

**United Public Service  
Employees Union**



# The Advocate

We Are Making a Difference in the Workplace

Fall 2013

**Welcome Town of Islip  
White Collar Employees!**



UPSEU new members from the Town of Islip Assessors Office (*front row*) Gail McKenna, Donna Knuth, Jim Lepano, UPSEU Vice President Kim Nowakowski, Carmela Armenti, Joan Franceschini, Jeanne Smith (*back row*) Chris Poole, Rich Pahlke, and Ted Chrils

Following their fellow Town of Islip employees in the Blue Collar Unit who overwhelmingly voted to join UPSEU three years ago, the White Collar Unit employees decided to join them in a PERB election held on September 18, 2013. The unit voted 113 to 74 to join UPSEU.

The unit was previously represented by the New York City based union Local 237 of the Teamsters for more than forty years. After seeing the level of UPSEU representation provided to their Blue Collar co-workers over the past three years, and after years of wage freezes under the Teamsters which depressed their wages to the lowest of any town in Suffolk County, the unit decided they had enough.

“Workers were paying upwards of 75% more in dues than UPSEU Blue Collar employees, while getting nothing in return in the way of representation. That was the clear message we heard from White Collar employees throughout the campaign,” stated UPSEU President Kevin E. Boyle, Jr. UPSEU, which has been at the bargaining table for Town of Islip Blue Collar employees, will now go to work for the White Collar Unit as well.

**We welcome the Town of Islip White Collar Employees to the UPSEU family!**



**United Public  
Service Employees  
Union**

*Making a Difference  
in the Workplace*

**Our Mission**

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

**UPSEU Officers**

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

**Gary M. Hickey**  
Executive Vice President

**Kimberly Nowakowski**  
Vice President

**Randy Tillman**  
Secretary/Treasurer

**James Gangale**  
Recording Secretary/  
Trustee

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Linda Pickwick  
Editor/Designer

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

1-800-833-3688  
631-738-8773  
Fax: 631-738-7236

# A Message from President Kevin E. Boyle, Jr.



Although this time of year can be stressful with holidays, shopping, and family gatherings, stress now seems to be a year round event. For public and private sector employees, stress levels are reported to be at an all time high.

Many are feeling stretched beyond their breaking point. A recent national survey found that the top three stress factors are money (69%), work (65%) and the economy (61%). This probably doesn't surprise anyone, but what is especially of concern, is that 20% of those questioned stated that they experience an extreme level of stress. An extreme level of stress was defined as an 8, 9, or 10 on a ten point scale. Not only is this unhealthy for the individual, but also for their family, their workplace, and the community as a whole.

Although a healthy dose of stress is part of our survival mechanism, many employees are overwhelmed by stress due to chronic situations. It is when the mind and body are overwhelmed by stress that problems arise. Sometimes it leads to workplace incidents, other times to eating disorders (37%), alcohol abuse (26%), and prescription drug abuse (12%). Stress can also affect the body in ways such as depression, headaches, upset stomach, elevated blood pressure, chest pain, and insomnia. Stress can even worsen symptoms of existing health disorders.

When stress affects your job, family, or health, an Employee Assistance Program (or other counseling program) can help. Many employers participate in an Employee Assistance Programs that provide confidential counseling. These programs provide counseling and referral for alcohol and substance abuse, conflict with peers/management, grief, debt and credit concerns, parenting difficulties, identity theft, crisis management, anxiety and depression, balancing work/family, domestic violence, physical and mental illness, marital and family relationships, legal and financial problems, childcare and eldercare concerns, stress management, and addiction to gambling or internet. These are just a few of the issues they can assist both you and your immediate family members with.

Confidentiality is always our main concern and you can be assured that your call and personal information cannot be released to your employer or the union without your permission. Short term assistance is provided at no cost in private face to face or telephone sessions for personalized assistance to provide solution focused counseling. Long term care can be referred through your health insurance or to providers accepting a sliding fee scale. EAPs follow all state and federal laws governing confidentiality unless there is a threat to self or others, or if a child is at risk of abuse or neglect: the law may then require these situations be reported to the appropriate authorities.

From time to time, when a member approaches a UPSEU Labor Relations Representatives with an issue, we will let the member know that this benefit is available to them. Anything discussed between you and your representative is completely confidential. I know from experience that members may be reluctant to reach out for counseling, but time and time again, they are always glad that they did. It is important to realize that you are not alone. Statistics show an estimated 43% of the adult population suffers from the adverse effects of stress, and 67.5% of all family doctor visits are due to stress related ailments and complaints. If you were in the middle of the ocean on a life raft, would you turn away rescuers because you are too embarrassed to admit you need help? This is no different than seeking help through an Employee Assistance Program. The question is: will you wait for your personal and professional life to fall apart or your health to be negatively impacted before you go for help? Are you willing to admit that all of us need help from time to time, and that now it's your time?

If your employer does not have an EAP, UPSEU has partnered with HCAMS (Healthcare Assistance With Member Support) to provide counseling services for our members. HCAMS toll free crisis number is 1-888-828-7826 and their website is [www.hcams.net](http://www.hcams.net). Most importantly, if you need assistance, don't be afraid to ask for help. Your UPSEU Representative is always available to assist you with work related issues and if needed, can refer you to the appropriate counseling program.

# Congratulations 2013 Scholarship Winners!

## Paul T. Burch \$1,000 Awards

*“The way we communicate is such a complicated process that requires cognitive, social, comprehensive and motor skills. I want to help those with communication disorders find their voice.”*



**Marisa Gargaro**  
Speech/Language Pathology  
Daughter of Laura  
Harborfields Central School District



**Elizabeth Buchanan**  
Speech/Language Pathology  
Daughter of Terrance  
Troy Police Department

*“My desire to assist those individuals who have speech and language needs is why I chose to pursue a career in Speech Language Pathology. Be they children or adults, I plan to help those who are challenged overcome the obstacles they face daily.”*

## Dependent Child \$500 Awards

Randall Backus' son Jonathon  
Nacasta Beckwith's son Paul  
Maureen Callaghan's daughter Kristin  
Diana DeAngelis' daughter Laura  
Jane DeGennaro's daughter Madison  
Doreen Denhardt's daughter Jillian  
Kathleen Fabrizio's daughter Kayla  
Steve Geurds' son Tyler  
Theresa Gaude-Boucher's daughter Amanda  
Pamela Hallenbeck's son Christopher  
Dianne Iadanza's daughter Sara  
Mary Jenkins' son Timothy  
Christine Kuhn's daughter Erin  
Janet Mahon's son Joseph

Anita Mancini's daughter Nicollette  
Lorenza Mejia's son Uriel  
Erin Messina's son Robert  
Paulette Novick-Dadler's daughter Kayla  
Concetta Ribeiro's daughter Angela  
Leslie Robinson's daughter Michelle  
Jane Scott's son Jason  
Carol Smith's son Wesley  
James Soder's daughter Candice  
Walter Spallane's daughter Lyndsay  
Denise Specht's son William  
James Stokes' son Matthew  
Daniel Torpey's daughter Shannon  
Yagnesh Vyas' son Aesha

## Member \$500 Awards

Michele Ainscoe  
Liz Cruz  
Sharon John  
Dennis Martin  
Juan Mendez  
Carolyn Muller

Glenis Najera Trejo  
Veronica Padro-Garone  
Elaine Perez  
Tim Szczerba  
Vito Ubaldini  
Jessica Wrubleski

*Sincere thanks to the 2013 Scholarship Committee*

*Vice President Kim Nowakowski, Regional Coordinator Kathy Wright-Muzio, Labor Relations Representative Linda Kirnan, and UPSEU members Camille Allen, Robin Bauer, Ryan Baum, Jamison Facticeau, Kim Gilboy, Kathy O'Brien, Sue McAvoy, Cindy Tipple and Dan Yoxall*



Hillsdale Negotiation Committee  
Tracy Jeffery, Lourdes Spagnoli and Denise Kohan

## First Contract for Hillsdale

The Hillsdale Office Staff Association met with the Borough administration prior to their contract expiring. A few months into negotiations, the committee realized that the days of quiet bargaining were over. The administration had changed and the tone of negotiations had changed as well.

The Hillsdale group contacted UPSEU and they joined shortly thereafter. After meeting with the administration, the Borough was only offering an increase in one out of the three years of the contract. The Borough also wanted extensive givebacks, which was clearly not acceptable to the membership.

The membership was further frustrated when the November election resulted in changes on the Council that delayed matters even more. As the Borough's new labor attorney took the reins, the Union Committee, composed of Tracy Jeffery, Denise Kohan, Lou Spagnoli and UPSEU Labor Relations Representative Mark McCart, began to make some headway. Focusing on issues that both sides could agree on, the negotiation began to move forward. Slowly but surely, issues were resolved or withdrawn, eventually bringing the committee back to the wage issue. The Borough and the union agreed on increases for the last two years of the contract, but were still arguing over the possible retroactive increase for the first year. The membership stood strong, especially after the Borough rewarded the police chief with a hefty increase in his salary. Refusing to give up, the contract was settled this summer. "I give these ladies a lot of credit. They stuck to their guns and never let up. It was a grueling process and I could tell their patience was wearing thin, but they persevered to the end. I am proud to represent them," stated McCart.

## Town of Plattekill Secures Contract

Town of Plattekill employees have a reason to smile. They are now unionized, their benefits are protected and they have a new contract that provides above average wage increases as well as enhancements in compensatory time, part time employee holiday benefits, a first responder policy and numerous other benefits. "We could not have achieved this level of success without the dedication and support of our negotiating team, Donna Fuentes and Dawn Maresca," said UPSEU Labor Relations Representative Michael Kutski. Gary M. Hickey, UPSEU Chief Negotiator noted that the membership unanimously ratified the agreement.

## Sachem Public Library Clerical Unit Ratifies New 4 Year Agreement

Special thanks to Steward Teresa Vecchio and the dedicated services of negotiating team members Nancy McCole, Janet Koopman and Theresa Ferraro. In today's environment it's never easy settling contracts, but the committee stayed focused and committed to reaching a fair agreement that they could bring with confidence to the entire unit for ratification. The Sachem Public Library full time Clerical unit overwhelmingly ratified the new four year contract.

## Town of Dickenson Settles New 3 Year Pact

Town employees led by Rick Yaddow, together with Rennie Smith and Jason Martin came to an agreement on a new three year deal. This included two new holidays, as well as increases in longevity and wages. Due to the positive attitude of the Town towards these valuable employees, the agreement was reached prior to the expiration of the current agreement. Labor Relations Representative Phil Sedlock stated, "It's nice to see an employer who recognizes the value of their employees."

## Three Village CGM Members Approve New Pact

A new four year agreement for Three Village School District Custodial, Grounds and Maintenance Unit was overwhelmingly approved by unit members. On time step movement, top of schedule pay adjustments and a new longevity level implemented over the life of the agreement, highlighted the pact. Improvements in bereavement, benefit fund contributions, snow removal pay and sick leave payout were also included in the agreement. Health coverage, an issue during the negotiations, was increased by one percent over the term. UPSEU President Kevin Boyle commended the negotiating team led by Chief Steward Mike Bartell and committee members Charlie Murray, Steve Cordovano, David Luhrs, Rob Moretti and Larry Aupperlee for their outstanding efforts throughout the difficult bargaining process.

## Town of Colonie Members Ratify Contract by a Landslide

Town of Colonie Administrative Unit UPSEU members overwhelmingly ratified their new contract by a staggering 86% margin. The new contract covers a period of four years and provides for numerous areas of improvements in the contract. Some of those improvements include longevity increases, percentage wage increases, tuition reimbursement, increases in personal service time maximums, part time employee holiday make-up opportunities and new provisions providing for additional retiree and survivor health benefits. The negotiation process was very long and at one point necessitated UPSEU declaring an impasse and seeking the assistance of a PERB mediator to try and get a deal done. "At one point during the mediation process, the Town modified its position in the area of wage increases and the team felt it was a significant enough move to bring the package back to the membership for a vote," said UPSEU Regional Coordinator Kathy A. Wright-Muzio.

UPSEU wants to thank each of the UPSEU Negotiating Team Members for their unwavering commitment and dedication to negotiating the best possible agreement for their fellow co-workers during these challenging economic times. The negotiating team was comprised of Co-Chief Shop Stewards Camille Allen, Steve Geurds, and John Dzialo, Dan Chambers, John Reardon, Carrie Blanchard, Mike Haller, and Ryan Moore.

## Village of Coxsackie's First Contract

The Village of Coxsackie Water and Wastewater Departments joined UPSEU last year, and after almost a year, have secured their first contract. After years of being non-union and slowly watching their benefits erode, the employees contacted UPSEU for help. UPSEU swiftly became certified as their representative and immediately began negotiating their first contract. "The first contract is always the most lengthy to negotiate. You have to make sure you capture all of the benefits our members have at the time of being organized, as well as those enhancements or changes they want prospectively," said Labor Relations Representative Michael Kutski. The contract was ratified unanimously. UPSEU would like to thank team members Patrick Andrews and Patrick Florak for their support and participation in making this negotiation a success.

## New Agreement for Red Hook

UPSEU and the Village of Red Hook have agreed on a new successor contract. Members received a raise in each year of the contract, as well as an increase in longevity pay at each level of years of service. Special thanks to Steward Dan Streib for his assistance together with UPSEU Labor Relations Representative Jack Rogers.

## Hamden BOE Supervisors



Hamden Board of Education Supervisors negotiation team, Unit President Mark Albanese, Dawn Albizu, and Labor Relations Representative Roger Stolen (*not pictured is Nick Bauer*)

The Hamden BOE supervisors unanimously ratified their first contract with UPSEU. The group agreed to a five year contract with raises in the first three years, and a wage reopener for years four and five. The agreement also included a short term disability policy and additional monetary increases in other areas of the contract. The negotiating team worked very hard to preserve existing benefits for all members while still making improvements in other areas.

## Southampton Members Approve New Agreement

After a long and frustrating process, with two superintendents participating in the process, a new five year agreement was reached. The agreement provides annual wage increases, with healthcare increasing to the same level as other district employees. The increase, however, was delayed.

A central issue, the district's desire to curtail the use of two personal days was resolved with the district withdrawing that proposal. An improved retiree healthcare contribution by the district was achieved as well. The agreement was overwhelmingly approved by the membership.

UPSEU's Randy Tillman, who headed the negotiations, commended the team of Tom Gettling, Richard Hite, Otis Riddick, Charles Smith, Anthony Stevens and Polis Walker for their work throughout the process.

# COPS Division Update

## Rhinebeck PD New Office Opens



*front: Mayor James Reardon, Officer Daren Bondar, Officer Ken Scattergood, Officer Beth Imperato and Officer Dan Alberg. back: PBA President Steven Hannaburgh*

It has been nearly four years in the making, but the doors are now officially open at the brand new Rhinebeck Police Department. Officers had been working out of a temporary trailer when the old building was deteriorating. The building, is located right next to Village Hall. The village board was able to minimize the financial impact of the project on taxpayers.

“This is for the community. As a mayor, as a board, we are committed to ensuring the health, safety and welfare of our community. That’s our number one priority. Not to have an adequate facility for our police department to work out of just doesn’t provide for the public,” Mayor Reardon said.

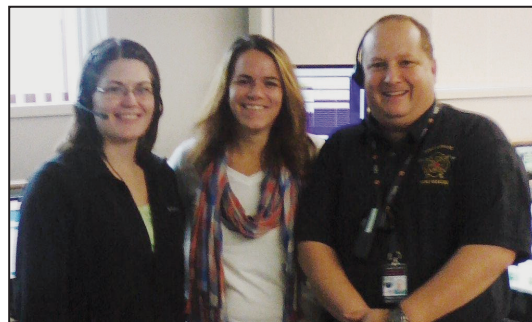


*Sgt. Richard Lachapelle welcomes newest full time member Officer Jeffrey Grenier to the Whitehall Police Department.*

## Hudson Valley Public Safety Officers Join UPSEU

UPSEU is proud to welcome the Public Safety Officers of Hudson Valley Community College, located in Troy, New York to the Coalition of Public Safety COPS Division. These twenty four members consisting of peace officers, campus security officers and security guards add to the ever growing UPSEU COPS Division. We look forward to working with you.

## Washington County Officers Ratify Agreement



*Washington County 911 Dispatchers Nicole Moyer, Ashley Zinn and Bill Brown*

The Washington County Communication Officers and Supervising Communication Officers ratified a wage re-opener. This gave a percentage raise to all members with no other changes. The team for this COPS Unit consisted of Shop Steward Len Gordon and UPSEU’s Jack Rogers.

## UPSEU Welcomes Our Newest COPS Division Members,



## Pine Plains Police Department!

## Westbury Secretarial Association Ratifies New Agreement



Westbury Clerical Unit members Laraine Hodges, Cathy Arena, Reeda Grinnard, Helene Eniclerico, Nanci Volino, Arlene Johnston, Linda Bokitko, Melanie Pupkin, Darlene Raffetto, and Diane Cohen

The Westbury Secretarial Association overwhelmingly voted to approve a three year contract recently. The new agreement provides wage increases each year in addition to on-time step movement each year. UPSEU President Kevin E. Boyle, Jr. negotiated the contract with the assistance of negotiating team members Diane Cohen (Unit President), Melanie Pupkin (Unit Vice President), Chiquita Combes, Arlene Johnson and Darlene Raffetto.

“In these challenging times, we can’t say enough about the dedication and perservance of this team throughout the process, and their hard work in bringing back a very fair agreement to the membership,” said Amanda Barker, Labor Relations Representative for the unit.

## Rivervale BOE Employees Join UPSEU



Rivervale Custodians with Labor Relations Representative Mark McCart (third from left)

UPSEU New Jersey Division secured another victory over an AFL-CIO union on October 3, 2013. The Operating Engineers union had represented this group for many years. UPSEU secured 83% of the votes cast .

UPSEU’s Jim Gangale and Mark McCart , who both worked on the campaign, commended the unit for knowing what they wanted and for standing together to fight for it. UPSEU will now go to work preparing for negotiations and establishing its representation model for the unit. We welcome the Rivervale BOE employees to UPSEU.

## Columbia County Health Department Members Return to Work

UPSEU recently prevailed in returning four Columbia County Health Department nurses to work who were improperly laid off. “We were notified that the department had selectively picked four nurses and told them they were no longer needed,” said Regional Coordinator Kathy A. Wright-Muzio. She went on to say, “This selective layoff is a violation of New York State Civil Service law and our contract, because layoffs must be done based upon Civil Service status and seniority.” The matter was brought to the attention of the County Administration and the County Civil Service Commission and the nurses were immediately returned to their positions.



## UPSEU Grievance Pressures Sheriff to Award Disability & Backpay

Two days before an arbitration regarding the Sheriff’s refusal to credit long-time Sheriff’s Department Lieutenant James Karam with sick and vacation accruals donated from UPSEU members, UPSEU was notified that after ten long months, the Rensselaer County Sheriff was finally granting James Karam his long awaited disability application.

“This long awaited decision means a couple of things,” said UPSEU Regional Coordinator, Kathy A. Wright-Muzio. “First and foremost, it means Jim was made whole for all of the time he has been off the payroll since last year and that he will receive his 207c disability rights under the law. It also means that the time our members so generously offered to donate will no longer be needed because of the back pay award, so that time will remain in the respective employees’ accruals balances.”

Jim and his wife, UPSEU member Lisa expressed their deep appreciation and gratitude for UPSEU’s efforts in pushing this issue as well as their thanks to the many UPSEU members who so generously offered to donate their time.

## UPSEU Members Paid for Lost Overtime

A number of Columbia County DPW employees were recently made whole for overtime they lost due to the assistant director taking their overtime for himself. When UPSEU became aware of the situation, we immediately filed a grievance. The matter was scheduled to go to arbitration when the County Administration indicated their willingness to sustain the grievance and paid the entitled workers.

## UPSEU Ensures Members Vacation Requests Granted

UPSEU Labor Relations Representative Shawn Morse recently ensured that three UPSEU Pine Haven members were granted their vacation requests. “Historically there has been uncertainty in granting vacation requests for certain employees at Pine Haven due to chronic staffing issues. We are presently working with the County in revamping classification of per diems as well as establishing schedules for them,” said Morse.

## Granby DPW Dispatchers

UPSEU is pleased to announce that the Granby DPW/Dispatchers bargaining unit has ratified a four year agreement which includes above average wage increases in each year of the contract, plus step movement. The insurance costs were kept to a minimum, while adding benefits for the entire membership. Language items were also addressed and settled in favor of the membership. Special thanks to the negotiating team for all of their efforts and hard work.

## New Paltz Members Get A Deal

It took almost a year of negotiating, riddled with changes in administration and position reclassifications, but UPSEU was able to not only secure annual bargaining unit wage increases, but a number of position upgrades, as well. UPSEU Chief Negotiator Gary Hickey who headed up the negotiating team, stated, “It was a long negotiating process, but in the end we were able to reach an outstanding agreement for our members.”

The most substantial changes included wage increases, enhanced part time employee benefits, position upgrades, an added title to the bargaining unit and a new clothing allowance provision. “A big word of thanks should go to UPSEU negotiating team members Stacy Delarede and Rebecca Seward for their unwavering commitment,” said UPSEU Labor Relations Representative Michael Kutski, who assisted in the finalization of the agreement.

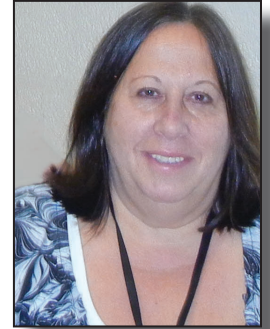


# For UPSEU Members

## UPSEU Assists School Nurse With Health & Safety Issue

The Registered Nurse at the Dryden Street Elementary School and her students can now breathe easier thanks to the persistence of UPSEU Vice President Kim Nowakowski. RN Robbin Brenker, Westbury Public School's Unit President, called Kim late one day after work to discuss her concerns about a lingering odor in the health office. By the next morning, Kim was there, inspecting the health office. "Kim was there even before I arrived at work the following morning. She was very thorough and pinpointed a number of deficiencies and areas of concern," said Brenker.

The facilities office and head custodian of the building shared with Kim the steps they had taken thus far, but neither Robbin nor Kim were satisfied. "I could see that the bathroom's plumbing was old and in need of replacement and that the air circulator didn't function, but there seemed to be a bigger problem than that," stated Kim. Additional measures were taken to improve air circulation, and it became clear to Kim that these steps had made the problem better, but had not eliminated it. After viewing the sub-basement crawl space below the room together with outside inspectors, Kim felt the only choice was to move the health office entirely. She met with the building principal and discussed our request to move the health office.



Westbury  
School Nurse  
Robbin Brenker

The principal agreed and plans were underway to move the office over the summer. Then just before the the end of the school year, the plans came to a screeching halt. The teachers' union objected to the move, as it took space away from their break room. Kim reacted quickly and threatened to file improper practice charges against the district, for renegeing on their agreement. "I argued not only from a legal perspective but that there was also a high level of importance to have both a healthy school nurse office as well as clean air, particularly for those with compromised health issues. I also reminded them of their school mantra, "*Where children come first,*" recalled Kim.

We are not sure which argument won, but the district did put the move back on track. Nurse Brenker and the students can now breathe easier in a larger, healthier environment in their new health office. Special thanks to Robbin Brenker and the employees of the district who worked with us to resolve this issue.

## UPSEU Saves Village of Valatie Employee's Job

It was like something out of a soap opera! UPSEU member Paul Warner was the target of the recently un-elected mayor of the Village of Valatie. "The Mayor didn't like Paul and went out of his way to try and fire him," said UPSEU Labor Relations Representative Michael Kutski.

UPSEU and our attorney Mark Walsh of Gleason, Dunn, Walsh and O'Shea immediately went into action to protect Paul. The litigation process was a lengthy and costly one that included a paid suspension of almost two years, ten days of arbitrary testimony, over one hundred pages of arbitrator notes, and the involvement of multiple attorneys, state officials and private engineers. "The ex-mayor tried to pull out all the stops," said Kutski.

After all was said and done, with the election of a new mayor and town board, a settlement was reached and Mr. Warner was returned to his position with no loss in wages and no record of any disciplinary action. "As the process unfolded, it became apparent that the ex-mayor had a personal agenda against Mr. Warner and regrettably wasted the taxpayers' dollars to fund that agenda. Fortunately, calmer heads prevailed after the new election, and the new mayor and town board did the right thing."

## South Windsor Municipal Ratifies Contract

The South Windsor Municipal employees recently ratified their first contract with UPSEU. The group agreed to a new three year contract with raises in each year of the agreement. Layoff protection language was added, as well as time off for officers to attend steward training. Longevity was a tough issue, but the negotiating team of Unit President Evelyn Fowler, Steward Elizabeth Locicero and Peggy Malaney held out for increases for each step on the longevity chart. The team commented that the negotiations went much smoother than in the past with their previous union.



# UPSEU Members in the Spotlight



On October 16, 2013, Town of Colonie Paramedic and UPSEU Shop Steward Raymond Faluszcak was honored as the Advanced Life Support Provider of the Year.



Each year the Regional Emergency Medical Organization of the Hudson Mohawk Valley honors individuals that excel in the Emergency Medical Services field. The awards include physicians, EMS educators, nurses, and EMT paramedics. This year the committee selected Ray Faluszcak as the top paramedic in the region. Ray is a 24 year veteran paramedic in the Town of Colonie. Colonie is the largest town in the U.S., and because of its size and call volume, Ray has responded to and handled every type of emergency situation imaginable. Besides his reputation as a top medic, he has been involved in many cutting edge EMS pilot programs that have shaped our modern day EMS operations in existence today.

Congratulations to Paramedic Ray Faluszcak for his many contributions to the Colonie community and the Emergency Medical Services field!

Ray is a great family man who has been married to his wife Jennie for 28 years. Jennie was also a NYS paramedic with Colonie and a registered operating room nurse. They have two daughters Shiann and Emma who they devote much of their time to. Ray's other family is his EMS co-workers that he has diligently and compassionately represented as Chief Shop Steward for UPSEU.



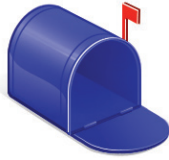
UPSEU steps up to protect Wyandanch member Carlos Patrick against possible Human Rights violations. The case is currently awaiting a hearing date.



UPSEU Regional Director Wayne Gilbert presents retirement certificates to Hamden Supervisors members Barbara Tito and Marguerite Yacono. Newly elected Unit President Joe Colello is on the right. (Also retiring was Unit President David Lockery who was not present)



Islip School District Custodial, Grounds and Maintenance members celebrate retirement of Phil LoGrippo, who worked for twenty two years as a Maintenance Mechanic I. Best wishes go out to Phil for health and happiness in his retirement.



# UPSEU Mailbox

Dear UPSEU,

I would like to thank the UPSEU, specifically Mark McCart for helping us through our negotiations. Deciding whether or not to be a part of a union for the first time was a very difficult decision for all of us. We had a new Council, a new administrator, and a new Borough Clerk; and with the current economy the way that it is, times are tough on both ends. Mark made our transition from "office staff" to union members almost effortless. He helped us to stick to our guns and get the best possible deal that we felt we could get. You hear horror stories about unions, but with Mark it was not that way at all. We thank you, Mark and the UPSEU for your support and guidance throughout our negotiations.

Denise Kohan  
Boro of Hillsdale

Dear Alma,

Thank you for being my go to person (I know that's part of your job), but thank you for being more than an ear for that. Thank you also for sharing in my retirement celebration and gifts.

Cheryl Heckle  
Sayville Food Service Workers

Dear Kevin,

It has been an honor to have served as a UPSEU Shop Steward for the nurses for the past ten years. I have learned so much from you, our strongest and most relentless advocate during my tenure as shop steward. Truly, I could never thank you enough for your tireless effort and continual support of the BOCES nurses. We, the members of UPSEU, have been lucky to have you.

Sue Mikulas  
ES BOCES Nurses

Dear Mr. Boyle,

Please accept my thanks for being awarded a UPSEU Member Scholarship! I am so grateful! Funding for higher education is not easy to come by and the union's generosity will make the load a little lighter for my husband and I for the Fall 2013 and Spring 2014 semesters.

Michele Ainscoe  
Town of Colonie

Dear Mr. Boyle,

Please allow this letter to serve as a testament and reinforcement of the outstanding job Matt Geer is doing. Since Matt has been assigned as the DMEA's Labor Relations Representative, he has conducted himself in a professional and exemplary manner. Mr. Geer's involvement and input into our affairs, has proven to me, he is the standard by which all others should be judged. Mr. Geer holds firmly to the conviction that if it is worth doing, it is worth doing right. On numerous times, he has proven to be an asset to the DMEA. Our working relationship exemplifies the way a Labor Relations Representative should interact with a bargaining unit. I am regularly told by our members that Mr. Geer is doing an outstanding job. I believe it is a rarity, where a representative is so highly praised and regarded by all components of the union. There have been several recent, delicate issues which Matt has tackled and handled, beyond expectations. So often exceptional proficiency by employees is overlooked and not noticed. My hope is that his teamwork, acumen, professionalism and conduct, gets the attention he deserves. He is an exemplary member of "our" team and one worthy of high praise.

Michael Safranek  
Danbury Municipal Employees Association, UPSEU

Dear Mr. Boyle,

I can't tell you how grateful we are at the Redding Highway Department to have Ron Suraci as as union rep - he is professional, thorough and always has our best interest on his agenda. The Redding Highway Dept. was the very first members of another union in this area for thirty plus years and I can say we have had more contact with Ron in nine months than we had with the other union in thirty years! He was willing to come here multiple times and help us - to explain everything during negotiations and made us part of the process - he fought hard for our small group and that was something the old union never did. He gave his time and his advice and we are pleased to have finally come to an agreement with the town during these difficult economic times. We look forward to a long and healthy relationship with Ron and UPSEU and we are proud to be some of your newer members.

Will Whitman  
Redding Highway Department



to all our Members and Their Families

*Making a Difference in the Workplace*



UNITED PUBLIC SERVICE EMPLOYEES UNION  
3555 Veterans Highway, Suite H, Ronkonkoma, NY 11779  
21 Aviation Road, Albany, NY 12205  
288 Genesee Street, Utica, NY 13502  
130 Research Parkway, Suite 101, Meriden, CT 06450  
4 Post Office Square, Clinton, CT 06413  
One Bergen County Plaza, Rm 396, Hackensack, NJ 07601  
101 State Street, Suite 607, Springfield, MA 01103

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