



THE ADVOCATE

Making a Difference in the Workplace

Spring 2006

Two Year Battle Ends in First Contract for Woodbury Employees

In a recent edition of *The Advocate*, we reported on the contract battle for a first contract ongoing in the Town of Woodbury. As a result of actions taken by UPSEU and its members, just after Christmas, a final agreement was reached.

The unit first came to UPSEU as a result of the Town Board's decision to have all employees pay 20% of their health coverage (only post-1993 employees were paying) and for employees to pay for 20% of their coverage into retirement. Other benefit reductions were also announced at the time. UPSEU was contacted by Woodbury employees after they spoke to UPSEU members in our other units, notably Orange-Ulster BOCES. UPSEU immediately secured an overwhelming amount of authorization cards and demanded recognition, which immediately put a stop to the Town's efforts.

After hiring Jackson Lewis, a well known anti-union law firm to fight UPSEU, the battle to maintain the existing benefit levels and to improve the wages and benefits of employees began. After a two year battle and by an overwhelming vote of the employees, the group approved a new agreement retroactive to 2004.

Annual wage increases retroactive to 2004, 100% health coverage for all existing employees, including those hired after 1993 that

had been paying 20%, and 100% retiree coverage for all unit employees were achieved. Other gains in areas such as new compensatory time buy back, tuition reimbursement, license reimbursement, union steward leave, fire-call leave, increased clothing allowance, bereavement leave benefits and on-call compensation were also included.

The four year agreement provides for binding arbitration for all disputes including disciplinary matters. Section 75 was replaced by the binding arbitration provision strengthening the protection of employees. Strong contract language was also included in the agreement.

UPSEU President Kevin E. Boyle Jr. praised the efforts of Executive Vice President Gary Hickey who headed up the negotiations and Labor Relations Representative Kevin McCloat who assisted Gary throughout the process.

Boyle also praised the efforts of the negotiating team for their unwavering support and commitment to ensuring a fair comprehensive agreement benefiting all unit employees. The committee was made up of Robert Beckley, Alice Confield, Kitty Dean, David DeGrote, Bill McClennan, Mickey Phillips, Maxine Saracino, Teresa Strong and Betty Wallace.



HEWLETT-WOODMERE TEACHER AIDES AND ASSISTANTS OF OGDEN ELEMENTARY SCHOOL
are all smiles after electing UPSEU as their representative replacing CSEA

United Public Service Employees Union

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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

James Gangale
Recording Secretary/ Trustee

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PRESIDENT'S MESSAGE



UPSEU President
Kevin E. Boyle Jr.

Recently a number of national unions have recommended to their voting delegates that large dues increases are needed to maintain their services and revitalize the labor movement. They argue that in order to organize, massive funds are needed. That now more than ever, the labor movement must grow or die. Of course, they've been saying that for a few decades now and getting those dues increases too. But where are the increases in union membership? I agree that the labor movement as a whole must grow but I believe that the first step is ensuring that unions begin doing their jobs for the members they currently represent.

These voting delegates represent a small group of privileged members who vote on such an important issue as dues increases. After being wined and dined as "elite" members, they vote to once again increase dues to "maintain services" and "revitalize" the labor movement.

At UPSEU we have prided ourselves in operating financially responsibly and as such, have maintained our dues structure over the past twenty or so years. I know right about now you're saying, "Here it comes, news of a dues increase is right around the corner."

Rest assured, a dues increase or change in our due structure ~~is not~~ being discussed by UPSEU. Though our expenses have increased, UPSEU has always prided itself in operating within its' fiscal means. On a regular basis, we audit our expenses and seek bids for services and products we use to ensure the lowest possible costs - without loss of quality. This includes our staff health and benefit programs. In fact, we have changed our plans several times to get the best bang for the buck. You can be assured that we run a very tight organization on expenses, but not on our staffing levels or services we provide to our membership.

As you know, we maintain our 1:500 labor relations representative to member ratios even as we have grown as an organization. We have heard from members and potential members again and again that this is what impresses them the most. Our unit officers and stewards know that their labor relations representatives are there to assist them every step of the way. As well, unlike other labor organizations, our members receive direct contact and assistance by our professional, well-trained staff not only by phone or e-mail, but as well in person at their worksites.

Again and again, in organizing campaigns the folks we meet can not fully understand or believe that we in fact provide this level of service. Over and over, it's our own members who reach out to, or are called by these potential members and verify that we do in fact offer the level of service we say we do!

I can't help but think that if every labor organization provided the level of service to its members that UPSEU provides to you, that the labor movement would not have lost its luster and continue to be losing ground. A few years back, a phrase was coined "It's the economy, stupid" during a presidential campaign. Now, I'm not so rude as to say it quite the same way, BUT it's service that counts in maintaining union membership, organizing, and growing stronger as a Union and as a labor movement.

There is no doubt that the legitimate expenses of operating any organization, union or business, increase by no less than the inflation rate, but with careful financial management and solid membership services, unions can grow without massive dues increases.

It is growth of membership which enables our dues structure to have stability; it's giving quality service which creates our organizing opportunities. When the rest of the labor movement realizes these simple principles then perhaps the labor movement can finally lick its wounds, heal those wounds, and grow stronger. Until then, we will continue to do what we do best - provide service second to none!

UPSEU WELCOMES NEW MEMBERS!

UPSEU Beats CSEA/ AFSCME in 5 PERB Elections

Overall in the 5 elections, UPSEU received an overwhelming majority of ballots cast with the following units voting to leave CSEA/AFSCME and join UPSEU:

City of Glen Cove School District

Custodial, Grounds and Maintenance Employees

Oceanside School District

Custodial, Grounds, Maintenance and Security Employees

Uniondale School District

Operations, Grounds and Maintenance Employees

Sayville School District

Clerical Employees

Hewlett-Woodmere School District

Assistants, Aides, Monitors and Security Aides

CSEA/ AFSCME aggressively fought to maintain the units, resorting to their typical campaign of fear, misrepresentation and useless “goodie bags” but in the end like the thousands of AFSCME members that previously joined UPSEU, the workers didn’t buy it.

UPSEU President Kevin E. Boyle Jr. commenting on CSEA’s strategy stated, “*It’s just the same old CSEA. Nothing’s changed over the past twenty years. Their representation and negotiating system just doesn’t work. We continue to hope that they get the message but losing members doesn’t seem to faze them. Their members are suffering from their poor representation, yet they openly state that they won’t change their way of representation. It’s shameful.*” He continued, “*They rely on fear and intimidation for the few votes they receive.*”

UPSEU welcomes each and every new member including CSEA and UPSEU supporters alike. All will experience the personalized, professional representation we are known for.

UPSEU also welcomes Island Park School District, East Rockaway Food Service and Monitors, Freeport School District Clericals and Roosevelt School District Security Unit who were previously unrepresented units that have joined UPSEU.

IT’S TIME FOR A CHANGE !

That was the message from Branford Town Hall Union members since ratification of our last contract in 2004 with AFSCME. All too often, members were dissatisfied with the AFSCME representation and their attitude toward us. AFSCME had its own agenda and it just didn’t seem to involve us! They simply did not listen and act in our members stated interests.

Consequently, we sought out alternatives, and after talking with other municipal unions we met with UPSEU and decided that UPSEU offered the potential alternative we are looking for. On March 20, 2006, we unanimously elected UPSEU to represent us, after some thirty odd years with AFSCME.

We look forward to our association with UPSEU and are confident that they will listen to us and act in our best interests, especially with respect to advancing on-going issues with management and our upcoming negotiations for a new contract.



BRANFORD TOWN HALL
President Leonard Reistetter



DARIEN TOWN HALL
L to R: Treasurer Carmel Callahan and President Janice Lesko

CONNECTICUT AFSCME MEMBERS VOTE UPSEU IN 10 ELECTIONS

With 6 election victories against AFSCME in New York and a total of 10 against AFSCME in Connecticut, a total of 800 AFSCME members have joined UPSEU since January 1, 2006.

“Whether in New York or Connecticut, AFSCME has not provided its members with the level of representation they need or bargained contracts they could be proud of,” President Boyle said.

With our negotiation and representation model in place and the hiring of additional staff to provide the professional representation that is the cornerstone of our success, we have hit the ground running in each of the units and will be hitting the ground running in our new units as well.

WELCOME ABOARD

Monroe BOE Custodian and Maintenance
Cheshire BOE Custodian and Maintenance
New Caanan BOE Food Service
Darien Town Hall
Orange Town Hall
Fairfield Town Hall
Clinton DPW
Branford Town Hall
Fairfield DPW
Branford DPW

We look forward to serving you.



UPSEU Secures Return of Laid-Off Employee in Hauppauge School District

When the Hauppauge School District determined that it needed to lay off several employees throughout the District, UPSEU was concerned with the layoff of two of its members in the Maintenance Department.

Since both employees were HVAC maintenance mechanics, we knew that eventually the District would look to contract out HVAC work. As predicted, they did. UPSEU President Kevin E. Boyle Jr. and Labor Relations Representative Ron Cleary were monitoring the issue beginning July 1st, the first day of the layoff.

When the District utilized an outside contractor to perform the unit's HVAC work, UPSEU immediately filed a 30 day notice of claim, a required prerequisite to filing a charge at PERB. After a hearing was scheduled at PERB, the District contacted UPSEU President Kevin E. Boyle Jr. for a meeting with UPSEU's Hauppauge Shop Steward Bob Walsh. The attorney for the District and its representative were present. Recognizing that UPSEU had exclusivity over the work, the District agreed to re-instate one of the HVAC Mechanics.

The employee has returned to work.

Kevin E. Boyle Jr. stated, *"Immediately after the layoff UPSEU Shop Steward Bob Walsh maintained records reporting the contracting out regularly, so that we could document the District's actions. With the information in hand we had a tremendous case that resulted in the return of one of our members."*



Sayville School District Clerical Unit Votes to Join UPSEU

The campaign began ten years ago, when UPSEU was approached by then Unit President June Zegel. "At that time, the unit was unhappy with the CSEA/AFSCME, but we weren't ready to make the change," commented Zegel. This fall, UPSEU was again contacted by members of the unit asking for help in decertifying CSEA and joining UPSEU. Regional Director Kim Nowakowski, President Kevin Boyle, and Sachem Clerical Unit President Ginny Gerber met with the Sayville Clerical unit and explained what UPSEU had to offer. "Once they saw that we had much of what CSEA had to offer, plus on-site service and direct assistance from trained professionals, many of the CSEA members signed union authorization cards on the spot. Others did so after researching and verifying what we said, and still others came on board after the decertification/certification election petition was filed," said Nowakowski.

"Throughout the election campaign, UPSEU provided not only accurate information backed up in writing, but also where we could verify the information through independent sources. A number of CSEA members remarked that, "If the vote wasn't so important, we might have thought all the misunderstandings and misquotes of CSEA were quite humorous, but instead we were hurt, angry, and motivated to get the votes needed to oust CSEA."

"It was very frustrating to see fear tactics being used to influence the members' votes and keep us tied to an ineffective union," echoed former CSEA Co-President Bernadette Hurst. "Then when I heard first hand the misinformation, I had enough and I resigned my CSEA Officer's position."

Since the election UPSEU has worked quickly to complete the enrollment process, held meetings to take proposals and held elections. "Unfortunately, there are hurt feelings on both sides of the aisle, and we are working hard to heal the wounds," said Kim Nowakowski. "Every member had an opinion and ultimately a ballot to cast. Now with the election behind them, their focus and energy has been on uniting for negotiations. I give credit to the entire unit. They have done a remarkable job through the transition, especially the former CSEA officers who have been most helpful," Nowakowski concluded.

County Ordered to Reinstate Nurse Supervisor

The County of Columbia was ordered by a Hearing Officer to reinstate a Head Nurse II Supervisor at the Pine Haven Nursing Home and Rehabilitation Center.

The Nurse Supervisor had been injured on the job earlier in the year and had been out of work since the latter part of January 2005. She had submitted medical documentation that she would be out until September 7, 2005. In late July, shortly after she provided the medical note, she received a letter from the County telling her she was being terminated because she had been out of work for over one year. The County was including time she had been out in a previous year(s) for another injury in arriving at the one year total.

"Section 71 of New York State Civil Service Law provides for up to a one year absence for employees suffering from an occupational injury," stated Kathy A. Wright, Regional Coordinator. "The key phrase is 'occupational injury'," she went on. "The County disregarded the provisions of the law, however and decided to terminate the nurse anyway. We tried to convince the County, numerous times, that it was a mistake to try and fire her but it fell on deaf ears," said Wright. UPSEU, in accordance with the law, demanded a hearing to have the termination reversed and her restored to her position with full benefits and backpay.

In response to the County's contention that they could total all time lost for all workers compensation injuries to arrive at the one year total, the hearing officer was clear, "Because the January 2005 injury has not been shown to be related to the employee's earlier work-related injuries, the number of days of leave attributable to that injury cannot be added to leaves taken on account of her earlier injuries to make up the cumulative one-year period for termination under Section 71."

"We are very pleased that the Hearing Officer saw that we had the law on our side," said Wright. She continued, "Most importantly, however, we are thrilled that the employee got her job, pay and benefits back."



LYNBROOK SECRETARIAL NEGOTIATING TEAM

Standing L to R: Joan Solimeno, Donna Lagasse, Diana Sutcliffe and UPSEU Negotiator Kim Nowakowski. Seated: Paula Jaegers and Barbara Perrotta

Lynbrook Secretaries Unanimously Ratify New 4 Year Deal

After eight months of bargaining, the negotiations on behalf of the forty three member secretarial bargaining unit of the Lynbrook School District ended with a settlement reached which was unanimously ratified by the members. The new four year agreement included, amongst other gains, annual wage increases added to step increment, an increase in the value of unused sick days at retirement, and the creation of a new salary step. The elected negotiating team of Diana Sutcliffe, Paula Jaegers, Donna Lagasse, Joan Solimeno, and Barbara Perrotta were led by Regional Director Kim Nowakowski.

"This was the best contract we ever negotiated and it wouldn't have happened without the leadership of UPSEU," remarked Sutcliffe. Fellow negotiating team member, Donna Lagasse echoed, *"I only wish we had joined UPSEU fifteen years ago instead of so recently!"* UPSEU achieved the creation of an additional salary step which was the first new step added to the schedule in over twenty years.

The District had come to the table with a long list of demands which included give-backs mirroring what the teachers had just given back in their latest negotiations. Regional Director Kim Nowakowski announced at the ratification meeting that the Union's negotiating team had changed the District's expectations of accomplishing that. *"The District and the Union negotiating teams worked to understand each other's ultimate concerns rather than becoming embroiled over the initial proposals,"* Nowakowski said of the reason for the success.

UPSEU and the negotiating team came to the table fully prepared with wage, benefit and time analyses coupled with a unified set of goals. *"No doubt our preparation and unity played a big part in our accomplishments, as well as listening skills and creativity on both sides of the table."*

Congratulations to the Lynbrook Secretarial Unit and special thanks to Diana, Paula, Donna, Joan and Barbara!

UPSEU Supports Presumptive Disability Legislation

President Kevin E. Boyle, Jr. proudly serves on the Board of Directors of the New York State Public Employees Conference, the state's premier public sector lobbying organization.

Through the Conference, the Governor and State Legislature learn what legislation matters to public sector workers. This year, Boyle and the Conference enjoyed special success when legislation was passed ensuring that every public employee who is or becomes disabled as a result of 9/11 is provided for.

Boyle said, *"The effects of 9/11 were felt throughout our nation, but no one was impacted greater than public employees in New York State. Many died, and many more suffered disabilities, or will suffer disabilities. This legislation makes sure that they receive the benefits and protections they deserve."*

The Conference and UPSEU have several other on-going initiatives that, it is hoped, will also be successfully passed into law. Boyle added, *"From pension systems protections to ensuring a safe working environment, the Public Employees Conference is letting our lawmakers know what's important to public sector employees. Executive Vice President Gary Hickey, Regional Coordinator Kevin Reilly, Labor Relations Representative Gary Favro and I will continue to work with the Conference and its forty-seven member unions. Working together, we'll fight for legislation to create tier equity in the pension system, safe nurse staffing, military buy back for all veterans, improved incentives for early retirement, and a cost of living adjustment for all retirees, among other important issues."*





SPOTLIGHT ON NEW JERSEY

UPSEU Township of Mahwah Blue Collar Unit Member Overwhelmingly Ratify Pact



TOWNSHIP OF TEANECK

L to R: Regional Director Jim Gangale, Shop Steward Robert Wood, Steve Grater, Unit President Sal Tumminello and Rich Muller

By a 35-3 vote, the Blue Collar Unit of Mahwah Township voted to approve the terms of a new three year agreement. The agreement was forged through a recommendation submitted to the parties by a PERC mediator.

The unit voted to join UPSEU last winter after many years of representation by another union. The White Collar Unit joined at the same time. UPSEU will be negotiating that agreement later this fall.

“Significant gains were achieved with no givebacks,” stated Chief Steward Terry O’Donohue. *“UPSEU President Kevin E. Boyle Jr. and the UPSEU team did a great job and our unit is extremely pleased with the negotiation results,”* he added.

In addition to annual wage increases that exceeded those of other non-police settlements, two significant gains in retiree health coverage were obtained.

UPSEU Wins Arbitration for Teaneck Member

UPSEU Regional Director Jim Gangale, working with Teaneck Union Officials Sal Tuminello and Rob Wood filed for arbitration for Teaneck member Steven Grater. Mr. Grater was issued a written warning notice and suspended for three days.

We are happy to report that since the employer failed to produce sufficient evidence, the arbitrator sustained the grievance stating, *“The Township did not have just cause for suspending Steven Grater. As a remedy, the Township is directed not to assess the three day suspension and to expunge all references to this matter from Mr. Grater’s personnel records.”*

Under the provisions of the retiree health plan an employee who retires after twenty five years receives health coverage at no cost into retirement. However, if an active employee remained employed beyond twenty five years and passed away, the employee’s spouse and dependents would not receive continued health coverage. The new agreement will now cover the employee’s spouse and dependents as if the employee passed away in retirement.

Another gain included a provision lowering the age eligibility to twenty three years for employees sixty five years of age or older who choose to retire during the life of the contract.

Longevity and differential payments were increased annually under the new agreement. As well, standby pay was increased and all unit members will receive three shirts annually.

President Boyle praised the efforts of Terry O’Donohue, Robert Kruithof and Paul Belovich for their terrific work, stating, *“We had a great negotiating team that was committed to delivering an excellent contract for their members and in the end they did just that.”*



TOWNSHIP OF MAHWAH

Co-Chief Shop Stewards Ann Pope and Monica Ullrich



BORO OF RAMSEY

Back Row: Shop Steward Jane Messenger, Tom Price, Jo-ann Heyer, Cathy LaFleur Middle Row: Irene Zdanis, Barbara Mecausland, Urooj Kahn, and Monika Sackman Front Row: Kathy Vetter, Chris Mueller, Iolanda Scola



LODI MEMORIAL LIBRARY

Unit President Leanna Barbieri, Patricia Carson, Virginia Cangialosi, Katherine Perrelli (on phone in back)



Cheshire BOE Custodians & Maintenance Employees Leave AFSCME in a *LANDSLIDE*

On February 22, 2006 in an election conducted by the Connecticut State Board of Labor Relations (CSBLR) the Cheshire BOE Custodians voted in a landslide to join United Public Service Employees Union (UPSEU). Disgusted with poor service and other issues, the Custodial/Maintenance employees voted with a 74% majority to dump AFSCME.

"We had been asking AFSCME for years for a greater level of service," said local President, Scott Clausen, "but they never delivered. We wanted labor attorneys to prepare and present our grievances against management's hired attorneys. AFSCME never provided competent assistance. We wanted control over our local funds. AFSCME keeps them up in New Britain and you need an act of Congress to use them on behalf of the membership," Scott continued.

"With UPSEU we will see our Union Representative regularly, have attorneys to assist us, and have control over our own treasury here at a local bank," remarked President Clausen. "I, without question, recommend UPSEU."



FORMER AFSCME UNIT PRESIDENT
Scott Clausen

Town of Clinton Employees Vote to Join UPSEU

After years of representation by AFSCME, DPW employees in the Town of Clinton decided they needed a higher level of representation. After years of neglect from AFSCME the unit sought out assistance from UPSEU.

By an 11 to 1 margin the employees voted to join UPSEU. Town of Clinton DPW employees join Cheshire employees who only last week voted overwhelmingly for UPSEU in a State Labor Relations Board Election.

These members join what is now over 6,000 AFSCME members that have voted to join UPSEU over the years, none of which have ever returned. Welcome to our newest members in the Town of Clinton.

UPSEU defeats UE-CILU in Town of Fairfield DPW Vote 62 to 12



In a State Labor Relations Board Election the Town of Fairfield DPW Employees voted overwhelmingly to join UPSEU. The 80 plus member unit was dissatisfied with the lack of representation they were receiving from UE-CILU. "No one was standing up supporting the unit from UE-CILU," stated UPSEU's Ron Suraci. "They were frustrated and decided they needed a union that would work harder for them," he added. UPSEU is beginning the bargaining preparation process and has already taken care of grievances. The State Labor Relations Board has certified the results of the election. UPSEU will now be working with the local unit's leadership and membership in finalizing the negotiation preparation.

Town of Fairfield Town Hall Employees

In a State Labor Relations Board Election held on Tuesday, March 21, 2006, Town Hall employees in the Town of Fairfield voted to join UPSEU. After years of AFSCME representation the unit decided that AFSCME had failed to deliver the representation they deserved. They join several AFSCME units that have joined UPSEU during the past couple of weeks.

"It seems as though AFSCME just doesn't care as unit after unit leave them in favor of UPSEU," stated UPSEU President Kevin E. Boyle Jr. "They don't talk about changing the way they represent or address contract negotiations, rather they attempt to attack UPSEU in each campaign, but it just doesn't work," he added.

UPSEU looks forward to going to work for our new Town of Fairfield members.



TOWN OF FAIRFIELD TOWN HALL

L to R: Roseann Carlson, Kathleen Polifka
Betty Gabriel and Josephine O'Halloran

UPSEU C.O.P.S. Division



BRANFORD POLICE DEPARTMENT

L to R: Officer Peter Kendzierski (Treasurer), Sgt. Patrick O'Malley (President) and Officer John Campanelli (newest member of the Branford Police Department)

UPSEU C.O.P.S. Division Scores Two Election Victories over IBPO-NAGE-SEIU

On Friday March 8, 2006 at 4:30 p.m. the Connecticut State Labor Relations Board agent announced the results of the UPSEU C.O.P.S. Division IBPO-SEIU Town of Branford election and UPSEU C.O.P.S. was the winner by a vote of 37 to 7.

An hour later the agent handling the City of Norwich election announced that again UPSEU C.O.P.S. Division had defeated IBPO by a nearly 2 to 1 margin.

The Norwich election was a runoff election resulting from a vote the previous week where UPSEU C.O.P.S. Division received more votes than IBPO but neither received a majority of votes cast. In the head to head match up UPSEU C.O.P.S. Division was the overwhelming winner.

"The leadership team of both local units did a great job in making sure their fellow officers got the facts. They did research on UPSEU and looked at the records of both unions and decided that UPSEU C.O.P.S. Division was the union for them," stated UPSEU C.O.P.S. Division's Ron Suraci.

UPSEU C.O.P.S. Division has now defeated IBPO-SEIU in four elections this year. Over 200 officers were involved in the elections.

UPSEU President Kevin E. Boyle Jr. commenting on the election stated, *"We look forward to delivering the representation that both of these units deserve. Our C.O.P.S. Division team is ready to hit the ground running. Welcome again to City of Norwich and Town of Branford officers."*

"All of us here look forward to a long and beneficial relationship between the Branford Police Union and UPSEU/C.O.P.S. Division I would highly recommend UPSEU/ C.O.P.S. Division as union representation to any local police union, or to any other group looking for the kind of union representation that makes you feel like you're not alone and that you matter.

For a new union president such as myself, the assistance from UPSEU has been invaluable. No matter what day it is, or how many questions I may have, I can always reach my UPSEU/C.O.P.S. Division representative. So once again, thank you. We look forward to a long and successful relationship with UPSEU/ C.O.P.S Division."

Branford Police President Sgt. Patrick O'Malley

Fair Labor Standards Act Compliance



The UPSEU/ C.O.P.S. Division has recently learned that many of their new local unit members are not being paid overtime in conformity with the Fair Labor Standards Act of 1938, §§ 29 U.S.C. 201, et seq.

Specifically, the Act requires the payment of overtime at one and one-half times an employee's regular rate. An employee's regular rate of pay, in turn, includes such things as an employee's on-call pay; shift differentials; hazardous duty pay and longevity pay; bonuses promised for accuracy of work, good attendance, continuation of the employment relationship, incentive, production and quality of work; and "bonus payments" made pursuant to a collective bargaining agreement for such things as obtaining college degrees or completing two years of military service with an honorable discharge.

The UPSEU/ C.O.P.S. Division is currently working to bring local unit employers into compliance with the Act and to secure unit members with the retroactive benefits which they may be entitled to. Watch for updates to follow!

UPSEU C.O.P.S. Division

24/7 Rapid Response to Critical Incident

By calling the number provided to each member you can be assured that the Representation Response Team will be available for you. We will:

Advise you on your rights.

Assist you in accessing EAP.

Arrive at the scene of any incident where you need representation.

UPSEU Fighting for Your Rights

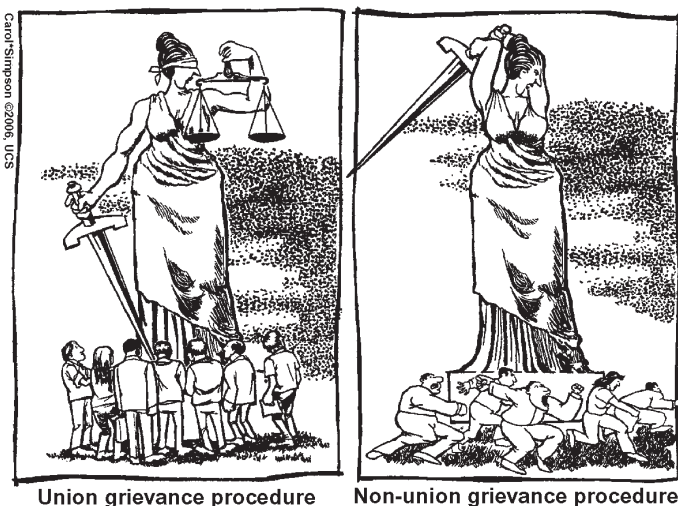
\$3,000 GRIEVANCE WON for Registered Nurse

UPSEU member Diane Musso, R.N. was shocked when she received a phone call from the Westbury UFSD informing her that her salary was off by \$3,216 annually. She was even more shocked when they informed her a few weeks before Christmas that her pay would be immediately adjusted and deductions would begin to make up for the prior overpayments. Worrying about the economic impact of this double hit to her bi-weekly paychecks was not how she had envisioned spending her Christmas vacation with her family.

UPSEU Regional Director Kim Nowakowski immediately filed a grievance on her behalf. As well, a letter of protest was filed since they had not acquired her written permission prior to the deductions being made. "I was just as shocked as Diane was," remarked Nowakowski. "Not only about their purported overpayment but how they went about immediately beginning the deductions," she continued. Under Federal Law, employers cannot make deductions from employee paychecks without written permission of the employee unless by court order or required by law.

The District had been under the false impression that the salary rates listed in the contract were a step schedule, but in fact they revealed only the actual salaries of the ten registered nurses. Hence they had paid her correctly all along. Regional Director Kim Nowakowski explained, "I made an information request which spread a wide net over the payroll and personnel records." Ms. Nowakowski then used the District's own records to show that they were mistaken in their assumption. "Needless to say it was a very quick grievance meeting, we had all the facts and back-up ready from minute one," she remarked. "They never had a chance to argue their viewpoint and immediately agreed to UPSEU's demands."

Happily, Mrs. Musso has received all the money wrongfully deducted and an immediate salary adjustment back to her proper rate of pay. "It's unfortunate that the District jumped to conclusions because of the auditing environment out there, but we have ensured that in the future they will bring concerns to us before acting," concluded Ms. Nowakowski.



Union grievance procedure

Non-union grievance procedure

Rensselaer County Returning Veterans NOT FORGOTTEN

Returning combat veterans working for Rensselaer County will now receive two paid weeks of vacation leave prior to returning to work. The Rensselaer County Legislature passed a resolution last year urging the County Executive to give all returning employee combat veterans with two weeks of paid vacation immediately preceding their return to work so they can enjoy some quality time with their families and re-adjust to their County employment routine.



Kevin Mohan, Probation Officer alerted UPSEU Regional Coordinator Kathy Wright about the resolution. He had returned from a tour of duty in Iraq in the early part of 2005. "Once I talked to Kevin, I started making calls to the County Legislature," stated Wright. UPSEU Chief Shop Steward and Probation Department colleague, John Murnane and Wright worked through the issue with the County Administration and their regular bi-weekly Grievance Review Committee meetings. "The County Executive got on board," said Murnane, "and the Legislature finally passed a resolution confirming the benefit in October."

There was a glitch, however, that arose regarding those veterans such as Mohan, who had returned. The language of the resolutions did not address whether veterans who had already re-entered County employment would be credited with the two weeks vacation. Again, Wright contacted the County Legislature and in very short order, the Legislature rectified the glitch to ensure no combat veterans are forgotten.

UPSEU Recovers Years of Service and Benefits that CSEA Lost

There is one very happy employee in Rensselaer County Social Services. Marianne Milos, a Community Service Aide with the Rensselaer County Department of Social Services, has been employed with the County since 1987. During the course of her first seven years with the County, she was represented by CSEA and complained constantly that she never received longevity credit or leave accruals.

When Rensselaer County employees ousted CSEA in 1994, UPSEU was made aware of her plight and secured benefits for her immediately. However, it wasn't until recently, that Marianne discovered that her longevity credit date was short four years. That shortage affected her entitlement to longevity increments as well as increased leave accruals.

"Once I became aware of what had happened, I notified the department immediately," stated Kathy Wright, Regional Coordinator. "Within a week's time we had a commitment from the County that everything would be corrected and she received everything within a month's time," Wright stated.



UPSEU West Islip Members Overwhelmingly Approve New Agreement



WEST ISLIP NEGOTIATING TEAM MEMBERS

Seated L to R: Ken Campo, Kathy Simmons and Labor Relations Representative Roger Stolen. Standing: Dominick Randazzo, Regional Director Kim Nowakowski and Jerry Mangone. Not shown: Dennis Martin, James Triail, James Moran, Timothy McCarthy, Geraldine Terrell, Debra Ann Tammone and Virginia McGrath.

A new five year agreement marked the end of a nearly eighteen month dispute for UPSEU's 135 West Islip School District members. The agreement, which was overwhelmingly approved by a vote of 97 to 6 will provide, in addition to annual wage increases it included increased evening shift differential, a new holiday for part-time food service employees, new snow days, increased discount dental and vision contributions, a reduction in hours considered full time for retirement, improved overtime eligibility and a new vacation carry over provision. Other gains were achieved as well.

Healthcare contributions, a significant issue throughout the bargaining process, was resolved by capping employee contributions through June 30, 2008. In July of 2008, employees will pay 7.5% of the premium. A New York State mediator that met three times with the respective negotiation teams was instrumental in forging an amiable agreement.

UPSEU President Kevin E. Boyle Jr. commended the team of Dennis Martin, James Triail, James Moran, Timothy McCarthy, Jerry Mangone, Kathy Simmons, Geraldine Terrell, Debra Ann Tammone, Virginia McGrath, Kenneth Campo and Dominick Randazzo.

Huntington Registered Nurses Unanimously Ratify New Agreement

After a sometimes long and difficult negotiation, the elected negotiating committee of Marlene McKenna RN, Martha Ironman RN, and Liz Scannello RN reached an agreement with the Huntington School District with the assistance of Regional Director Kim Nowakowski. The new four year agreement that included, amongst other gains, annual wage increases plus industry wage adjustments, a tripling of their longevity increases, and a retroactive increase to the hiring rate which affected one-third of the unit.

Although the bargaining unit was small, it was quite diverse in its needs. "We worked hard as a team to meet as many needs as possible, from those affecting the majority to those which affected only a few," Regional Director Kim Nowakowski proudly remarked. "I think that is what makes us so different from other unions. It doesn't matter if the unit is small or big, we work hard for every member."

Congratulations to the Huntington Registered Nurses Unit and special thanks to Registered Nurses Martha Ironman, Liz Scannello, and Marlene McKenna.



HUNTINGTON NURSES

Front row: Kay Khokhar, Back Row L to R: Maryann O'Neil, Linda Schiess, Connie DeGrassi, Martha Ironman, Betsy Steiner, Marlene McKenna, Liz Scannello and Pat Forde. Missing from photo Karen Martin



ONEIDA BLUE COLLAR MEMBERS RATIFY AGREEMENT

Blue Collar members in Oneida County recently ratified a new five year agreement that continued wage increases on top of annual step movement for the entire contract.

In addition to the numerous language improvements, other highlights included: removal of a sick leave accumulation cap, use of sick leave for family illness, an improved longevity schedule, increased longevity amounts, a new cash buyout for sick leave in retirement, expansion and increase of the differential pay system, a promotion salary increase, matching compensatory time for emergency closings, and the addition of work shoes and winter jackets to their uniforms.

The UPSEU Negotiating Committee led by Executive Vice President Gary M. Hickey, Labor Relations Representatives Phil Sedlock and Bob Stephens, included Chief Steward Todd LaBarge, Jeff Denslow, Ed Fall, Bob Pratt and Bill Robertello, Jr.

Executive Vice President Hickey was pleased how the committee worked together to achieve improvements and break new ground toward retirement benefits.



ONEIDA COUNTY BLUE COLLAR MEMBERS

Shop Stewards Clair Addington and Tony Dispirito with Labor Relations Representatives Phil Sedlock and Bob Stephens

Orange-Ulster BOCES Para-Educators Vote Overwhelmingly To Ratify New 5 Year Contract AND Become UPSEU Members

Three hundred fifty Para-Educators employed by Orange-Ulster BOCES are now UPSEU members and are enjoying the benefits of their best contract ever. The long suffering Para-Educators, fueled by years of neglect by NYSUT, left their former union and became an independent association two years ago.

The outstanding reputation of UPSEU (also representing the Clerical and Custodial/Maintenance units at BOCES) led the Para-Educators to investigate a possible affiliation agreement. The personalized, professional style of the UPSEU representatives was just what the group wanted. Discussions followed and on March 9, 2006 a formal affiliation was voted overwhelmingly in favor of (95%). Surely the impressive contract settlement was influential in the decision to vote yes. The contract was ratified by a 94% acceptance vote.

Executive Vice President/Regional Director Gary M. Hickey, who led the negotiating team of Unit President Christine Bankston, Joy Kaczmar, Mary McGreevy and Labor Relations Representative Kevin McCloat, thanked not only the persistence of the committee but all Paras, *"We tried to right so many of the wrongs of the past that negotiations became a battle cry for equality and respect for a group of three hundred fifty women and men who deserved so much more. I feel deeply satisfied that we, as a group, were able to help the Para-Educators achieve their best settlement ever."*

The numerous highlights of the five year agreement were: retroactive wage increases, new retirement bonus, new retiree health insurance, 15% reduced health insurance contributions for employees currently contributing, new extracurricular activity compensation, new summer and after school sick days, new Para-Educator protection, new paid conference leave, new paid officer leave, new longevity levels, increased longevity amounts, increased substitution pay, new labor/ management committee and various other improvements.



Para-Educator President Christine Bankston said, "The leadership of the UPSEU staff was something we could not pass up. The knowledge, experience and personal touch of Gary and Kevin demonstrated, in no uncertain terms, that our future would be better off with them than without them. The two votes today clearly showed how much the para's here are pleased with UPSEU."

UPSEU Working to Make a Difference

WORKERS REINSTATED in North Greenbush

When North Greenbush Town employees organized in December 2005, they knew that when the Town Board changed on January 1st they would be dealing with a hostile employer. Not until January 1st did they realize exactly how hostile. On that date, at an illegal meeting, the North Greenbush Town Board voted to fire eleven employees, most of whom were permanent in Civil Service titles.

Labor Relations Representative Gary Favro said, *"In my twenty five years as a public sector labor representative, I had never seen a more blatant violation of Civil Service Law. Some of these politicians truly believed they were above the law. They soon found out otherwise."*

UPSEU immediately filed a total of four Improper Practice charges against the Town, and also filed a formal complaint with the Rensselaer County Civil Service Commission.

Regional Coordinator Kevin Reilly added, *"By firing these workers, the Town of North Greenbush illegally interfered with the operation of a union, retaliated against workers for engaging in protected activity, and unilaterally changed terms & conditions of employment. The good news is that these charges, as well as pressure from the Civil Service Commission and the public, convinced a majority of Board members to reinstate seven of those workers with full back pay and benefits."*

"Obviously, this matter will not be closed until all of those illegally terminated are restored to their jobs," concluded Favro. Seven of the eleven have been returned to work at this time. *"We are carrying on with the Improper Practice charges, and have asked the Civil Service Commission to refuse to certify the North Greenbush payroll. One way or another, this Town Board is going to comply with the law."*

UPSEU Representation

- ✓ Professional
- ✓ Personalized
- ✓ Proactive

Oneida County Caseworkers Take Proactive Approach

As a result of the firing of casework staff in light of the Nixmary Brown child abuse case in Brooklyn, UPSEU Labor Relations Representative, Linda Kirnan, met with the casework staff of the Oneida County Children and Family Services Division at both locations. The purpose of these meetings was to discuss what the caseworkers felt needed to change in order for them to avoid a similar catastrophe.

The meeting resulted in a lot of good ideas. The most common issue that was brought up time and time again was the issue of maintaining consistent, sufficient staffing levels. In addition to the high turnover rate, the large number of cases, lack of support staff, inadequate training, safety concerns in the field (especially at night), unsafe cars, and the need for replacement of outdated and broken equipment and furniture were some of the issues also identified as being problematic.

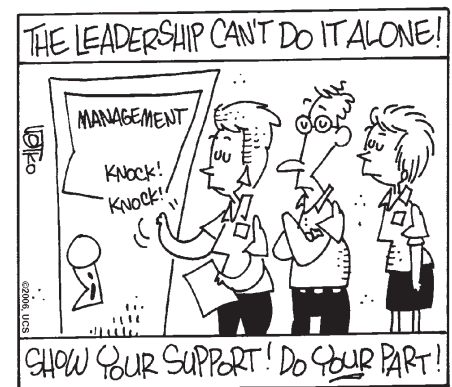
Many of the caseworkers stated that "...it was just a matter of time before the same thing happens here in Oneida County (as happened to Nixmary Brown). We've just been lucky so far." Many attempts have been made to address these matters with Administration before a child was injured, but their attempts seemed to have fallen on "deaf ears," and that "... no one will sit up and take notice until a child gets hurt, then it will be the caseworker heads that will roll, not Administrations. We're doing our jobs the best we can with what we're being given."

As a result of this meeting, Linda Kirnan contacted the Department of Social Services Administration and was told that they were doing all that we could to fill the caseworker vacancies in an effort to meet compliance as well as to provide relief for the existing workers. However, Linda Kirnan subsequently learned that out of eleven caseworker vacancies sent to the County Executive's office for approval, only six were approved to be filled; the others were not going to be filled until the County's "government reorganization plan" was completed sometime in the future.

After learning of the delay, Linda Kirnan

wrote a letter to the County Executive and Board of Legislators regarding the effect the lack of staff has, and will have, on the caseworkers, as well as to inform them of other outstanding issues brought forth as a result of their meeting.

Regarding all issues discussed during this and subsequent caseworker meetings, UPSEU Labor Relations Representative Linda Kirnan continues to work diligently to provide these and all members what they need to work efficiently, and to provide them with a better, safer working environment.



Members Receive Pay Adjustments as a Result of UPSEU's Assistance

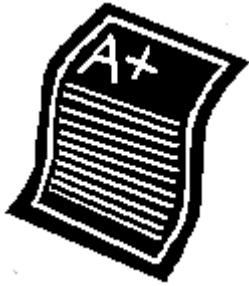
After securing a favorable Civil Service Desk Audit for UPSEU's maintenance members in the Hauppauge School District, UPSEU went to work to secure a pay adjustment to reflect the higher title of Maintenance Mechanic III.

As a result employees will receive a pay adjustment equal to approximately \$2,500.00 annually per employee.

UPSEU President Kevin E. Boyle Jr. who worked on the Unit's behalf to secure the increase stated, *"We are obviously pleased that the District recognized the work of these valued employees. We certainly secured a significant building block for future negotiations."*

Special thanks to Regional Director Kim Nowakowski for her dedication and work to help them accomplish the upgrades.

UPSEU Fights For Members To Be Eligible for CIVIL SERVICE EXAM



A recent Rensselaer County promotional Civil Service examination announcement prompted some inquires to UPSEU Regional Coordinator, Kathy A. Wright.

"The promotional exam qualifications locked out the provisional incumbent as well as the position the incumbent was promoted from," said Wright. "This would mean the person in the position wouldn't be able to take the exam and he would bump out the person who had taken his old position," she went on.

After contacting the Rensselaer County Civil Service Commission and alerting them to the problem, the examination was amended so the incumbent and the person in the incumbent's old position could join their other co-workers and take the examination.

Good luck to all of you folks!

COUNTY NURSE SUPERVISORS GET OUT OF TITLE PAY

Three nurse managers at the Pine Haven Nursing Home and Rehabilitation Center will receive out of title pay for all time spent performing the duties of a higher position.

UPSEU Regional Coordinator Kathy A. Wright was notified that the nurse managers were not being compensated for all hours they had worked performing the higher classification duties. "The County had disregarded a number of hours that the nurses had submitted for payment with no basis for their adjustments," said Wright. "We filed a grievance, met with the Administration and they agreed to pay them for all time submitted less the contractual required waiting period."

CATSKILL AMBULANCE SERVICE ENTERS FIRST NEGOTIATING SESSION

On April 24, 2006 the Catskill Ambulance Service will be entering negotiations for the first time in the history of the Ambulance Service. The unit organized with UPSEU in the fall of 2005 and was certified by the NYS Public Employment Relations Board on March 10, 2006.

The negotiating team has been working hard with UPSEU Representative Gary Favro preparing for the upcoming negotiations. Town Supervisor Joseph Izzo was quoted in the Daily Freeman newspaper as saying, "The Union has been established and they're ready to go." Mr. Izzo also stated it is hard to tell how long negotiations will take, but he hopes they will be done soon. "I hope to have it done, I would say, within a month."

The Catskill Ambulance Service, like many EMS Groups, have been neglected and taken for granted even though they provide 24 hour a day life saving service!

UPSEU understands the needs of the EMS worker and we will work relentlessly to establish a contract that is specific to their work. The Catskill Ambulance Service employees are a hardworking, professional group and UPSEU will make sure that they are compensated for their work, as well as address their unacceptable working conditions. Relations with the Town have improved and we are optimistic that progressive negotiations can exist.



2006 UPSEU TOWN OF CATSKILL NEGOTIATING TEAM

L to R: EMTs John Holt Jr., Leo Hengstler, Richard VanderBeck and Debra Haberman for the Catskill Ambulance Service

Mineola School District Employees Say Yes to New Pact

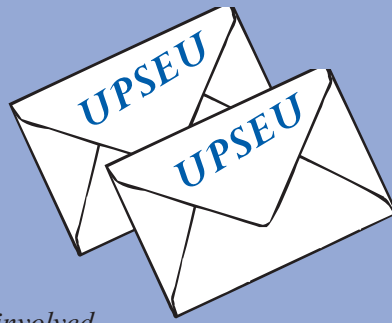
Mineola School District employees who recently joined UPSEU now have a new agreement that was nearly unanimously approved by the 80 member unit.

The unit had been without a contract for nearly three years when they decided to join UPSEU. The group had their own association and like most associations, could no longer go it alone.

The Custodial, Maintenance, Grounds and Transportation Unit fought back against District proposals that would have had substantial impact on the earnings of unit members. Included in the new agreement amongst other gains were annual wage increases together with two new step adjustments plus an increase in holidays.

UPSEU Capital Relations Representative Jim Gangale headed up the negotiating team which included Sandy Graham, Joann Rios, Steve Argus and John Bregy.

UPSEU Mailbag



Dear Kevin,

Being a member of our UPSEU contract negotiations committee for the West Islip School District has been both positive and rewarding for me. While being part of my third consecutive contract participation, this had to be by far the best accomplishments in a long time for our units involved without any givebacks. This has been echoed to me by most of our membership. With the help of state mediation and the unity of our committee bonding together as one, we were successful in saving our bus drivers jobs, thought by many to be an impossible task for us to achieve. You gotta believe!

We obtained more sick days for our eligible members, we increased night differential and were given a decent salary increase over a five year period with one and a half years of back retro pay. This contract which was unanimously voted for by our membership, is a far cry on a positive side from what the West Islip School District offered our negotiation committee before going into mediation. I'm glad we were united in our beliefs and stood our ground.

Sincerely,

Jerry A. Mangone

West Islip School District

Dear Kim,

Thank you for all your help. It is so nice of the union to send my daughter the protective goggles. My daughter is a gunner, so she rides with her head out of the tank when they convoy.

Donna Bushelon

Islip School District

Dear Mr. Boyle,

On October 28, the staff at the Lodi Library awoke to the news that a staff member had tragically lost her son. After the funeral, when I reached out to Jim Gangale, he shared my grief, was sorry I had not notified him sooner as he would have attended the funeral, and asked if there was anything, he could do to assist the staff or Kathy at this time. His response was respectful to Kathy and the rest of us.

Additionally, Kathy called me on Wednesday, overwhelmed, with the generosity of you and the union. She could not believe the thoughtfulness and compassion that was shown by you.

The Lodi Library has only been UPSEU members for a year. In that short time you have rescued us from a questionable union situation, settled a contract that had been stalled for three years and reached out to a staff member and the rest of us at a time of need. You, Jim, and all the rest of your staff always provide an immediate response and are always gracious and respectful to us. I wanted you all to know how much we appreciate it, especially at this time.

Leanna Barbieri

Shop Steward, Lodi Library

Dear Mr. Boyle and UPSEU,

I sincerely want to thank you for awarding me the union scholarship. As I approach the last semester of my undergraduate education, the financial realities of the future are certainly on my mind. I would like to offer my gratitude for your continued generosity, as every contribution makes a difference. With my English degree I hope to pursue a career in book publishing. Thank you again for your help in achieving this goal.

Sincerely,

Monica A. Moschetta

Daughter of Claudia of West Islip School District

NEED MONEY FOR SCHOOL?

UPSEU has scholarships that are 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.

Applications must be postmarked by the July 1st deadline.

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



United Public Service
Employees Union
is helping our members and their families to achieve their educational goals.



SNAPSHOTS



BETHEL POLICE

Unit President Tom Murphy and Jimmy Wright



TRUMBALL MATE

Steward Gail Bokine, Vice President Cynthia Lucas and President Graham Bissett. *Standing:* Regional Director Wayne Gilbert



WALLINGFORD WATER DEPARTMENT

President Joseph "Woody" Mrozowski and Shop Steward Joseph Criscio



VILLAGE OF RIDGEWOOD

Florence Driscoll, Fran Pinsdorf, Regional Director Jim Gangale & Shop Steward Sharon DeMarco



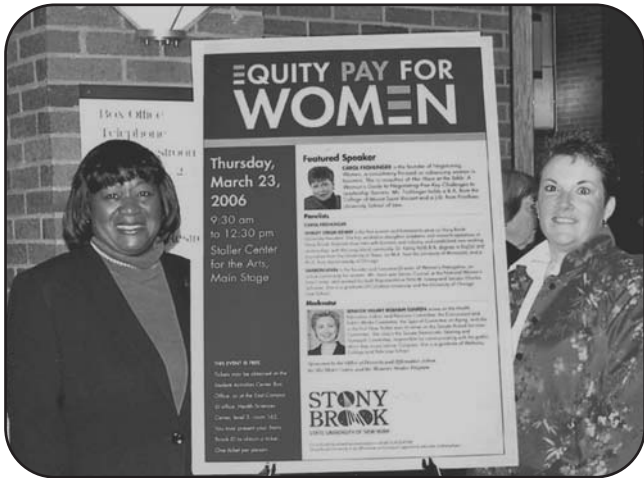
NEW CAANAN BOE

Unit President Joann Pascarelli



GARFIELD LIBRARY

L to R: Shop Steward Kathy Zalenski, Robin Poeta, Judy Hoy, Josephine Armstrong, Linda Jackson



PAY EQUITY

Right: UPSEU Vice President Kim Nowakowski attended an "Equity Pay for Women" conference with Town Councilwoman Dorothy Goosby. The two represented working women of Long Island for the Women on the Job Task Force.



TOWN OF HAMDEN DEPARTMENT OF PUBLIC WORKS

L to R: At a recent Steward/ Officer training session Steward Dave Howell, Vice President Dean Colaiacovo and Secretary Robert Romandetti



BORO OF ORADELL

Alberta Vadala, Shop Steward Providence Dunphy, Sophie Maggio and Shop Steward Diane May



SAYVILLE FOOD SERVICE NEGOTIATING TEAM

Seated L to R: Pamela Kennard, Lorijean Leigh Manuell and Cheryl Heckle *Standing:* Regional Director Kim Nowakowski and Labor Relations Representative Alma Cruz

UPSEU UPDATE

GASB 45 Has Arrived

Many of you have read articles in local papers and in the New York Times and Wall Street Journal declaring the implementation of new accounting rules concerning retiree healthcare benefits. GASB 45 (Federal Government Accounting Standards Board) which will be fully implemented over the next three years will require public employers to report and put on its' books the liability for its employees retiree health coverage. The employers' liability is the cost of providing this benefit.

Public employers will now be required to report this cost of retiree benefits which will often no doubt be in the millions and tens of millions of dollars. It will include the requirement to report items such as unused sick leave payment. It will not require employers to specifically fund this liability, though not doing so could impact the bond rating of employers.

Some states and cities have represented this amount to be equal to their cost and budgets and in some cases, up to three and four times their annual budgets.

Under the current policy, a pay as you go from current budgets is in place. The new GASB 45 regulation will no doubt have an impact, as we and other unions view it. It will no doubt be viewed at the bargaining table by employers in this country as a mandate to attempt to reduce benefits for public sector employees.

However, we view these benefits like you do, as a earned entitlement; and we will fight to ensure that employers keep them in place.

Some employers have already begun to use GASB 45 in their attempts at the bargaining table to modify retiree health coverage and in other cases to argue against improving them.

The preservation and importance of our members retiree health coverage has and will continue to be in the forefront. Additional information about GASB 45 is available on our website at www.upseu.org

REMINDERS:

Have You Signed and Completed Your AD&D Form?

One of the many benefits available to UPSEU members is our \$10,000 Accidental Death & Dismemberment Policy which is **available at no cost to you.**

You Must SIGN UP and SEND It In! Ask your representative for an application or download one from our website at www.upseu.org



Please be sure to inform us at UPSEU Headquarters when you have a change of address!

If you become Injured on the Job you must complete one of these forms for Worker's Compensation:

In New York, form C-3 can be downloaded at: www.wcb.state.ny.us/content/main/forms/c3.pdf

In New Jersey, form IA-1 can be downloaded at: www.iaibc.org/edi/resources_doc/First_Report_Form_IA-1.pdf

In Connecticut, form 30-C can be downloaded at: wcc.state.ct.us/download/acrobat/30c.pdf

All of these forms are also available on your website: www.upseu.org

UPSEU has attorneys to assist you with the process, which are available to members at a discount.

New York: Fusco, Brandenstein & Rada, P.C. 1-800-416-5454

New Jersey: Gallo Geffner Fenster, P.C. 201-262-1600

Connecticut: Morrisey & Morrisey 203-723-6691



**This Memorial Day and always
UPSEU remembers our Veterans who lost their lives for our freedom.**



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.