

**United Public Service  
Employees Union**



# The Advocate

We Are Making a Difference in the Workplace

Spring 2013

## Welcome Ridgefield Board of Education Secretaries, Paraprofessionals & Nurses!



Secretarial Unit Vice President Colleen Murphy  
and President Ellen Mari



Paraprofessionals Unit President Carol Acocella  
and Vice President Elizabeth "Glenny" Montanari



Nurses Unit Vice President Linda Silvers  
and President Andrée Fitzgerald

Over the past six months UPSEU has welcomed three new bargaining units just from the Ridgefield, Connecticut Board of Education alone! This past December, the Ridgefield Nurses who were previously unorganized had originally contacted AFSCME to represent them. Days before the election, some of the nurses had contacted UPSEU and asked us to intervene in the election. The vote was unanimously in favor of UPSEU. Two months later the Ridgefield BOE Secretaries also voted unanimously to leave CSEA/SEIU and join UPSEU. This past March in a Connecticut state run election, after twenty years of representation by CSEA/SEIU, the Ridgefield BOE Paraprofessionals decided to follow the trend of the nurses and secretaries and voted to join UPSEU in order to obtain a higher level of representation.

**Welcome to the UPSEU family, Ridgefield Board of Education Members!**



**United Public  
Service Employees  
Union**

*Making a Difference  
in the Workplace*

#### **Our Mission**

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

#### **UPSEU Officers**

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Executive Vice President

**Kimberly Nowakowski**  
Vice President

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



With many public sector employers cutting staff by not hiring for vacancies or worse yet, laying off existing employees, workloads as well as stress levels are at an all time high. Although I have written on this topic before, I think it's a good idea to revisit a few important principles during these times of "do more with less."

First and foremost, it is critical that you work at a normal work pace. That includes arriving on time, leaving on time, and taking your lunch/dinner breaks. I know that some of you are saying to yourselves, that's impossible. It may not be possible for you to do all your assigned tasks, but it is possible to stick to your assigned work hours and breaks. You need to remember that when your employer and the taxpayers decide to layoff or not fill vacancies, they are making a conscious decision that the work is not important enough to fund. This doesn't mean that you can blow off the newly expanded work; it just means that you attempt to get as much done as you can at a normal work pace. When all the work cannot be completed, it is your responsibility to let your supervisor know what hasn't been done. It is up to your supervisor to determine the priorities.

Sometimes this newly expanded work may belong to a higher civil service title area of work and does not fall within your titled job description. Don't judge for yourself; instead you should contact your UPSEU representative to evaluate the new duties and whether it is within the proper area of your work title. Whether it is a matter of the amount of work or the type of work that seems it does not belong to your title, do not give your employer a reason to claim insubordination. The most common forms of insubordination are failure to follow instructions or directives from a supervisor and an outright refusal to perform the work. In labor relations, there exists a general principle of "do now and grieve later." This means if you do not agree with what has been asked of you, you need to do it anyway and then contact UPSEU. The only exceptions to this would be if you are asked to do something which may cause immediate harm or is illegal. An example of immediate harm would be if you are told to fix the antenna on the roof during a lightning storm. An example of something illegal would be if you are told to steal employer property at the request of a supervisor.

You may be saying to yourself, just how do I follow the "do now, grieve later" principle while working my normal work hours and not completing my assigned work? If an honest effort is made, then failure to complete the work is not insubordination; whereas refusal to perform the work, is. Since there is a fine line between the two, you need to contact UPSEU for assistance.

With tighter and tighter budgets, come more and more disciplinary measures against members. Some of these are due to a member taking matters into their own hands, while others are a matter of the employer being less tolerant. If your supervisor begins creating a "paper trail" of your alleged poor work performance, it is critical that you contact your UPSEU representative immediately. Waiting until there is disciplinary action may be too late for the union to save you from suspension, demotion, or termination. Remember that if you are called into a meeting for an investigation by your supervisor, you have a right to union representation. If the meeting is just to discuss work procedures, and you are not being questioned, it is considered a normal workplace meeting. However, if you begin to be questioned and you feel that your answers may lead to disciplinary action, then you need to request that a UPSEU representative be present. At that point, all questioning should stop until representation is available. Although you cannot refuse to answer questions, if they refuse you union representation, your answers cannot be used against you. Many employers will advise you either in writing or verbally that you have a right to a union representative, but **YOU MUST ASK FOR ONE!**

Whether the issue is workload, insubordination, paper trail or an investigation, it is important that you contact UPSEU as soon as possible; the earlier we are involved, the sooner we can advise you on how to handle it. Although member phone calls and emails have increased, due to employers taking a more aggressive approach, we are always available to help you in all aspects of your workplace environment and conditions. **DO NOT HESITATE TO CALL US; IT IS WHAT WE ARE HERE FOR!**



# UPSEU Welcomes Our New Members!

## UPSEU Wins Landslide Victory Against SEIU



South Windsor Municipal Unit President Evelyn Fowler

This past April in a Connecticut State Board of Labor Relations secret ballot election, the South Windsor Municipal employees voted to leave SEIU and join UPSEU in a landslide victory. After being represented by SEIU for numerous years, the membership found that SEIU was not meeting their expectations. SEIU's weak representation and poor performance at the negotiation table were two of the primary reasons for leaving SEIU. The South Windsor membership is excited to begin a long partnership with UPSEU.

## Double Header Win for UPSEU

On February 6, 2013 in two separate Connecticut elections, both the Wolcott Town Hall/Dispatcher Employees and the Windsor Board of Education Paraprofessionals both voted to join UPSEU.

The Wolcott Town Hall/ Dispatchers were previously represented by AFSCME and decided they needed better representation. The Windsor BOE Paras had been represented by NAGE and many felt as though they did not have a voice with NAGE as their union. The Paraprofessionals stood together and voted for a change to UPSEU, with UPSEU securing 98% of the votes in this election.



Wolcott Municipal Unit President Darcey Pagnoni & VP Mae Flynn

## Berlin Food Service Supervisors Join UPSEU

This past January the Berlin Board of Education Food Service Supervisors voted to join UPSEU, after previously having their own association. This unit had witnessed first hand the representation that UPSEU provides to the Berlin BOE Food Service employees, both on a regular basis and through their negotiations. The Supervisors knew that joining UPSEU was a decision that had to be made. They wanted to ensure that they too received the highest quality of representation that UPSEU is known for.

## Granby BOE Custodians Leave MEUI/SEIU to Join UPSEU



Granby Custodial Unit Treasurer Luis Soto, Negotiating Team Member Joseph Magnano and Secretary Gerald Monette. Not pictured is Unit President Michael Moylan

## Killingly Professionals Leave AFSCME to Join UPSEU

In a Connecticut State Board of Labor Relations secret ballot election, the Killingly Professional Employees voted overwhelmingly to leave AFSCME and join UPSEU. UPSEU is pleased to welcome Killingly Professionals to the UPSEU family!

## Double Header Victory in Weston, CT

In two separate Connecticut elections, both the Weston Police Officers and the Weston Dispatchers voted unanimously to join UPSEU! The Police Officers were previously represented by AFSCME Council 15 and the Dispatchers were previously represented by AFSCME Council 4.

## First Contract for Town of Danube Highway Workers

After long and sometimes contentious negotiations for a first labor agreement, UPSEU successfully completed negotiations with an agreement that covered all the key elements that the Town of Danube highway workers were seeking.

"I have to compliment the highway employees for sticking together through some very difficult times to achieve this agreement," stated Labor Relations Representative Phil Sedlock. The team, led by Mark Warner, together with Darrin Fisher and Bernard Mosher did an outstanding job. This four year agreement included no increase in their medical contribution, a major negotiating issue, as well as increased time off, new compensatory time language and reimbursement for work shoes.

## Windham Police Agree to Successor Contract

The Town of Windham Police Department and UPSEU have agreed to a successor contract for the years January 1, 2013 through December 31, 2015. The bargaining agreement consisted of raises in each year with additional increases for full time unit members. Also included was additional equipment such as winter coats and a boot allowance. There were also some language clarifications in addition to all the memorandums of agreement being incorporated into the collective bargaining agreement. Together with Labor Relations Representative Jack Rogers, unit members Greg Thorp and Tom Plank played an important part in the negotiations.



West Hempstead School District Clerical and Registered Nurses Unit at a membership meeting to honor retirees Unit Co-President Joellen Bromberg, (standing third from left) and Registered Nurse Betty Fink (seated, second from left)

## New Pact for Sand Lake Highway

UPSEU and the Town of Sand Lake Highway have agreed to a new multi year contract which includes a wage reopener for 2014 through 2016. The members longevity was increased at each level and the contract includes raises for promotions to various positions. Language regarding health insurance was changed so that all members' premiums are fully paid by the town. Also included were an increase in the buyout for insurance and an increased clothing allowance. This was accomplished with the assistance of members Bill Rohl and Bruce Wicks along with Labor Relations Representative Jack Rogers.

## New Pact for Killingworth DPW

The members of the Killingworth Department of Public Works voted unanimously to accept the new three year agreement. The pact included wage increases in each year of the three year agreement, while keeping employees' medical insurance to a minimal increase with no other changes to the insurance.

UPSEU Regional Director Ron Suraci stated, "Negotiations with the town went a lot smoother than in previous years." Thanks to Unit President Walter Adametz and Vice President Mark Albrecht for their assistance.



## **South Huntington Members Overwhelmingly Approve 4 Year Agreement**

With other units having settled with a hard freeze year one and a series of step freezes and delays, UPSEU was certainly up against a wall in the negotiating process. The negotiating team representing the unit which includes custodial, grounds, maintenance and transportation unit employees stood strong to achieve a balanced agreement for their co-workers. The agreement provided similar wages and health benefit changes offered to other units. However, UPSEU was able to move the hard freeze to the second year providing for retroactive pay and delayed the health increases a little later in the agreement. Other changes were achieved including an additional bereavement day and an additional personal leave use day. A significant issue, a no-layoff guarantee for 2013-2014 was included in the pact as well. Congratulations to the negotiating team led by CGM Chief Steward Kathy Hopkins and Transportation Chief Steward Sandy Zeis. The team included Noreen Iadanza, Diane Spallone, Mary McElearney, James Grego, Carlo Giordano, Kathleen Hopkins, Philip Martelli, Reginald Betts, Alan Miller, Warren Moder and Michael Lusardi.

## **Poestenkill Highway Achieves Contract**

UPSEU and the Town of Poestenkill have agreed on a successor contract with the Highway Department for the period January 1, 2013 through December 31, 2015. Our members received raises in all three years of the contract and also added another holiday, which brings them to twelve paid holidays per year. The change in the contribution for members' medical insurance resulted in additional take home pay and no loss of benefits. The negotiating team consisted of Dennis Knauer and Art Whitney along with UPSEU Labor Relations Representative Jack Rogers.

## **Hoosick Falls Police Ratify Agreement**

The Village of Hoosick Falls and the Police Department represented by UPSEU have completed negotiations and ratified a successor contract. The Police Department has both full and part time members. These officers will receive a percentage raise each year of the contract and in addition, the full time members will receive an extra hourly cash amount. The formula used to attain top pay was revised so that members could achieve it sooner. A buyout for medical benefits was incorporated into the collective bargaining agreement, as well. A probation period was also added as a new way for members to earn vacation and sick leave. UPSEU Labor Relations Representative Jack Rogers negotiated the contract, with the assistance of Unit President Guido Gabriel and covers the period through 2016.

## **UPSEU Reaches Agreements with Sayville School District**

UPSEU's Clerical and Custodial, Grounds and Maintenance Units both reached agreements on new contracts affecting both of the groups. By votes of 35 to 1 and 31 to 9, the Clerical and Custodial Units ratified new four year deals that patterned other district agreements, while maintaining on time steps. The contract included two new steps, improved longevity, and improved benefit fund contributions. A 2.5% increase in healthcare insurance premiums was also included.

Special thanks to the Clerical team of Maureen Grace, Susan Milewski, Maureen Koehler, Fran Knox and Sharon Linehan and the Custodial, Grounds and Maintenance team of Stephen Citera, Craig Martin, John Chandler, Leonard Cromwell, Robert Kempf and Richard Ortiz.

## **Northport Custodial, Grounds, Maintenance & Transportation Members Approve Pact**

A new three year agreement was overwhelmingly ratified by a vote of 64 to 10 by UPSEU's Northport members. After nearly a year of bargaining, an agreement was secured that increased wages annually, limited healthcare increases and provided some additional improvements as well. Special thanks to the unit negotiating team led by Chief Steward Jim O'Donohoe and the team that included Brian Farrell, James Hoffman, Patricia Nolan, Chris Koulermos, Dave Ryan, Ed Bach and Pete Fitzpatrick.

## Harborfields RNs Ratify First Contract



Harborfields RNs Deborah Fallenberg, Ilene Kalmar, Carol Caley, Joan Verado and UPSEU Vice President Kim Nowakowski

The Harborfields Central School District Registered Nurses joined UPSEU in the end of the school year of 2011. The small unit of four full time registered nurses had a two page document that listed their entitlements but their wage increases were unilaterally granted by the district each year until they joined UPSEU. “The nurses felt undervalued in their annual salaries considering their experience and years of service. The lack of discussion for a 2010 wage increase was the tipping point for action. Not only were they at the mercy of the district for annual wage increases, but a two page listing of entitlements isn’t enforceable since it wasn’t an actual contract,” recalled UPSEU Regional Director Kim Nowakowski.

With the help of Kim Nowakowski as the negotiator, and Labor Relations Representative Amanda Barker, the new unit negotiated for a contract which incorporated their entitlements, as well as annual wage increases retroactive to July 1, 2011. Along with the annual increases, they will receive a longevity increase at the 15 year level and base salary industry wage adjustments in the second and third year of the agreement. The agreement also established a long term disability plan. “The RNs saw the impact we have with representing other bargaining units in their district and made the right decision to join us too. This unit is now protected and has a strong voice through UPSEU,” said Amanda Barker. Special thanks to these new Registered Nurse members, Carol Caley, Deborah Fallenberg, Ilene Kalmar, and Joan Verado for their patience and persistence during this process.

## Village of Tivoli Ratifies Contract

The Village of Tivoli and UPSEU have agreed to a new successor contract through May 31, 2015. Members received percentage raises in each year of the contract as well as a raise in longevity pay. Also included was a boot allowance and a clothing allowance not previously enjoyed. Special thanks to UPSEU member Cody Thayer for his assistance throughout the process.

## City of Troy Administrative Unit Reaches Agreement

UPSEU and the City of Troy have reached a contract after a three year battle which resulted in a retroactive contract to 2010. The contract consisted of retroactive payment for members and a reopener for 2013 and 2014 for wages only. This was the first contract for this group of administrators. In addition to salary increases, members received longevity, health insurance and holidays as well as vacation, sick leave and personal days. The members of the negotiating team were Neil Bonesteel, Joe Mazzariello, George Rogers and Chris Wheland. Labor Relations Representative Jack Rogers and UPSEU Executive Vice President Gary Hickey negotiated this collective bargaining agreement.

## New Pact for Rhinebeck

After just one mediation session, the Village of Rhinebeck and UPSEU settled their new contract which is retroactive to June 1, 2012. The contract includes raises in each year of the agreement. Language clarifications regarding seniority for work schedules, a significant issue was resolved favorably for unit members. An additional holiday including a half day for Christmas Eve was also included in the agreement. The clothing allowance was improved and new language regarding subcontracting was included as well. The negotiating team of Anthony Gasparini, John Raimondo, Michael Wolff and Tom Wallbank greatly assisted Labor Relations Representative Jack Rogers, who headed the team.

## Old Saybrook Dispatchers Ratify First Contract

Members of the Old Saybrook Emergency Dispatchers recently ratified their first ever contract. Formerly part of an AFSCME unit, the dispatchers joined UPSEU so they could have their specific needs addressed. “These members will finally get the raises they deserve in order to bring them up to the proper wage earnings for their job,” stated UPSEU Regional Director Ron Suraci.

## UPSEU Saves Columbia County Member's Employment

UPSEU recently prevailed in saving a long time special needs Columbia County member's employment. Brian Wolfe, a twenty five plus year Columbia County worker, had applied for a promotion in 2012 to fill an evening Facilities' position. The County had initially denied the promotion and, after UPSEU had filed a grievance on Brian's behalf, the County relented and awarded Brian the promotion.

After serving only a couple months in the new position, Brian's need for an accommodation for his special needs was raised by UPSEU and suggestions were offered to the County to help Brian be successful in his new position. Those suggestions were never acted upon and the County terminated Brian's employment. UPSEU immediately filed a grievance on Brian's behalf and a number of employees who had worked with Brian spoke up on his behalf as well. As a special needs individual, Brian is entitled to additional protections under the federal law.

After extensive discussions between the parties, and with the support of numerous employees and several Board of Supervisors, UPSEU and the County reached a settlement agreement. The terms of the settlement resulted in Brian being returned to work at Pine Haven, the place his county career began twenty five plus years ago, with no loss in seniority or contract benefits.

Kudos to Brian for his courage and tenacity in trying to make a career change! Many thanks to the employees of the County who supported Brian while serving in his promoted position and those who stepped up to speak on his behalf when he was terminated. Also, a special acknowledgment to the County representatives and Board of Supervisors who saw the unfairness and injustice in how Brian was treated and who stepped up and did the right thing.



## PERB Sides With UPSEU Village of Valatie Cited

The New York State Public Employment Relations Board (PERB) recently issued a decision citing the Village of Valatie as being in violation of the Public Employees Fair Employment Act, due to their refusal to bargain in good faith. UPSEU Labor Relations Representative Michael P. Kutski filed a charge because the village refused to provide unit negotiation information and failed to respond to numerous requests to set dates to commence contract negotiation. "It was obvious they didn't want to deal with us," stated Kutski.

Shortly following Kutski's filing of the charge, PERB held a pre-hearing conference at their offices, wherein the Village failed to appear for the conference and failed to file an answer to the charge, as required by law. The Village even went so far as to blatantly ignore the voicemail messages from the PERB Administrative Law Judge. In light of the Village's intentional disregard for their obligations under the law, PERB found them guilty of all charges cited in the improper practice charge. "The Village must now comply with the order. If they don't, they will be subject to further penalties by PERB and possible action in State Supreme Court," concluded Kutski.

## Southington Para of the Year



UPSEU Southington Member Cathy Riccio was recently honored for her hard work and dedication to the students and named Southington's Paraprofessional of the Year. Nancy Chiero, a special education teacher who has worked with Riccio for the past nine years said, "She's an inspiration to me. What she offers to students and teachers is invaluable."



# Fighting and Winning

## UPSEU Secures Proper Step Placement for Eastport Member

Recently UPSEU worked to secure proper step placement for LPN Christine Clark of the Eastport South Manor School District. “I stopped by for a normal service visit when Christine asked me about her step placement,” remarked UPSEU Vice President Kim Nowakowski. Upon researching the issue she found that Christine was indeed not on the proper step. Kim contacted the district right away. “It took a little bit of time to resolve but I kept on the district until it was taken care of,” said Nowakowski.

This bargaining unit had previously been represented by CSEA but because they had little to no contact with their members, Christine never had the opportunity to question it. “I’m grateful for the help Kim gave me, she was quick to respond and persistent in seeing it through. I see Kim in our Health Office often and she is always quick to respond to our needs,” stated Clark.



Eastport South Manor School District LPN Christine Clark with UPSEU Vice President Kim Nowakowski

## UPSEU Secures Employees' Longevity Entitlements

UPSEU Labor Relations Representative Michael Kutski and UPSEU Regional Coordinator Kathy A. Wright-Muzio were recently able to secure three employees' longevity entitlements. One employee was to have received his increment in February 2013 but the County's paperwork reflected that they would not credit him with the increment until months later. “When I became aware of the situation, we tracked it back and discovered that the paperwork delaying the increment was in error,” said Kutski. Shortly following the discovery, the County agreed to retroactively credit the employee with the increment.

There is a longstanding practice that employees who work for Hudson Valley Community College and who transfer without delay from Hudson Valley to the UPSEU bargaining unit, carry their seniority that they have accrued working for Hudson Valley. Two employees had not been credited with all of their service time with the County and HVCC. In these two cases, the employees were entitled to combine the seniority they had accrued in the UPSEU bargaining unit plus the time they had worked at HVCC. Once the information was verified, the employees were retroactively credited with all lost longevity and vacation entitlements.

## UPSEU Saves Rensselaer Employees From Being Fired

UPSEU Labor Relations Representative Shawn Morse saved two employees at the Van Rensselaer Manor from losing their jobs. “The County had served the employees with charges and suspended them pending review for discharge,” said Morse. Once Morse met with the administration, the County agreed to return the employees to work with full back pay and the employees agreed to accept a lesser penalty.

“Losing their jobs was an unfair and unjust punishment,” said Morse. Through Morse's efforts, he was able to convince the County to return the employees to work and to issue a punishment that fit the circumstances.





# UPSEU Members Shine

## NURSE SHARKS INVADE SARANAC LAKE



Front: DJ Fowler, Mike Harrigan. Back: Lori Kennedy, Mary Radimer, Jean Arleo, County Legislator Tim Burpoe, Shari Holmlund, Sue Patterson, Virgi Lester-Santy, Kate Fink and Peg Cantwell

Every year the Village of Saranac Lake holds Winter Carnival to celebrate winter, help with cabin fever, and to raise money for local charities. This year a group of employees from Franklin County Public Health Department's Saranac Lake Office decided to get involved in the activities and entered a team (The Nurse Sharks) in a new event called "The Mayor's Snowball Toss." Armed with lots of team spirit, as well as snowballs, the team marched to the competition singing a fight song written especially for the games. They impressed all involved, including the Mayor with their enthusiasm and team spirit. Teams were made up to two people each and as many as twenty five teams competed. Competitors paid \$.25 per snowball and raised close to \$ 500.00 for High Peak Hospice. UPSEU is proud to represent these community minded members, also known as "The Nurse Sharks."

## RN STEWARD RETIRES



ES BOCES Unit President Tina Fisher, with retiring RN Shop Steward Sue Mikilus and former Unit President Mary Ann Power

## SOUTHINGTON BOE PARAPROFESSIONAL HONORED



Senator Joe Markey, UPSEU member Judy Roberge, and State Representative Rob Sampson

On April 13, 2013 the ARC of Southington, Connecticut held a dinner dance at Hawks Landing in honor of UPSEU member Judy Roberge for her many years of service to adults with disabilities. Senator Joe Markley presented Judy with a General Assemboy Citation in recognition of more than thirty years of service to the Southington Special Education Department, the Southington Parks and Recreation Department, and the ARC of Southington. Congratulations, Judy!

## LYNBROOK MEMBER RECOGNIZED



Brian Stanton of the Lynbrook building department and Building Inspectors Association of Nassau County (BIANCO), Stephen Haramis and President James Gilhooly

Nassau County Executive Ed Mangano presents UPSEU Village of Lynbrook member Stephen Haramis with a citation in recognition of his outstanding and dedicated efforts in the profession of building inspection and code administration.

# Member Benefits

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\$500

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Click on Member Benefits to download an application.

If you are registered on our website you may complete an application on-line.

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Discount Code: 644514112



**Enterprise Car Rental**

Discount Code: xz24190 Pin: IUJ





# UPSEU Mailbox



*Dear Kevin and Staff,*

*I cannot thank you enough for your outstanding response, as well as UPSEU's exceptional representation in my defense. As a Park Ranger for the Town of Islip for twenty nine years, I was served with charges seeking termination. UPSEU representatives and attorneys were available at all hours to address my concerns and answer any and all questions and to successfully have me reinstated to my position. Thank you for your first rate representation.*

*Ed Carter*

*Town of Islip Park Ranger*

*Dear Matt,*

*I just want to formally thank you for being at today's meeting. I know the great effort you went through to make yourself available to deal with this issue on such short notice, and it is greatly appreciated. I'm very pleased with the way things went, and hopefully the results will be positive for the employee involved. I also know how much she appreciated your being there to support her. Your handling of the situation was professional and instrumental in producing a good outcome. It's been so refreshing to have a representative who is responsive and who is truly looking out for our welfare. We couldn't be happier with the choice we've made. I know the Ridgefield secretaries made a great move putting their trust in you and UPSEU. Thank you again. I look forward to a long and rewarding relationship.*

*Ellen Mari*

*Ridgefield Secretarial Union*

*Dear Kevin,*

*Thank you for Wayne Gilbert, UPSEU Connecticut Regional Director. We had a long day yesterday working with him and Attorney Brooke Sherer at our MPP hearing. He did what he said he would do from the first day of this ugly mess, hearing all our questions and our moaning. He explained all that would happen. He was there for our calls and emails. In my book he deserves a merit raise. He also settled a grievance yesterday, he worked with us on a grievance that was going to arbitration with Wayne and Attorney Bill Ward, and we were able to settle with upgrades for two of our clerks who were upgraded for working out of their classification.*

*Thank you.*

*Kathleen Kordek*

*Hamden BOE Paras and Clerical Employees*

*Dear Amanda,*

*Thank you so much for all of your time, patience and expertise helping us with our new contract. It has been a pleasure having you lead our team.*

*Eileen McCartney*

*Oyster Bay/ East Norwich RNs*

*Dear Kim,*

*Thank you for giving so much of your time in resolving the dilemma involving vacation and compensation time here at Waverly. I appreciate you coming to the meeting so unexpectedly.*

*Eleanor Anderson*

*Sachem Clerical*

*Dear Mr. Boyle,*

*I have to write to you to commend Mr. Wayne Gilbert. I have been a UPSEU member for 14 years and am also Vice President for our unit. I have known and have worked with Wayne and would like to give him the praise he deserves. Wayne is first of all personable, professional, intelligent, dedicated, productive, committed, and a 100% go getter for "his people," any and all of the UPSEU members. I have worked with him and have witnessed him at E-board meetings, union meetings, MPP, grievances, contract negotiations, et al. He is a 100% go getter for the members and represents UPSEU in a most efficient, productive and professional way. I can go on and on with all the praises and respect I have for Wayne Gilbert both personally and professionally. You, your organization, and I are both lucky and most fortunate to have Wayne as an associate and a friend. He truly and always "goes to bat" above and beyond for all the members and UPSEU units. I just had to share my thoughts, respect and admiration for Wayne Gilbert with you. He most certainly deserves these accolades and then some!*

*Holly Adamo*

*Hamden Middle School*

# Summer is Coming: Unwind Don't Unravel



**At Healthcare Assistance with Member Support** we want you healthy, but just as important is our ability to protect your job. HCAMS main goals are offering confidential services and Job protection.

Super Storm Sandy, devastation in a Colorado movie theater, a Connecticut school, the Boston Marathon: constant news is streaming into our already stressful lives with jarring impact. Compounding anxiety, trauma and stress conditions are real issues that require real solutions.

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Embrace good change, make time for yourself, and spend the summer getting the assistance that you need to keep your normal from unraveling.

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*Making a Difference in the Workplace*



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