



UNITED PUBLIC SERVICE EMPLOYEES UNION

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THE ADVOCATE

Making a Difference in the Workplace

Fall 2005

Amityville School Employees Vote to Join UPSEU in NYS PERB Election

Custodial, Grounds, Maintenance and Food Service Employees employed by the Amityville School District voted 42 to 9 to decertify their union CSEA, AFSCME in favor of joining United Public Service Employees Union, in a New York State run secret ballot election held on June 21, 2005. The unit's bargaining agreement expired in 2003.

The 78 member unit is the second CSEA, AFSCME unit to join UPSEU over the past six months. 80 Hewlett-Woodmere School District employees voted in December to join UPSEU after 20 plus years of CSEA, AFSCME representation.

Thirty-five groups have voted to leave the CSEA, AFSCME for UPSEU over the past eleven years. Over 5,000 workers were involved in these elections. UPSEU anticipates welcoming another 850 CSEA, AFSCME members by the end of this year.

UPSEU President Kevin E. Boyle Jr., commenting on the union's recent victory stated, "We continue to receive calls from CSEA, AFSCME units seeking our assistance. Workers continue to be dissatisfied with the lack of representation they receive from the CSEA, AFSCME. You would think that at some point the CSEA, AFSCME would change their approach to representation and negotiations. I guess the CSEA, AFSCME just doesn't get it. We are proud to welcome Amityville School District employees into the UPSEU family."



UPSEU WELCOMES AMITYVILLE MEMBERS

L to R : Ex-CSEA Vice President William Brown, UPSEU Business Representative Roger Stolen and Ex-CSEA President Barron Terrell

Rensselaer County Highway Department Cited For PESH Violations

The Rensselaer County Highway Department was cited on two occasions for serious violations in their main garage in East Greenbush and their outpost in Berlin.

According to the New York State Department of Labor Public Employees Safety and Health Bureau, the County received six serious citations for violations ranging from failing to have programs for proper handling of occupational exposure to rabies to improper settings for various equipment guards. In addition, four non-serious violations were also cited including failure to have a written respiratory protection program and an up to date list of chemicals employees are exposed to.

The NYS PESH enforces OSHA standards for public employees. Therefore, if an employee believes an unsafe condition exists, such as a trip or fall hazard, electrical wiring danger, et cetera, they should notify their UPSEU representative immediately. PESH, upon

receiving the complaint and verifying jurisdiction, will make a surprise inspection to investigate the complaint. Additionally, PESH also makes regular routine inspections.

"All of the serious violations have been abated at the main garage and for the most part at the Berlin garage," stated Kathy Wright, UPSEU Assistant Regional Director. "UPSEU will stay on top of it."



As we move into the Holiday Season we extend our wishes for a Happy Thanksgiving and Joyous Holiday Season to our Members and their Families!!!



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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
Kim Nowakowski
Vice President
Randy Tillman
Secretary/ Treasurer
Joan Sheedy
Recording Secretary/ Trustee

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PRESIDENT'S MESSAGE



UPSEU President
Kevin E. Boyle Jr.

As a father of a teenage girl, I often find myself offering her advice and wisdom. Of course she views it as lecturing and blah, blah, blah, blah. But recently as I spoke to her about the importance of saving for a rainy day and her future retirement, she actually listened. Of course her view of a rainy day is date night with her friends with nothing to wear, but never-the-less I plunged into the "if you could save just \$25 or \$50 a week every week until you are age 65 you would be a millionaire." She quickly without hesitation says that I need to give her the \$25 to \$50 a week to save. I quickly without hesitation stated *that is what a job does*. (Of course with inflation, she didn't think that was much - but how many of us would love to have a million in the bank.) It got me thinking about how few of us actually listened to that advice when it was given to us.

I know when I speak to members at their membership meetings or during visits to their workplaces, that I sometimes get the same blank stare as my daughter gives. The stare that says, "that is so far off into the future that it's not real." Now that I have a few years on me, I know that nothing is so far off. The future is tomorrow and all the tomorrows that quickly follow behind are rapidly gaining speed over time.

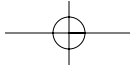
So many of us didn't listen to our parents, we spent everything we earned on what we thought was "oh so important" at the time. Of course, all of those "oh so important" items we just had to have are now warm and cozy at the dump with everyone else's "really important stuff that they just had to have." It seems a whole generation has kept that buying attitude going and now we teach it to our kids. Only problem is, that our kids (and grandkids) have so much more to buy. The necessities of today are so far removed from the necessities of the past generations.

It doesn't really matter what age you are, what is important is that **TODAY** you begin saving for your retirement. **If you are already saving for retirement, increase your savings.** With the divorce rate what it is and the average age of widowhood hovering at 56, being a single-head of household has become more common than ever before. As well, with our average lifespan growing, we all need to prepare all the more for retirement. For some, retirement years may mean 30 years or more of relying on savings, pensions, and/or social security.

If you are in your twenties, start saving, even if it is just a little. Try to put 10% of your paycheck away. Learn about investing and get a financial planner. **For the 30 to 40 year olds, take a close look at how your savings are growing annually.** If you are not satisfied, start moving money around in your investments. Be aggressive, max out your 401K, 403B, or other savings plans. It's tough to do, especially when we think of our kids first - but make saving for retirement a priority. (Think about all those "got haves" piling up at the dump.)

For the baby boomers in their 40's and 50's, save beyond your current investments. If you think it's tough to live on less, good. That should be a reminder of why you need to try to save even more. Imagine how tough it will be to live off your retirement savings and limited earnings later on. Remember though, that as you age, your investments should be more conservative to protect your money. Don't forget to update your beneficiaries after major life events.

With the new year creeping up on us again, think during the holiday season of what is "oh so important" versus a necessity. Set your resolutions early. Save for tomorrow! Goodness knows with folks living through retirement almost as long as their working years, you may be saving for more than a rainy day fund. You may be saving for lots of sunny days too!



UPSEU GRIEVANCE VICTORIES

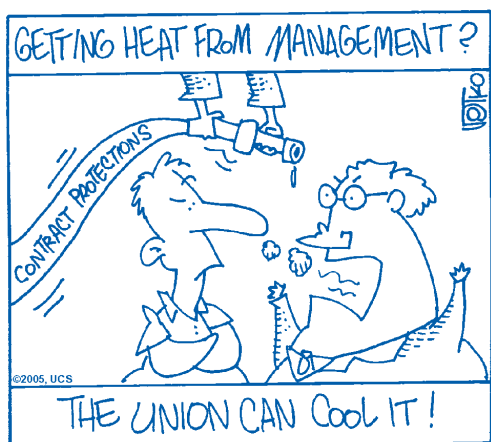
Pine Haven Pays Employee for Sick Time

UPSEU secured payment of sick leave for Certified Nurse Aide Becky Gutierrez that had been previously denied by the County.

Certified Nurse Aide Becky Gutierrez had just finished working her eight hour shift at Pine Haven Home when she was mandated to work another eight hours because there was insufficient staff for the next shift. This was Becky's second day of working 16 hours and she was tired. So, just prior to starting her mandated shift, she asked the supervisor if she could take the next day, Monday, off so she could get some rest. The supervisor approved giving Becky the day off, however, when Becky got her next paycheck, she had been docked by the Director of Nurses for that Monday.

Becky contacted her UPSEU Representative, Kathy Wright and she filed a grievance on Becky's behalf. The Director of Nurses claimed that Becky did not have approval to take the day off when in fact she did. The grievance was appealed to the nursing home administrator and, after Wright told him to check with the supervisor on duty, it was verified that Becky had been approved for the day and she was paid.

"It is so disheartening to see how insensitively Becky was treated in this situation," Wright commented. "The woman works two 16 hour shifts back to back, asks and is approved for a day off to rest, is docked a days pay, and then management falsely implies that she is lying about receiving supervisor approval. I don't see that as being a good way of retaining employees," Wright said, "I'm glad we could help Becky."



Fall 2005

Agencies Called to Ensure Safety at East Islip Library



EAST ISLIP LIBRARY PAGES UNIT
Stewards Sue Doherty and Karen Calise

Even before construction began at East Islip Library, UPSEU Stewards Karen Calise and Sue Doherty felt uneasy. "We met with the Director of the Library prior to the commencement of construction and attended town meetings," stated Regional Director Kim Nowakowski, "but we knew from experience that the best laid plans rarely go by the plan and health/safety concerns were bound to crop up along the way."

"We were called to the scene on a number of occasions to deal with anything from dust to fumes," remarked UPSEU Representative John Calabrese. "Both Kim and I kept the library on their toes, staying on top of the General Contractor and the Director of the Library. We checked permits, safety reports, and even did periodic unannounced inspection visits. These inspections were in addition to our regular service visits."

When they didn't like what they saw, in addition to the inspections, Calabrese and Nowakowski contacted the Public Employees Health and Safety Commission, the County Fire Inspectors, and various town inspectors on more than one occasion.

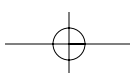
"John also worked with an employee on a workers' compensation claim relating to respiratory concerns," stated Steward Sue Doherty. "The employee was awarded time back caused by her allergic reaction to the air quality and her medical bills were paid." She continued, "The Union was very visible and was there whether we called them or not. The other employees in the library are represented by another union, and they often had to make their own calls or they relied on UPSEU to handle the situation."

Special thanks to Stewards Sue Doherty and Karen Calise for keeping us informed every step of the way.

Columbia County Pays Out of Title Pay

A nurse who had been denied payment for performing supervisory duties is now being paid the higher supervisor pay rate. Kathy Wright, UPSEU Assistant Regional Director was approached about the County refusing to pay the nurse for partial shifts in which the nurse had taken over as the supervisor. "The contract doesn't state the time performing the duties must be consecutive hours," stated Wright. Wright spoke with the Director of Nurses and passed along the provision of the contract and she conceded that the nurse should be paid.

"We are very pleased the nurse got paid without having to go the route of a grievance because employees shouldn't have to fight to get paid for work they perform," concluded Wright.



Welcome Aboard UPSEU NEW MEMBERS!

Town of Mount Hope Police Unit Joins UPSEU

Part-time Police Officers in the Town of Mount Hope decided that being unrepresented left them behind their UPSEU represented counterparts in the state. Executive Vice President/Regional Director Gary M. Hickey and Business Representative Kevin McCloat met with the officers, heard their concerns and filed a petition.

In early August, the New York State Public Employment Relations Board certified UPSEU as their exclusive bargaining representative. With negotiation preparation completed, Hickey commenced negotiations in October assisted by McCloat and the elected committee.

Catskill EMS Workers Choose UPSEU

Until they heard of UPSEU, EMS staff in Greene County's Town of Catskill thought that no one was interested in organizing Emergency Medical personnel. UPSEU President Kevin E. Boyle Jr. however, changed that.

Boyle said, "With the recent hiring of Business Representative Gary Favro, we now have a staffer with extensive labor experience which includes the representation of emergency medical personnel. Gary will be coordinating the union's efforts to reach out to public safety and emergency medical professionals. He brings to UPSEU a dimension that will not only serve the EMS staff of the Town of Catskill, but will serve the union's membership as a whole."

With twenty-five years as a Firefighter and Paramedic, as well as fifteen years as president of his bargaining unit (including State, National and International work experience), Favro stands ready to work with any unit seeking to organize. Favro said, "Firefighters learned decades ago that without unionizing they were at the mercy of public officials and politicians. With the recent evolution of EMS units, these technicians are now facing what firefighters faced ... no job security, diminishing benefits, low pay, and poor working conditions. Joining UPSEU will make a big difference."

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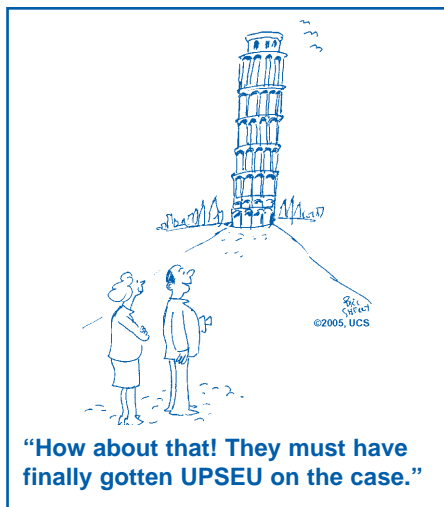
New Milford Police Officers Vote Unanimously for UPSEU C.O.P.S. Division

In a unanimous vote, the 44 member police force for the Town of New Milford in Connecticut voted to join UPSEU. After years of poor representation by their union IBPO/ NAGE/ SEIU, the officers felt they needed a change.

UPSEU C.O.P.S. Division Director Ron Suraci and Representative Kevin Potter have already gone to work in delivering the representation these officers deserve.

Congratulations to New Milford Unit President Jim Mullin, Vice President Henry Marino and their fellow officers for taking the necessary steps to rid themselves of their ineffective union.

Numerous other police officer units have already contacted UPSEU's C.O.P.S. division requesting assistance. Three other UPSEU petitions are presently before the State Labor Relations Board for police units.



100% Say YES to UPSEU in Sand Lake

Each and every employee in a proposed bargaining unit for the Town of Sand Lake in Rensselaer County recently signed cards authorizing UPSEU as their bargaining agent. UPSEU Executive Vice President Gary Hickey stated, "The Town of Sand Lake bargaining unit was a united group to begin with, but when they heard they could soon have their health insurance seriously compromised, their solidarity intensified. They realized that the only way to adequately protect hard-earned gains in salary and benefits was to unionize."

Because long-time UPSEU unit the Town of Poestenkill is adjacent to the Town of Sand Lake, employees had become well aware of not only the protections established in Poestenkill, but also of the contractual gains made there over the years by UPSEU. Hickey remarked, "Our best advertising has been word-of-mouth from our members. I thank our Poestenkill members for their generous endorsement, and congratulations to Business Representative Gary Favro on adding Sand Lake to our labor family."

Borough of Oakland Blue Collar Employees Vote to Join UPSEU

Soon after learning that their co-workers in the White Collar Unit had left their union to join UPSEU, this 22 member Blue Collar Unit felt that they too, unhappy with their union, needed new representation.

After meeting with UPSEU representatives, 100% of the group signed authorization cards requesting a PERC election.

The workers' union which had been an absentee union for many years, decided to show up to try to convince the workers to give them a chance. The unit made it clear to their union that they had no chance in the election. Soon after, the union disclaimed interest and walked away, leaving UPSEU and the employer on the PERC ballot.

In a vote held on April 25, 2005, the workers unanimously voted to join UPSEU. UPSEU welcomes our new Oakland members.

UPSEU Also Welcomes

Borough of Ringwood
Borough of Fairview
Borough of Hawthorne Blue Collar
Rhinebeck Police
Danbury Municipal
Hamden Part Timers
Wallingford Water Department

The Advocate

Welcome Aboard UPSEU NEW MEMBERS!

Borough of Ramsey Members Ratify Agreement

With all but one member voting for the new agreement, UPSEU's Ramsey members now have a new multi-year contract that included significant gains.

When the unit first voted to join UPSEU, the group's contract had expired two years earlier, UPSEU President Kevin E. Boyle, assisted by UPSEU Representative Jim Gangale went to work to secure a new agreement.

Despite difficult negotiations which went to mediation, UPSEU and its negotiating team were able to secure an excellent agreement. In addition to annual wage increases, unit employees will receive a significant pay adjustment under the agreement. Crossing guard members will now have a salary step program that will significantly adjust their pay rates. Other gains were included.

Special thanks to the negotiating team led by Chief Steward Jane Messenger, and which included Gail Lawson, Kathy Vetter, Monika Sackman and Tara Sutherland.

"They worked tirelessly on behalf of their co-workers, and after a long struggle, achieved a fair settlement," commented President Kevin E. Boyle Jr.

Commack Library Members Overwhelmingly Approve New Agreement

Annual wage increases and annual base wage advancements to the salaries of professional, clerical, page and part-time employees were some of the benefit gains included in the three year agreement approved by UPSEU members.

A new 10, 15 and 20 year longevity schedule were as well added to the agreement. Part-time employees will be entitled to additional holidays and paid time off during the life of the agreement and will as well receive vacation entitlement earlier than previously received due to changes in the vacation schedule.

UPSEU Representative Ron Cleary assisted by Regional Director Kim Nowakowski headed up the negotiation team of Hara Cohen, Helene Chaim, Iris Borcharding, Nancy Paszkiewicz, Sandy Marcus, and Suzanne McGuire.

The agreement is the first for the unit with UPSEU. The group had previously been an independent association before voting to join UPSEU this past spring. "These library employees heard such positive comments from other library employees we represent, and now they too can enjoy our excellent service," remarked Cleary.

Independent Mineola Custodial Transportation Association Joins UPSEU

The Mineola Custodial Transportation Association, stalled in negotiations with their district and having difficulties in the day to day issues facing their membership, decided that they needed strong union representation.

In a vote of their association members, the employees voted overwhelmingly for UPSEU. The 80 plus member unit includes transportation and operations/ maintenance employees.

President Kevin E. Boyle Jr. praised the efforts of Jim Gangale who headed up the campaign and the efforts of the Association's officers for their leadership. UPSEU has now stepped in to jump start negotiations and provide the group with the day to day support they need.

"Associations continue to see the difficulties in going it alone against their employers and increasingly such units are opting for UPSEU representation. Most of these units were previously in unions such as the CSEA and SEIU a number of years ago and felt they needed a way out. Now they know there is an alternative to those "so-called unions," stated UPSEU President Kevin E. Boyle Jr.

Town of Marlborough Organizes

"After hearing from friends, neighbors and relatives employed by Marlboro Central School District and the excellent contracts achieved by UPSEU for the secretary and paraprofessional units, the Town of Marlborough employees reached out to us for help," reported Executive Vice President/ Regional Director Gary M. Hickey.

Business Representative Kevin McCloat and Hickey met with the group, signed them on authorization cards and filed a petition with the NYS Public Employment Relations Board (PERB). The Town recognized UPSEU as the exclusive bargaining representative and negotiations are underway.

UPSEU Salutes MEMBER RECRUITERS

Our members realize that with UPSEU they achieve at the bargaining table. More importantly, our visibility in the workplace truly makes a difference.

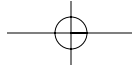
Many realize that as we grow and help ourselves, we also help others by raising the bar on wages, services, and benefits.

Special thanks to UPSEU members who are spreading the word about UPSEU:

Claudette Bianco
Karen Calise
Janet Chereskin
Sharon DeMarco
Sue Doherty
Ginny Gerber
Ray Hall
George Jerolman
Carol Jensen
Kathy Martilotti
Jane Messenger
Rick Vanski

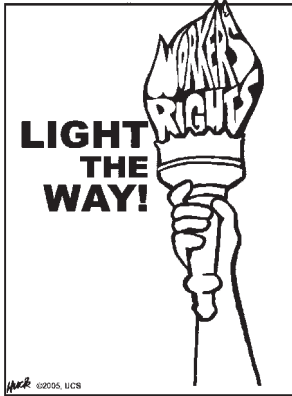
Do you know a Public Employees Group who needs UPSEU?

Contact Us Confidentially at
upseu1@aol.com



SPOTLIGHT ON NEW JERSEY

Village of Ridgewood Members Unanimously Ratify First UPSEU Contract



Lodi Library Workers Score Contract Victory

Bogged down in negotiations going nowhere with their union, Lodi Library workers voted to join UPSEU in January 2005.

Soon after the election, UPSEU went to work at the bargaining table. Negotiations were led by UPSEU Representative Jim Gangale, Chief Unit Steward Leanna Barbieri, Kathy Perrelli and Ann Plaisted.

Difficult negotiations ensued but with UPSEU's leadership an agreement was forged that Chief Steward Leanna Barbieri stated, "included everything we wanted." The Unit unanimously approved the new five year agreement, which included two and a half years retroactive. UPSEU President Kevin E. Boyle Jr., who met with the group prior to their joining UPSEU, commended Jim Gangale, Leanna Barbieri and the committee for their efforts stating, "While negotiations were hard fought, they resulted in a fair agreement for the library and its employees. The employees now have a long term contract that addresses their needs."

Leanna Barbieri was one of the leaders that stepped forward with unit officers of nine other units to leave their previous union to join UPSEU.

Agreements have now been reached in nearly all of the UPSEU units. Agreements are pending in one other unit and another is in the bargaining process. Most groups were one to two years without contracts before UPSEU became their representative. "The Committee, was steadfast in their commitment to their co-workers, and in the end, working with UPSEU, delivered a great contract," concluded Jim Gangale.

After replacing their previous union with UPSEU in a PERC election in December 2004, UPSEU and the elected negotiation team went right to work at the bargaining table to address the issues important to this 100 member unit.

Nine bargaining sessions later, the unit came away with a contract that not only provided above average wage increases but as well, improves numerous areas of the contract. Of equal importance, the unit maintained fully paid employee healthcare insurance.

Among the gains were increased evening and night shift differentials, new on-call pay for parks and signal department employees, improved bereavement, new steward release time, increased longevity, improved holiday pay, increased tool allowance and uniform pay, and a new sick leave donation program. Seasonal employees, for the first time, will now be covered in the bargaining unit.

Assistant Chief Shop Steward and negotiating team member Joe Capozzoli commenting on the negotiations stated, "UPSEU delivered a great contract for us. So much has changed since UPSEU became our representative. The representation has been tremendous. Problems are resolved quickly, UPSEU representatives regularly visit our unit, problems left unresolved by our former union were quickly resolved, and our employer has a new found respect for our UPSEU bargaining unit."

"UPSEU President Kevin Boyle has been there every step of the way in getting our unit, which had no representation from our former union, on track," stated Chief Shop Steward Mike Flemming. "We now have an excellent contract for the next three years and a union that works for us. We couldn't be happier," Mike added. The unit is a diversified one that includes garage mechanics, sanitation department personnel, recycling employees, parks workers, Board of Education grounds personnel, as well as water and signal department employees.

"Every group was represented at the table, and each walked away extremely pleased with the bargaining process and its results, as demonstrated by the ratification vote. Other unions often serve only the majority, but we believe every group within the unit is important," remarked President Boyle.

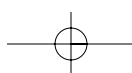
UPSEU President Kevin E. Boyle Jr. thanked the team of Joseph Capozzoli, Anthony Cavallo, Michael Flemming, Sean Hamlin, Tom O'Neill, Dave Norcia, Ken Junta and Richard Tarleton for their professionalism and commitment to delivering a great contract for all unit workers.

UPSEU Staff Attends New Jersey PERS Meeting

In August, UPSEU representatives attended a meeting at Bergen County Community College regarding the New Jersey Public Employment Retirement System and other public employee benefits.

The meeting was held by the NJ State Benefits Review Task Force. The Task Force is conducting an ongoing investigation into current benefits provided to public employees to determine whether or not radical reforms are necessary to keep them financially practicable, such as the proposal by certain NJ State Assembly members to change the definition of "Final Compensation" under PERS from the current three year average compensation to a ten year average compensation.

UPSEU and labor leaders from around the state voiced their disapproval of such proposals at the meeting and some suggested alternate methods to maintain the current benefit structure. UPSEU maintains that changes are unacceptable and will continue to fight any changes that will negatively impact our members. UPSEU will continue to attend future meetings of the Benefits Review Task Force keeping our members informed every step of the way.



SPOTLIGHT ON CONNECTICUT

Danbury Municipal Employees Join UPSEU

After employees in the Danbury Municipal Employees Association, (which had been affiliated with the CSEA/SEIU) voted to disaffiliate from CSEA/SEIU to join UPSEU, the employer, *confused* about who represented the workers, sought a ruling from the Connecticut State Labor Relations Board even though the unit voted by a 90% plus margin to join UPSEU.

At a conference held by the CSLRB, the CSEA/ SEIU realizing they would lose the case, stepped aside which paved the way for UPSEU to represent the unit.

UPSEU has already hit the ground running and has represented the members in grievance mediation and reclassification hearings. UPSEU welcomes the 110 member unit to the UPSEU family.



DANBURY MUNICIPAL EMPLOYEEES ASSOCIATION
Welcome to our new Unit Officers (L to R) Chief Steward Kathryn Kinasewitz, President Nancy Lahoud and Secretary Vicki Joseph

UPSEU Welcomes Hamden Part-Timers

In May 2005, the United Public Service Employees Union (UPSEU) filed a petition with the CSLRB seeking modification of an existing bargaining unit to include part-time special education aides.

An informal conference at the CSLRB was held on June 9, 2005. At the conference, the Hamden Board of Education raised the issue that the recognition clause of the Collective Bargaining Agreement expressly excludes part-time employees who work less than twenty hours per week and that the contract bar rule applies.

However, despite the arguments presented by the Hamden Board of Education, CSLRB Assistant Agent Jose A. Santana, Jr. issued a report upon investigation and recommendation for direction of election.

A secret mail ballot election was held on August 5, 2005. The CSLRB conducted the counting of the ballots from the secret mail ballot election and over 90% of those participating voted "yes" to be represented by UPSEU. UPSEU welcomes our newest members from Hamden.

UPSEU Wins Certification Battle with Town

In May 2005 thirty employees of the Wallingford Water Department voted to join UPSEU in a State Labor Board Election disaffiliating from IBEW Local 457. As a result, on July 1, 2005 the CSLRB certified UPSEU as the exclusive bargaining representative for collective bargaining.

However, the Town of Wallingford continued to recognize IBEW as the Wallingford Water Department's bargaining unit representative because their contract had not yet expired. UPSEU Regional Director Wayne Gilbert informed the Town of Wallingford that their administration's failure to recognize UPSEU was a clear violation of law. UPSEU provided the Town with a deadline to comply with the lawful orders of the State of Connecticut. Gilbert, in correspondence to the Town stated, "Failure to comply will result in legal action and any other venue necessary to force compliance."

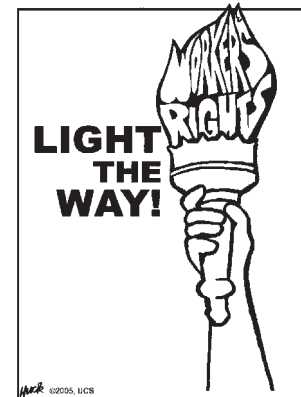
After numerous letters and heated conversations, the Town of Wallingford recognized UPSEU as the unit's sole collective bargaining representative. Additionally, IBEW revoked claims to be the representative of the Wallingford Water Department employees.

UPSEU Wins Dispute Over Subcontracting

In an arbitration decision dated August 29, 2005, UPSEU secured a significant arbitration victory on behalf of its Town of Hamden bargaining unit that restores sidewalk repair and related tree work back to the bargaining unit.

The town had subcontracted the work. UPSEU immediately grieved and arbitrated. UPSEU Attorney Andrew Morrissey with assistance from UPSEU Regional Director Wayne Gilbert led the fight on behalf of our members at the arbitration.

UPSEU Town of Hamden Chief Steward Dean Colaiacovo stated, "Once again UPSEU protected our members' rights in the workplace. Every day they re-enforce the decision our unit made to leave UE-CILU to join UPSEU. We have a great union and we thank the union for their work in protecting our rights."



NEW YORK

UPSEU Hewlett-Woodmere School District Members Nearly Unanimously Approve New Agreement



HEWLETT WOODMERE CLERICAL UNIT

UPSEU's clerical members approved a new four year agreement that will provide above average increases plus an adjustment in each year to the longevity steps. Numerous other improvements were attained including increased retirement allowance, an additional retirement incentive in the first year, improved bereavement, a substantially improved vision plan, reduced summer hours, new voluntary benefit programs, improved unit officer leave, additional step movement for 20% of the unit and a new fill in pay provision. As well, an additional raise will be added in the second year to offset an increase in employee health contributions.

UPSEU President Kevin E. Boyle Jr. who headed up the negotiations for the unit, commended the team led by Co-Presidents Kathy Martilotti and Janet Chereskin and which included Dorothy Drysielski, Theresa Feil, Lynne Lepkowski, Patricia McEntee, Carolyn Bonkowski, Anna Iacona, and Maryann Vaccarella for their preparation for bargaining and work on behalf of their co-workers. This is the second contract UPSEU has negotiated on the unit's behalf since they left their prior union, the OPEIU for UPSEU.

Co-President Kathy Martilotti, speaking on behalf of the unit stated, "With our 2005-06 budget being defeated and lay-offs of members at the start of our negotiations, we felt it was going to be a long process. Thanks to the professionalism exhibited by Kevin Boyle and the entire team for the district, we quickly got down to business. It was like a session of *Negotiations 101*. We felt that we were presenting a great contract to our membership and they agreed."

Unanimous Amsterdam Ratification

With all members voting "yes", the Amsterdam City bargaining unit ratified a three year agreement calling for salary and longevity increases, a substantial upgrade and a severance payout package.

Business Representative Kevin Reilly said, "These days virtually every set of negotiations comes with employer proposals which would radically alter health insurance benefits. UPSEU has been second to none in protecting these benefits, and we did it again in Amsterdam while gaining significant improvements to compensation."

The UPSEU Amsterdam Unit was formed seven years ago, after ground-breaking litigation at the Public Employment Relations Board which firmly established the right of department heads to organize.

Page 8

South Huntington Members Approve 4 Year Agreement

A new four year agreement covering UPSEU's 155 South Huntington members employed in the custodial, maintenance, grounds and transportation unit will increase wages annually, improve night differential, add paid time to each bus charter, increase pay differentials for maintenance and grounds staff, improve longevity, and add additional dental plan options for employees and their families.

UPSEU President Kevin E. Boyle Jr., who headed up the negotiations along with UPSEU Representative Randy Tillman, commended the team's efforts. The team was led by Stewards Kathy Hopkins and Mary McElearney and included Donald Shaw, Carlo Giordano, Michael Lusardi, Philip Martelli, William Bailey, Noreen Iadanza, Theresa Polly Boccard-Schlitz, Sandra Zeis, David Bayley, Christine Blackwell, Tracy Noboa, Anthony Principe and Bob Carpenter.

Rockland County Members Ratify New Pact

A new agreement covering UPSEU's Rockland County Highway unit members was overwhelmingly approved by UPSEU members.

The agreement will continue health coverage at existing levels. The issue was a contentious one in negotiations throughout the county. The agreement includes wage increases, an improved dental plan, and a new tuition reimbursement benefit.

UPSEU President Kevin E. Boyle Jr., who headed up the negotiations for the unit stated, "Maintaining health coverage where each unit member gets to 100% health coverage as active employees and as retirees, was a major issue for UPSEU members. All the County workers stood together on this important issue, and won."

Boyle commended the negotiation team of Daniel Casey, Kevin Smith, Christopher Mankiewicz, Joseph McNamara, Peter Power, Peter Sohl and Ronald Lindberg for standing strong and delivering a good contract for their co-workers.

Bay Shore Clerical Unit Ratifies New Agreement

A new five year agreement will provide increased wages and numerous benefit improvements, UPSEU announced. A \$400 increase to longevity with annual increases thereafter, a top step adjustment, a \$1,000 adjustment for Account Clerks, reduced hours during Christmas recess, improved sick leave accrual and other improvements were included in the pact. Consistent with all other district bargaining units, employee's share of health coverage will increase by 5% and retirees will pay 7.5% of the premium for their coverage. The agreement contained a provision for employees wishing to retire in 2005 to receive 100% district paid health coverage.

UPSEU President Kevin E. Boyle Jr. commended the efforts of the negotiating team of Cynthia Abruscato, Arlene Boeree, Joni McLaughlin, Terri Romola and Michele Dunne in bringing a swift conclusion to the negotiations on terms nearly unanimously adopted by their coworkers.

The Advocate

NEW YORK



LYNBROOK SECRETARIAL UNIT

Members gather for a negotiations update meeting with Regional Director/Vice President Kim Nowakowski.

UPSEU Secures Back Pay of Nearly \$50,000

Upon learning from several UPSEU members that they were working dual positions in their districts that put them over 40 hours in a week, UPSEU advised them of their rights to overtime for those hours that exceeded 40.

UPSEU's Randy Tillman advised each respective District Administration in Cold Spring Harbor, Huntington, Roosevelt and South Huntington School Districts that their failure to pay overtime violated the Fair Labor Standards Act and that if they failed to make our members whole, UPSEU would file a complaint with the Department of Labor.

Recognizing they were in violation of the FLSA, all of the Districts entered into an agreement to resolve the complaint. One worker received nearly \$15,000 as a result of UPSEU's actions.

Under the Law, workers are generally entitled to overtime at time and a half for all hours worked in excess of 40 hours in a week, regardless of the number of positions they work for the same employer. As there are certain exceptions, when in doubt check with your UPSEU Representative.



WEST HEMPSTEAD MEMBERS

Unit President Annette O'Keefe meets with member Gina Smith.

Fall 2005

More UPSEU Members Have A Shot At Promotion

This past summer at a Rensselaer County Civil Service Commission meeting, the Commission formally opened up a promotional examination opportunity in the Support Collection Unit to other UPSEU titles. "Under the previous announcement, the promotional requirements severely limited the folks who could take the test," stated Kathy Wright, UPSEU Assistant Regional Director. She continued, "We had gotten a number of inquiries from employees who felt they were qualified to sit for the exam and remembered that we had dealt with this same identical issue about ten or eleven years ago. Fortunately, we were able to convince the Commission to allow other qualified employees to take the exam and have a shot at being promoted."

At the July 14, 2005 Civil Service Commission meeting, history repeated itself. The Commission opened up the exam to the other UPSEU employees. UPSEU Assistant Chief Shop Steward Vickie Halse was in attendance at this meeting and was also in attendance at the meeting that took place over ten years ago. "It's great that we have a Union that is on top of what they have done in Rensselaer County. She was there for us ten years ago with this issue and she was there for us again this year," she stated.

Vicki, as well as a number of her co-workers will now be able to take the Supervisor of Support Collection Promotional Exam thanks to the efforts of Vickie and her fellow colleagues who brought the issue to UPSEU. *Good luck on your Civil Service examinations!*

Upgrades For Hauppauge Maintenance Employees

On the heels of having secured upgrades for an entire department of clerical workers in the Huntington UFSD, Regional Director/Vice President Kim Nowakowski has once again hit a grand slam home run for UPSEU members with the Department of Civil Service for the maintenance department at the Hauppauge School District.

When UPSEU President Kevin E. Boyle Jr. began speaking to the maintenance department about their responsibilities, Boyle advised the unit he felt that a desk audit could find that their jobs were more aligned with a higher classification. He asked UPSEU Vice President Kim Nowakowski to assist the group in filing for desk audits.

"When ten maintenance department employees came to me for help in reclassifying their positions, I knew it would not be an easy undertaking given the volume of the requests," remarked Nowakowski. "But with our knowledge of Civil Service Rules and Regulations and experience in representing maintenance employees, we were successful in 8 out of the 10 requests." Two were found to be properly classified. "Although we would rather that all were successful, our job as a Union is to ensure that positions are properly classified whether that includes an upgrade or not, and to maximize the member's chances for success."

"Kim gave members the personalized, professional representation that UPSEU is all about," stated President Boyle. "Other unions wouldn't know what their members' typical work duties were, to even think about assisting them gain upgrades." Congratulations to Robert Gorman, Nicholas Robilotto, Robert Moller, Michael Enrico, Milo Every, Michael Konert, Anthony Sette and Charles Isenman on their well deserved upgrades. UPSEU will now turn its attention to working to assist in securing pay differentials for the upgrades.

UPSEU representatives are available for the membership every step of the way from advising members when a desk audit should be done, to assisting with the paperwork. UPSEU also assists members when the employer appeals the Civil Service decision or if the member wants to appeal it. "Members should always let us know if they are considering an audit," Boyle said. "We can help in a multitude of ways."



NEGOTIATION NEWS



MARLBORO PARAPROFESSIONALS INK BEST DEAL EVER



MARLBORO CENTRAL SCHOOL PARAPROFESSIONAL UNIT NEGOTIATING COMMITTEE

L to R: Mary Santini, Linda Morales, Unit President Terry Tomanelli and Executive Vice President/Regional Director Gary M. Hickey

After joining UPSEU a few years ago, the Marlboro Paraprofessionals realized they needed more than good contract proposals - they needed to rewrite the entire agreement.

United behind Executive Vice President Gary M. Hickey, the negotiating committee forged ahead to finalize a new four year contract that was overwhelmingly approved. It included retroactive salary increases, increased longevity pay, increased holidays, increased retirement sick leave payment, increased retirement sick leave accumulation, increased sick leave for new hires and increased unused sick leave accumulation, new one-on-one pay, new Assistant Coordinator stipends, new 25 year longevity, new step movement each year, new steps added each year, binding arbitration, new field trip compensation, new layoff provision, new premium health insurance buyout option, new retiree health insurance provision, new unused personal leave provision, new FMLA protection, new paid Union leave provision and numerous other contract language improvements. Hickey said, "With this strong committee, the District realized how united we were. Their best deal ever was the result."

RHINEBECK POLICE DEPARTMENT APPROVES FIRST CONTRACT

The Village of Rhinebeck Police Officers recently unanimously ratified their first collective bargaining agreement. Unit President Steven Hanaburgh, Unit Vice President Dan Kaelin, Officer Ken Scattergood, Business Representative Kevin McCloat and Chief Negotiator Executive Vice President/ Regional Director Gary M. Hickey, formed the negotiating committee.

Besides the numerous language protections contained in a contract, the committee secured above average wage increases, new holiday premium pay, new call-in pay, new longevity, new court time and meeting guarantees, instructor premium pay, new bereavement leave, new jury duty pay and new uniform replacement and maintenance allowance.

"More and more police officers are realizing the benefits of UPSEU representation in the tri-state area," McCloat said, noting the surge in new organizing. Hickey thanked the team for all its efforts and hard work, "The officers can now realize an agreement that is second to none with all pluses and no givebacks. Thanks Steve, Dan and Ken."

Huntington Clericals Secure Contract Victory

By an overwhelming margin, UPSEU Huntington Clerical members ratified a new multi-year agreement that will provide above average wage increases, increased longevity and a new longevity step that over 60% of the members will receive during the contract. A new additional personal day was added as well.

"Negotiations were long and frustrating," stated UPSEU President Kevin E. Boyle Jr. who headed up the negotiations. "Never once did the negotiation team or the membership buckle under, despite the length of the negotiations," Boyle went on to say.

UPSEU has represented the unit for three contracts now and each one has built on the previous one. Prior to UPSEU taking over in 1995 from CSEA/AFSCME, year after year the unit's wages fell behind surrounding districts. The unit's wage increases continued to not only fall behind other districts, they were as well behind other clerical units in the Town of Huntington and amongst the lowest paid clericals in all of Suffolk County. Under UPSEU we have brought their wages up in each contract. "They can now feel proud and valued for their hard work," commented Regional Director Kim Nowakowski.

Wage increases continue to outpace surrounding districts, as UPSEU continues to work to increase the unit's wages and longevity earnings.

President Boyle applauded the team's efforts and thanked them for their outstanding efforts on behalf of their members. The team included Donna Rogers, CeCe Moffitt, Pat DeLecce, Sandy Rabowitz, Jan Kindelman, and Lori Brett.



We are making a Difference in the Workplace!



NEGOTIATION NEWS



South Colonie School District Celebrates New Contract

UPSEU members in the South Colonie School District have reason to celebrate a new contract with substantial wage increases over the life of the contract.

“A contract with these types of gains is well deserved for these folks,” said Kathy Wright, UPSEU Assistant Regional Director. The new five year contract includes reduced health insurance premiums, increased longevity amounts, a new longevity step, new education stipend, new payroll direct deposit, increased life insurance, increased dental/vision reimbursement amounts, new tuition reimbursement, increased sick leave accumulation and increased unused sick leave payout amount highlighting the deal.

Executive Vice President Gary M. Hickey led the negotiating team of Kathie Wilson, Diana Venditte, and Leeann Dunn. UPSEU’s Kathy Wright assisted Gary throughout the negotiations. “We made a commitment to the unit that we wanted a superior contract that brought us well above the other unions in the district,” stated Wilson. “We feel we definitely accomplished that,” she continued.

“The team was very clear on what they would or would not accept,” said Hickey, “and they would not settle for anything less. They are a committed group of hard working women and men and they deserved a commensurate contract. It was a pleasure working with them.”

This is a bitter-sweet contract for one of the team members, Diana Venditte, who retired at the end of August 2005. Best of luck to you Diana, and many thanks to all of the team members for their hard work.



SOUTH COLONIE SCHOOL DISTRICT NEGOTIATING COMMITTEE

L to R: Diana Venditte, Assistant Regional Director Kathy Wright, Kathie Wilson and Executive Vice President/Regional Director Gary M. Hickey (not pictured Leeann Dunn).

COLD SPRING HARBOR SCHOOL DISTRICT

The UPSEU membership of the Cold Spring Harbor School District Secretarial Unit has reached an agreement after months of difficult negotiations which included New York State mediation and fact-finding. The agreement includes, in addition to annual wage increases, a new individual/ family vision coverage plan, additional paid time off for part time employees, and annual increases to the longevity schedule, and time and one half compensation after 35 hours, rather than the previous 40 hours.

“We not only went into the negotiations with our priorities and achieved them, we prevented the District from achieving their top priority, as well,” said Boyle of the negotiations. The District had wanted the secretaries to pay a share of their retirement healthcare premiums. The negotiating team of Joanne Bradley, Susan Johnson, and Sharon Weinstein, working with President Boyle and Regional Director/Vice President Kim Nowakowski fought back hard and won. “In earlier negotiations, President Boyle had negotiated for free retiree healthcare by individual agreements and that made what would have been a difficult issue to fight, easy to win,” said Nowakowski.

The secretaries also had asked for equal benefits with the confidential employees in terms of their long term absence benefit and increased life insurance. “We achieved these gains,” remarked Boyle. Boyle also said of the negotiations, “It wasn’t easy, but it was important for UPSEU to meet as many of the needs of different members as possible.”

“Some unions only look to satisfy the majority and overlook issues which affect only a few,” said Regional Director Kim Nowakowski. “It may take longer to reach an agreement and require a lot more effort on our part to meet as many needs as we can, but we view every member as important whether they are part of the majority or the minority and that is what sets us apart from other unions.”

Congratulations to the negotiating team of Joanne Bradley, Susan Johnson and Sharon Weinstein and to all the secretaries at Cold Spring Harbor School District!



HARBORFIELDS SECRETARIAL UNIT

(L to R) UPSEU President Kevin E. Boyle and Negotiating Team Members Paula Francis, Karen Samborsky, Marilyn Morotti, Marilyn Valeo and Charline Smith are all smiles after their tentative agreement is ratified overwhelmingly by the membership.

SPEAKING OUT: Oneida County's Reorganization Plans Receive Strong Opposition From Employees



A SHOW OF UNITY

Tim Dittfield (L), Oneida County White Collar Chief Steward holds up the 5 foot long Petition that was presented to the Oneida County Board of Legislators. With hundreds of signatures, this petition showed unprecedented participation and solidarity by the Oneida County employees. Pictured with Tim Dittfield are UPSEU Business Representatives Linda Kirnan and Bob Stephens (R).

When Oneida County Health Department's publicized "Reorganization Plan" included employee layoffs and privatization of services, UPSEU Business Representative Linda Kirnan, responded by organizing a rally for the Board of Legislators meeting. In addition to 100 Oneida County white and blue collar employees, UPSEU worked with other unions including, the Nurses Unit, (who also received layoff notices) MVCC Professionals Union, the Oneida County Sheriff's Association and the Utica Housing Authority who were also impacted by layoffs.

Oneida County plans to combine the departments of Health, Social Services and Aging to create a larger Health and Human Services Department. Because there are shared client needs and information between these departments, consolidation makes sense because it would serve to open up communication between programs. However, objections were brought to the table by UPSEU and our members. Cuts in staff not only **did not** save the taxpayers money, **it cost them more**. According to the media, Oneida County saved millions of dollars through staff level cuts in supplies, vehicles, and employees, but the Legislators turned down a resolution that would have realized substantial savings with cuts to the administrative equivalent in vehicles, supplies and staff. "The County's call to reduce staff, trim overhead and increase accountability needs to start at the top. If the employees of Oneida County are expected to *"bite the bullet"* during hard times, then they ALL should be biting the bullet," stated Kirnan.

It has been the contention of the Union and the members that if the duplication of services needs to be addressed, then it is the contract employees who should be eliminated before any County employee is considered for layoff, and it is the contract agency that should be eliminated rather than outsource any County-run programs. Subsequent to the rally, UPSEU was contacted by the Oneida County Health Department Director who agreed to work with UPSEU to resolve the after hours and other issues. As a result of this unprecedented show of support for the health department employees who previously were afraid to speak up for themselves, these members now feel empowered, knowing that they too have a say, as employees, as taxpayers, and as voters.

SPEAKING UP: EEOC Affirms County Discriminated and Retaliated Against William Hughes

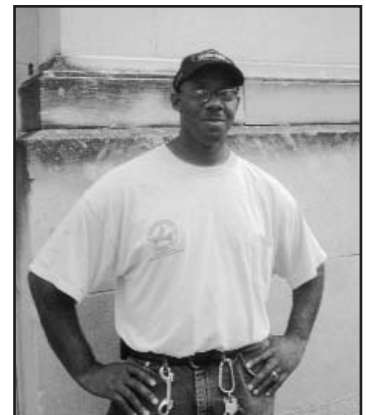
The United States Department of Labor EEOC issued a finding that the County of Columbia, specifically the Public Works Department Administration, discriminated and retaliated against William Hughes because he is African American and because he suffers from a severe vision disability.

Things went sour for Hughes when, in February of 2005, he sent a letter of complaint to the new Public Works Commission, complaining that he was not receiving the same work assistance that his white counterparts were. He cited several occasions in which his white counterparts were given additional help with duties while he was constantly left alone to perform the same duties. Immediately following the submission of the letter of complaint to the Commissioner, Hughes, upon reporting to work, was told by his supervisor that he was reassigned out of 401 State Street immediately. Hughes was not even permitted to say goodbye to any of the employees in the building or even gather up all of his belongings. He was driven over to the Courthouse by his supervisor, a number of blocks further away from his home, and dumped there.

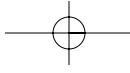
William attempted to discuss the situation with Commissioner and Administration to no avail. Therefore, he filed a complaint with the United States Department of Labor EEOC. "We allowed the EEOC to guide us," said Kathy Wright, UPSEU Assistant Regional Director. "William didn't want his efforts with the EEOC to be compromised so we waited until we had a decision from them and as well some additional information from the County," Wright concluded.

Several requests have been made to the County over the past six to eight weeks regarding reasonable accommodations to return William to 401 State Street until such time as a brand new ADA compliant building is completed in the late Fall. At which time, William would be reassigned there. The County has refused his reasonable accommodation requests and insists on continuing to discriminate against him. Vindication recently came in the EEOC's decision, and now UPSEU is free to move forward with a grievance on William's behalf. On October 24, 2005 William's plight was also taken to the Columbia County Board of Supervisors' DPW Committee at which time William, along with UPSEU representative Kathy Wright, some of his colleagues, friends, family and neighbors attended the meeting and enlightened the members of the Committee on the egregious acts of the County. "It was clear to us that the majority of the committee members had no idea what William has been putting up with this past year," said Wright, "and we are very encouraged that they will take an active role in putting a stop to this illegal behavior and resolve the matter."

At present, the United States Justice Department is reviewing his case for prosecution, UPSEU also filed for arbitration of his grievance, and a complaint was filed on his behalf with the Department of Labor Wage and Hour Division.

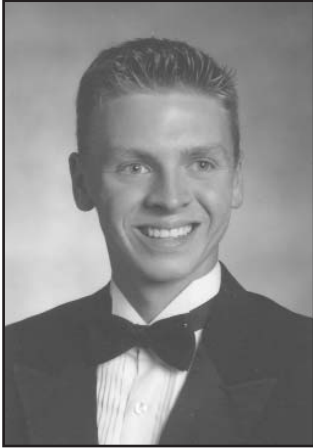


UPSEU MEMBER
William Hughes



UPSEU 2005/06 SCHOLARSHIPS

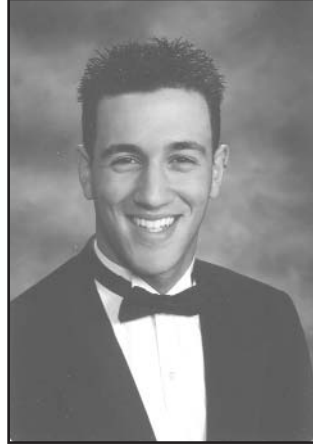
PAUL T. BURCH \$1,000 AWARDS



"I plan on furthering my education at Rensselaer Polytechnic Institute and helping to create more knowledge and research to lessen the amount of suffering from such diseases as Muscular Dystrophy. I can truly personalize Paul Burch's commitment to helping people and feel dedicated to the cause, as well, hoping to touch the lives of others, in the way that he did."

DANIEL FEENAN

Bio-Medical Engineering Major
Son of Linda McMahon
of Rensselaer County



"Having just completed my first year at SUNY University at Stony Brook, I hope to become a teacher and have an impact upon my students by being a good role model. I hope to continue on the path of working with, teaching, showing, and standing up for people and students by making things "right" for others."

JOSEPH CATAPANO

Education/ Mathematics Major
Son of Nicki Catapano
of Three Village School District

\$500 DEPENDENT CHILDREN AWARDS

Nancy Almond's daughter Miranda
Janice Barth's daughter Jennifer
Keith Benedict's son Justin
Angela Bofill's daughter Elaine
Regina Craven's son James
Joanna DeRosa's daughter Melanie
Marjorie Doyle's daughter Meghan
John Dugay II's daughter Julianne
Lori Furey's son Kyle
Maria Gillen's daughter Kaitlin
Barton Hover's son Matthew
Martha Ironman's daughter Jessica

Diane Johnston son Nathan
David Kalk's daughter Cassandra
Todd LaBarge's son Richard
Patricia Latuga's son Thomas
Tracy Longo's daughter Candace
Claudia Moschetta's daughter Monica
Annette Naldi's daughter Carolyn
Janice Powers' daughter Allison
Celeste Sansone's son Anthony
Frank Scalzo's daughter Maria
Rochelle Spector's daughter Sara
Michelle Tanner's son Lee

\$500 MEMBER AWARDS

Katherine Daniels
Joanne Giovinco
Dennis Martin
Jody Sperling
Dennis Cronin
Pamela McGorry

Special Thanks to the 2005-06 Scholarship Committee:

Carol Jensen, Linda Kirnan, CeCe Moffit, John Murnane, Donna Griffen and Mary Andol. The Committees are chaired by Vice President Kim Nowakowski and Assistant Regional Director Kathy Wright.

UPSEU has scholarships that are worth between \$500 and \$1,000 available to UPSEU members and their dependent children under the age of 23. For details on eligibility and an application go to our website at: www.upseu.org and click on Member Benefits.



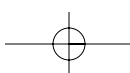
The Deadline for applying is each July 1st.

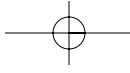
Mail applications to:
UPSEU Scholarship Committee
3555 Veterans Highway, Suite H
Ronkonkoma, NY 11779



Former UPSEU Scholarship Recipient

Thomas Frey graduated Magna Cum Laude from Scranton University. Thomas was commissioned as a Second Lieutenant in the Marines and is stationed in Quantico. Second Lt. Frey begins officer training in November, and then plans to attend flight school, as his ambition is to fly jets on and off aircraft carriers.





WOODBURY "SOLIDARITY DAY"



WOODBURY NEGOTIATING COMMITTEE

L to R: Dave DeGrote, Kitty Dean, Bill McClennan, Maxine Saracino, Theresa Strong, and Alice Confield



MEN IN RED

L to R: Town Employees Jason Braghirol, Joey Tetro and Ken Newcomb on the job.

In November of 2003, the Town of Woodbury was in the process of rewriting their Employee's Manual. Among the changes the Town sought to implement was requiring a 20% contribution to health insurance from its municipal employees, a contribution not required of its Police Department or Dispatchers. A member of the Town Board was quoted as saying: "We can't take it from the other groups, so we're going to take it from you." The employees decided swiftly and decisively to take action by joining United Public Service Employees Union.

The Town responded to the employees decision by hiring Jackson-Lewis, a nationally renowned Union-busting law firm, to the tune of \$50,000 and counting. The UPSEU negotiating team is spearheaded by Executive Vice-President/Regional Director Gary Hickey and Business Representative Kevin McCloat.

"Jackson-Lewis has been known for years for one strategy. Stall, stall, stall. Eventually the employees will get frustrated and go away. We've been educating the membership on these tactics from the very beginning, and we're staying strong. We're NOT going away. An event like our Solidarity Day shows that," said Hickey.

"In fact Tom McDonough (the Jackson-Lewis Partner representing the Town) personally teaches Union avoidance classes offered by the firm," added McCloat, "what could be more indicative of the Town's attitude towards these employees?"

**WHATEVER IT TAKES,
FAIR CONTRACT NOW!**

Sadly, as of this writing, after almost two years of negotiations the parties have not been able to come to an agreement, and in fact are presently in front of a Mediator appointed by PERB (the Public Employment Relations Board) mostly because of the stalling tactics of the Town and Jackson-Lewis.

"All the Town has done in the last two years is say 'we'll have to get back to you on that', but they never do," said Bill McClennan, a negotiating committee member and Town of Woodbury Water/Sewer Department employee, "all we want to do is protect what we have. The Town is stubbornly refusing to give us things that the other Town employees have. All we want is equality. It's an insult to me as a taxpayer and employee that they're willing to spend \$50,000.00 of taxpayer money thus far, just to deny us the rights of other town employees."



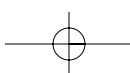
WHATEVER IT TAKES

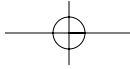
Foreman John Jones and Ray Burkhardt proudly display their union shirts for Solidarity Friday.

After two years without a contract or a raise, the committee decided that it was time to let the public know what was going on, and thus "Solidarity Fridays". "We're all wearing the T-shirts to show our solidarity and commitment," added Mickey Phillips a negotiating committee member and fellow Water/Sewer Department employee, "also it's election time, and we feel that the public has the right to know what's going on, and how their money is being spent."

"We've been more than reasonable with the Town," commented Gary Hickey, "now it's time to take it to the Streets!" Perhaps Kitty Dean, a negotiating committee member and Assessor's Office employee summed it up best: "It's taking too damned long. We feel we've been negotiating in good faith, and they've been stalling and lying. Why are the other Town employees getting things we've been denied?"

With the help of UPSEU and it's rock solid committee and the full support of our membership, the employees have one thing to say, 'Whatever it Takes, Fair Contract Now!'





SNAPSHOTS



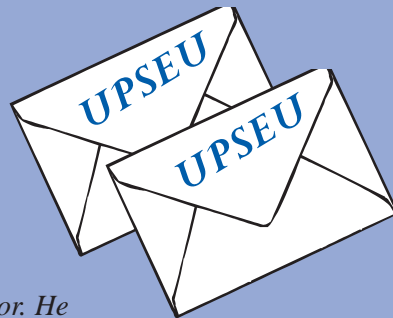
TOWN OF EPHRATAH HIGHWAY EMPLOYEES
L to R: Larry Brandt, Duane Gallt, Steward Carlton Christman and Jeff Christman (not pictured Alan Crester)



WYANDANCH TRANSPORTATION NEGOTIATION TEAM

L to R: James McLourin, Debra Lee, Gayle Fuller, Clarence Ramsey, Godfrey Jackson, Carrie Rorie, Diane Resto and Kathy Corbin

UPSEU Mailbag

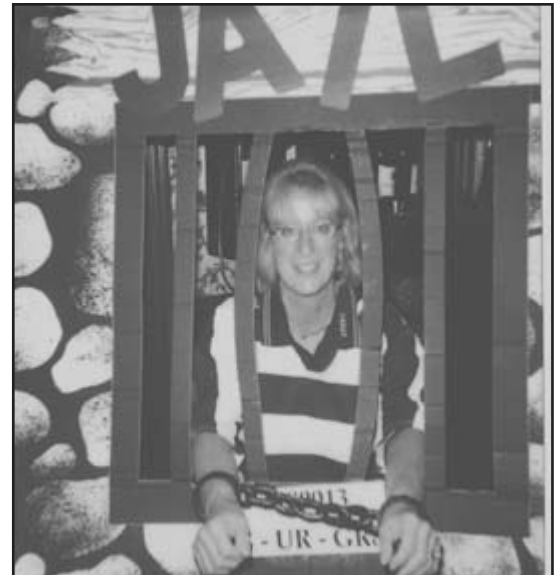


Dear Mr. Boyle,
Just want to make you aware of the successful efforts made by Mr. Bob Stephens in assisting me in obtaining a new position. As a Union Representative he understood the urgency of the situation and gave his attention in expediting my transfer. Mr. Stephens is an excellent mediator. He quickly assessed my situation and sought a remedy. I would like to extend gratitude for Mr. Stephens's efforts and that of the Union.
Sincerely,
Joan Scalzo
Oneida County

Dear Kim,
Thank you for making me aware of my precious sick days and for working hard to get those sick days for part timers like me written in the new contract. I really appreciate you.
Sincerely,
Maryann Glorioso
Lynbrook Schools

Dear President Boyle,
Being part of UPSEU has been both positive and rewarding. Over 70 paraprofessionals here go to work each day knowing that our representatives are watching out for our best interests, and settling problems on a daily basis. UPSEU Executive Vice President, Gary Hickey, upon examining our previous contract, immediately realized that it was beyond repair. We gathered proposals from the paras and eventually rewrote the entire agreement. We stood strong and united behind Mr. Hickey, who kept telling us not to give up, and now we have a collective bargaining agreement that we wrote from cover to cover. Without Mr. Hickey and UPSEU, we would not be where we are today - united and successful.
Sincerely,
Terry Tomanelli
President, Marlboro Central School District Paraprofessional Unit

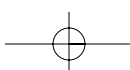
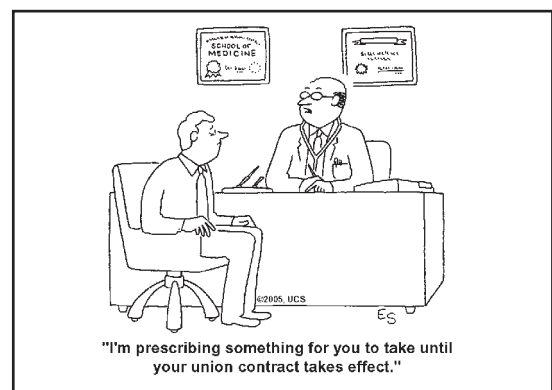
Dear UPSEU,
Thank you for the "UPSEU Shop Talk" publication. The January 2005 issue tipped us off to the fact that longevity pay must be included in the employee's overtime rate. It was no doubt the key to putting a little more money in our member's pockets!
Yours truly,
Linda Walker
Chief Shop Steward, Borough of Oakland



UPSEU's Linda Kirnan "locked up" for Muscular Dystrophy

On August 23, 2005 the Muscular Dystrophy Association held their annual "Lock Up" fund raiser at Lupino's Trackside Restaurant in Utica, NY.

Business Representative, Linda Kirnan, was "arrested" and held until \$600 in "bail" donations to the MDA could be raised. Thanks to the many caring UPSEU Oneida County members, Ms. Kirnan successfully raised more than \$700 for the MDA!!



UPSEU UPDATE

ATTENTION All Members:



IUJAT, our International Union Provides Vital Protective Gear to our Family Members in the Military!

If you or another UPSEU member in your shop has an immediate family member in the United States Armed Forces in Iraq or Afghanistan, IUJAT will provide them with protective goggles.

The military is not currently providing the troops with eye wear that is impact resistant and can protect the wearer from serious eye injury. The current goggles that the military provides to the troops protect from wind and sand, not shrapnel. The ESS Interchangeable Component Eyeshield (ICE) is a complete yet lightweight eye protection system that offers a unique combination of high-ballistic impact resistance, unrestricted field of view, and interchangeable lenses for effective eye protection in any light condition.

The high-impact polycarbonate lenses of the ESS Interchangeable Component Eyeshields will be provided to all the members of the UPSEU family in active duty in Iraq or Afghanistan.

Please help us identify the relatives of our members who are in need of this vital piece of gear, by contacting us at your local UPSEU office. *Supplies are limited and will be distributed on a first-come, first-serve basis.*

Renssalaer Members Thanks For Serving

UPSEU proudly welcomes home members Kevin Mohan and Jay VanAiken of the Renssalaer Probation Department.

Our thoughts and support are also with Rick Duncan from the Renssalaer Highway Department, who is currently serving in Iraq.

Thanks to the generosity of the UPSEU staff, the UPSEU Hurricane Relief Fund was able to donate \$4,500.00 to the American Red Cross.

Since the devastation from Katrina and Rita still remains, please continue to keep our neighbors in your prayers and continue to contribute to the agencies helping them.

WHO Will Rescue The RESCUERS?



In his recently published book, *Saving Troy*, author William B. Patrick recounts the year he spent riding with the Emergency Medical Technicians and Firefighters of the Troy Fire Department. Through this thorough exploration of the plight of today's medic in the field, it becomes abundantly clear that our nation's Emergency Medical Services personnel are under-paid, under-staffed, under-equipped and, sometimes, under-appreciated.

UPSEU Business Representative Gary Favro knows better than most the conditions in which EMS staff work. Favro was a firefighter, EMT, and para-medic with the Troy Fire Department for twenty-five years, serving as president of the bargaining unit and reaching the rank of captain. Favro said, "Bill Patrick does a wonderful job of conveying the duties, joys and heartbreak associated with EMS workers in the field. I came away from the book, however, asking the question, 'who is going to rescue the rescuers?'

Favro added, "*Troy firefighters have been unionized for decades, and, as a result, their pay, benefits and working conditions have significantly improved through bargaining and representation. For those EMS staff who have not collectively bargained, and have not had union representation, their lives consist of living from check to check, going out on calls dangerously understaffed, and wishing they had the proper equipment to do the job.*"

UPSEU President Kevin E. Boyle, Jr. concluded, "*As Saving Troy admirably conveys, EMS personnel think of serving others first, and think of themselves last. This selfless attitude has left them vulnerable in the workplace. EMS employees deserve the benefits and protections afforded any other worker, and UPSEU is committed to making this happen.*"

(*Saving Troy* is available through Hudson Whitman Publishers at www.hudsonwhitman.com)



General Membership Meetings are held the Third Monday of March and October at our Headquarters at 3555 Veterans Highway, Suite H, Ronkonkoma and the Third Wednesday of March and October at our Capital Region Office at 1707 Central Avenue, Suite 202, Albany.