. Executive Vice President Gary M. Hickey and Labor Relations Representative Jack Canty chair the union's negotiating team along with team members Neil Bonesteel, Nancy Matthews, Joe Mazzariello and George Rogers.

## UPSEU Secures Trial Compressed Workweek for DSS Members

After months of discussions and negotiations, certain employees in Rensselaer County will be given a trial period for a compressed workweek. "We have been continually asked by members to try and get a compressed workweek," said UPSEU Regional Coordinator Kathy Wright. "It hasn't been easy and we have met with reluctance and hesitation at every turn. It appears however, we are finally taking steps towards making this a reality," she stated. Several years ago, when the gas prices had hit an all time high, there was a large outcry from the employees to try the compressed workweek. When the gas prices receded, there wasn't a sense of urgency on the part of the County. Even so, the employees were still very much interested in the idea.

"We had proposed the idea in negotiations last year and it was moved into the labor management forum for further discussion," Wright said. The County has been very skeptical about whether it would be workable without sacrificing services but are willing to give it a try on a trial basis in one of the the DSS units for six weeks. If after six weeks, it proves successful it will be continued.

"We have also secured an agreement with the Sewer Department as well, for the maintenance staff to have a compressed workweek on a seasonal basis. As with DSS, its effectiveness will be monitored and, if its found to be successful, it will become more permanent," Wright continued. The workweek allows for every other Friday off. The UPSEU Labor Management Committee members are keeping their fingers crossed that it will be such a success that it can be expanded to other departments.

## Out of Title Pay Victory for UPSEU Member

The Town of Colonie General Administrative Unit joined UPSEU early last year and their first contract is almost complete. A unit employee had performed the duties of a higher classification for approximately four months during the course of negotiations and had not received any additional compensation for doing so.

"We raised the issue during the negotiation of that particular provision on behalf of the employee," said UPSEU Regional Coordinator Kathy Wright. She went on, "The parties agreed that once an agreement was reached on that provision, the Town would compensate the employee the contract benefit without having to wait."

Shortly after the contract provision language was agreed to in December, UPSEU contacted the Town and reminded them of the agreement. At their January meeting, the Town approved the additional payment to the employee. "The employee was very pleased," said Wright.

## Rensselaer Employee Receives Thousands in Payroll Error

A Rensselaer County employee received several thousand dollars in back wages plus a prospective annual adjustment of approximately \$1,000 as a result of UPSEU's actions.

An error was discovered when an employee in the Motor Vehicle Department questioned the annual salary she was receiving. Upon investigation, it was discovered that she had been underpaid the past three years.

Additionally, her annual salary was not correct and needed to be increased. "She came to me and asked me what her minimum hourly rate should be," said UPSEU Regional Coordinator Kathy Wright. "When we did the numbers, it didn't look right so I submitted the inquiry to the Human Resources Department where it was confirmed that she had been underpaid," Wright stated.

At the UPSEU County Grievance Committee meeting, an agreement was reached to correct the current salary and pay her the back wages. "When I gave her the news, she was ecstatic and very thankful," said Wright.

# UPSEU MEMBER MILESTONES



## EXCELLENCE IN NURSING AWARD

Bay Shore RN Unit Co-President Rita Molloy was recently presented with the prestigious Excellence in School Nursing Award. Rita's expertise includes volunteer work as an advocate with the Asthma Coalition of Long Island, her role as an educator in the NYSASN School Nurse Orientation Program and as a presenter at educational venues such as the NYS Schools Boards Association and NYS PTA conventions. Congratulations Rita on your well-deserved award.



## CONGRATULATIONS

Sachem Clerical Unit President Barbara Banke was among the recent honorees at NYS Women Inc./ Western Suffolk Chapter's "Celebration of Working Women." Pictured are UPSEU President Kevin E. Boyle, Jr., Barbara Banke and UPSEU Vice President Kim Nowakowski.



## COLONIE EMT RECEIVES PRESTIGIOUS AWARD

Each year the American Legion Zaloga Post # 1520 gives out awards honoring those who serve the community. These awards are presented to police, fire and EMS. The 2010 EMS Provider of the Year was awarded to UPSEU Chief Shop Steward Dale Hebert. Dale was selected for many reasons and the writeup in the program says it all:

*"Dale first became an EMT and volunteer member of Colonie EMS in January 2000. He volunteered for EMS, worked full-time and was also an active firefighter for the Village of Colonie. As a firefighter, Dale rose through the ranks and became an Assistant Chief of Fire Company. In 2003, Dale became one of the first paid EMTs in the EMS Department. Immediately, Dale began to have a positive influence on everyone around him. His sense of humor, compassion and most importantly, his example distinguishes him among his peers. He is relentlessly positive and his example sets a powerful tone for others. He also has a keen internal compass, always being able to keep an open mind and see the many sides on an issue. He has the ability to confront someone from administration about issues and at the same time maintain positive relations. Dale is a natural leader and he exemplifies the teamwork that makes emergency service a noble calling. He is always remembering his team members, taking care of others, being a positive role model and a problem solver. He is also a technically excellent EMT and a compassionate care giver. His file contains many kudos from patients about his compassion and care. He was part of a team of members who saved the life of a man stabbed in the heart. Dale is an EMT's EMT. Everyone in the Colonie EMS knows that Dale is the 'partner' you want to have working with you."*

Dale is truly a person who has your back. We are all proud of him and honored to know him. Congratulations, Dale!



## HOOSICK FALLS POLICE OFFICERS WIN AWARD

Two of our members from the Hoosick Falls Police Department received the annual award for excellence from the New England Narcotic Enforcement Officers Association. This award was presented on May 27, 2010 in Hyannis, Massachusetts. UPSEU members, Officer Robert Murphy and Officer Edward Barnes are this year's recipients.

These two officers, under the direction of then Police Chief Richard Whalen and with the teamwork of several different agencies, were able to solve three burglaries and shut down a narcotic distribution ring. During the execution of a search warrant, over 13,000 assorted narcotic pain killers and medications, as well as 1,000 marijuana plants were recovered. A total of five persons were arrested in this multi-county and two state investigation.

L to R: Hoosick Falls Police Officer Robert Murphy receives congratulatory handshake from Labor Relations Representative Jack Rogers.

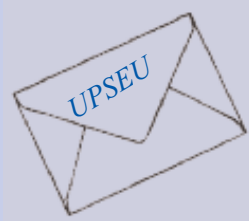




Dear Mr. Boyle,

On behalf of the staff at the Lodi Memorial Library, I'd like to take this opportunity to commend Mr. Jim Gangale on all the hard work he put forth on our contract. He was able to exact a contract settlement which included raises, benefits at 20 years, and money towards Medigap insurance. He listened to the staff, and as in the past, worked with us to reach an agreeable deal. He worked tirelessly, and would not leave a meeting without a new date on the table. We always felt we could trust him, and that he was working in our best interests. That is extremely important, especially when you are putting your future in an individual's hands. In a time of contract losses, Jim was able to add pluses to our deal and for that we are grateful. The staff at the Lodi Library will certainly be changing and growing because of retirement incentives received in this contract. We have confidence in Jim Gangale to do the best for the staff and UPSEU. Thanks for everything.

Leanna Giaimo  
Lodi Memorial Library



Dear Kevin,

I just wanted to say thank you so much and send my appreciation for all your hard work and help with our ongoing issues. With all your responsibilities and everyone that you represent, that I couldn't even begin to imagine, you still have taken the time to give us your direct attention and support. It gives me renewed strength and courage that we are finally being considered and heard, and that to some we really do matter. I can't really express in adequate words what that means to us. With a great deal of respect and admiration, again I say thank you.

Reneé Russell  
ES BOCES Nurses

Dear Mr. McCart,

My sister Abbie Winickoff and I want to thank you for all the help and support you gave her in the last several weeks as she transitioned to retirement. She had a difficult situation with illness and unanticipated absences. After more than 30 years on the job, she was understandingly distressed to find that she might lose her job. You helped her define her options and obtain a very reasonable solution. There was no one else in the Courthouse that was advocating for her, and your assistance was invaluable. Throughout the process you remained friendly, positive and supportive. You demonstrated the best in what a union representative should be. Our thanks go out to you.

Richard N. Winickoff, M.D.

Dear Kim,

Thank you, Kevin and the entire union for all your support and encouragement over the years and especially in preparing for my retirement. I was suprised with the retirement party and thrilled you were able to be part of this very memorable occasion. I am overwhelmed by the generosity and outpouring of love given to me. The plaque you presented to me is very special to me since I value the ideals and standards of UPSEU so much. I will treasure it and remember the unity and brotherhood it depicts each time I see it on my wall. I will always be grateful to you and Kevin for your thoughtfulness and consideration. Sometimes simple words say it best. Thank you from the bottom of my heart.

Carol Jensen  
Islip Clerical

Dear United Public Service Employees Union,

Thank you very much for the second half of the UPSEU Children's Scholarship Award. It was and will be a big help financially. I will be using it for books when I start my sophomore year at UConn Avery Point in Groton. I enjoy Avery Point and I'm doing well in Business/Accounting and play on their baseball team. It is an honor to be the recipient of this award. Thank you for offering it!

Kyle Cummings



**NAUGATUCK WHITE COLLAR UNIT**  
Newly elected Unit Secretary Gloria Caulfield and Unit President Jim Michalek recently attended the UPSEU Shop Steward Training Seminar in Meriden, CT.



**TOWN OF STEPHENTOWN**  
Highway Unit Mechanic Bill Degroff



**TOLLAND BOE**  
L to R: Tolland Custodial Unit President Joel Pattavina, Clerical Unit President Patricia Lewis and Custodial Vice President David Carilli



# UPSEU UPDATE

## Colonie EMS Unit Receives International Award

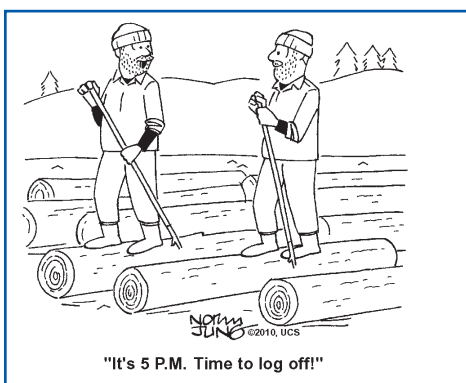
Colonie Emergency Medical Services has received International recognition for their outstanding life saving performance. The award is given by the International Association of Fire Chiefs. The winner of the 2010 Heart Safe Community Award was selected from communities of 100,000 or less residents internationally.

Colonie EMS (NY) has been a pioneer in EMS and has paved the way for the 21<sup>st</sup> century EMS agencies. Colonie EMT's and Paramedics are a strong team oriented group that is commanded by internationally known Chief Jonathan Politis. A blend of seasoned medics along with an agency that set the bar high for itself is the reason for their success.

Colonie received this award based on some of the following results, which were all well above National survival rates:

- Increased the rate of return of spontaneous circulation (ROSC) in cardiac arrest from 23- 41%
- Improved our survival to discharge from 5-22% (all presenting cardiac arrest rhythms)
- Decreased our door to balloon time from an average of 88 minutes to 45 minutes
- In 2009 had 14 patients survive to discharge from cardiac arrest  
7/14 survivors were in VF/VT (44% survival from VF/VT)  
7/14 survivors were in "non-shockable" rhythms.....AMAZING!!!

**Congratualtions to all our brothers and sisters at the Town of Colonie EMS Department. All of you truly deserve this award. The 80,000 Colonie residents are extremely fortunate to have these life savers protecting them.**



*UPSEU and Staff  
wish all of our members  
a Safe and Healthy  
Summer!*



### STEWARD TRAINING SEMINAR

UPSEU Connecticut members at a recent Steward Training Seminar in Meriden. Speakers included Attorney Andrew Morrissey, CSBMA Director Catherine Serino, CT State Mediator Pat Foley, UPSEU Regional Director Wayne Gilbert, and UPSEU Labor Relations Representatives Roger Stolen, Matt Geer and Gail DeLucia.

General Membership Meetings are held the Third Monday of March and October at our Headquarters at 3555 Veterans Highway, Suite H, Ronkonkoma