

United Public Service Employees Union



The Advocate

We Are Making a Difference in the Workplace



Fall 2014

Contracts Overwhelmingly Ratified by Town of Islip White and Blue Collar Members



Front row: Town of Islip Liaison Ellen Pleasant, UPSEU President Kevin E. Boyle, Jr., UPSEU VP Kim Nowakowski. Back row: White Collar Unit Recording Secretary Theresa Baio, President Ana Christina Pollizatto, VP Lisa Pfaffe, VP Alicia Totura, VP Barabara Maltese.



Town of Islip Blue Collar Unit President Tom Snyder, VP Bernard Dennis, Kevin Horrmann, Recording Secretary John A. Mattia, VP Chris Warren, VP Jennifer Nin. Not pictured VP Ken Lipton.



**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.

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A Message from President Kevin E. Boyle, Jr.



Given recent events within the NFL, a lot of folks are talking about domestic violence. For some, it is a sign that football should be ended since violence begets violence. Others see it not about the game, but rather about the backgrounds of the offenders. Regardless of how you feel about the NFL and recent incidents, I see it as a reminder that domestic violence is a real concern that often occurs in the privacy of the homes of folks from every walk of life, socioeconomic level, and profession in communities all across America. These events often gain little to no attention unless it leads to a major event such as the loss of life of the victim.

You may be thinking, what has all this got to do with you as a member of UPSEU. According to OSHA nearly two million American workers are victims of workplace violence each year. Although not every incident involves domestic violence spilling into the workplace, nearly 70% of domestic violence victims are harassed in their workplace. It is important for you to recognize the signs of domestic violence, because not knowing can magnify the risk of danger to both the victim and his/her co-workers.

Some of the warning signs that a co-worker may be experiencing abuse at home include unexplained bruises and injuries, frequent absences from work, low self-esteem, personality changes, fear of conflict, taking blame for what the batterer does, and withdrawal from co-workers. Signs that the violence may be escalating include increased fear, emotional outbursts, clear signs of injury, and deteriorating work performance.

Very often victims of abuse are fearful of asking for help. Offer your co-worker the phone number of your Employee Assistance Program and that of the union. Ask your union representative or your Employee Assistance Program for guidance. The Employee Assistance Program can provide consultation and guidance to you and your employer, provide short term counseling, and referral to outside agencies for assistance. EAP programs very often can provide training on prevention of workplace violence and on domestic violence in general.

The union plays a large role in both supporting the employer's workplace violence policy and being cognizant of situations that have the potential for violence. We are also sensitive to stress generated by the workplace and can assist members in alleviating it. We can encourage members who show signs of stress to obtain help through their EAP and to advise members, if they inquire, of the procedures for reporting violent behavior. We will also ensure that the employer takes every incident or threat seriously. If there is an order of protection, we will advise the member of the importance of making management and security aware of such.

You may have recently seen The NO MORE Public Service Announcement Campaign on TV that features more than fifty celebrities and public figures including NFL players, asking bystanders to get involved. The NO MORE campaign is focused on ending domestic violence and sexual assault and seeks to break the social stigma, normalize the conversation around domestic violence and sexual assault, and increase resources to address these urgent issues. NO MORE is aligned with hundreds of organizations working at the local, state and national levels on prevention, advocacy, and services for survivors. For more information, go to www.nomore.org.

If you are unsure if your own situation at home is, or may lead to domestic violence or if your partner tries to isolate you from the people who care about you or tries to prevent you from going to work, tell someone immediately. Remember that it is not your fault and you cannot make the other person better. Whether the violence is emotional, physical or sexual, it is never alright, nor does it typically occur only once. Make sure you have a safety plan both at home and at work. Reach out to your UPSEU representative, your Employee Assistance Program, and/or the National Domestic Violence Hotline at 1-800-799-SAFE to learn about laws, shelters, and other resources that are available to you.

Congratulations 2014 Scholarship Winners!

Paul T. Burch \$1,000 Awards

Melissa A. Coates

Nurse Practitioner
Daughter of Angela Coates
Commack School District

"By continuing my education and becoming a nurse practitioner, I will have the resources to continue researching ways we can treat and fight cancer."



Emily L. Hunt

Speech Pathology
Daughter of Ronald A. Hunt
Herkimer County

"I aspire to have an impact on society by becoming a speech pathologist, so I am able to assist others by guiding them to communicate more effectively."

Dependent Child \$500 Awards

Douglas Arena's daughter Heather
Gina Beach's son Travis
Angela Bouchard's son Alec
Christopher Brown's daughter Cassandra
Linda Caccamo's son Matthew
Donna Caruso's daughter Danna
Carolann Chesnos' daughter Melanie
Scott Ciccarella's daughter Jessica
Lisa Cohen's son Ryan
Anna DelRosso's daughter Christina
Angela Dimke's daughter Lauren
Michele Donnelly's daughter Meghan

Matthew Duby's daughter Lindsey
Lynn Elmy's son Kyle
Geraldine Entrup's daughter Rebecca
Mark Gatzounas' daughter Madeline
Cynthia Gelbach's daughter Lindsay
Barbara Gettig's daughter Amy
Debra Grandinetti's daughter Gianna
William Hinchey's son Brian
Margaret Jehle's daughter Emma
Lisa Ketzlick's daughter Jessica
Debra Maffiolini's son Steven

Silvia Melgarejo's daughter Sabrina
Shari Meshulam's son Justin
Robert Murphy's daughter Kaitlin
Robert Murphy's daughter Shannon
Sylvie Napoli's daughter Danielle
Ellen O'Keefe's daughter Caitlin
Gina Pedrolis's son Kyle
Karen Pettigrew's daughter Kelly
Carol Schott's daughter Maureen
Lori Simoes' son Justin
Laura Thomas' daughter Kelly
Nicole Tortora's daughter Olivia

Member \$500 Awards

Marianita Cleere
Erika Elmore
Dana Jackson, Jr.
Antoinette Kahl

Marlene Moore-Callands
Carolyn Muller
Hannah Ohemaa-Takyi
Stephen Pugner

Christine Quinn
Matthew Rhone
Anne Smallwood
Greg Tucker



The UPSEU Albany Scholarship Committee met in July to award the UPSEU member, dependent and Paul T. Burch scholarships. Pictured above are Deb Strange, Camille Allen, Beverly Greco, Linda Kirnan, Ryan Baum, Michael Wilson, Ava Skala, Jamison Facticeau and Lee Zarpentine. (not pictured are Dan Mahoney, Steve Geurds, Kathy Wright-Muzio, Erin Messina, Maureen Armstrong, Evelyn Overton and Kim Nowakowski)

Welcome New Members

City of Hackensack Votes UPSEU



Welcome to UPSEU City of Hackensack
Health Department Members

Village of Lawrence Leaves CSEA for UPSEU

In a recent election, the Village of Lawrence voted unanimously by a vote of 25 to 0 to join UPSEU. After being let down by their CSEA union, the employees began looking for better representation and sought out the help of UPSEU.

“CSEA representatives were not responsive and left the negotiating committee without the needed support to continue the negotiation process,” said UPSEU Labor Relations Representative Jim Gangale. We welcome and look forward to representing the hard working men and women of the Village of Lawrence in order to achieve a collective bargaining agreement they can be proud of.

The White Collar employees in the City of Hackensack had enough. Their union was out of touch and ineffective. Their phone calls went unanswered. Grievances weren't addressed in a timely fashion. The business agent didn't even communicate with the Shop Steward. The unit, and unity, were broken.

They decided it was time for a change. The forty employees, representing the Administration Staff, the Health Department, the Courts, Building and Code Enforcement and the Police Department clerical staff called on UPSEU Representative Mark A. McCart to ask if UPSEU could help.

Within a month PERC held an election and UPSEU was successful. Only one ballot was cast for the old union, OPEIU Local 32. UPSEU immediately held a membership meeting, taking proposals, electing Shop Stewards Maria Taraglione, Elaine Montalbano and Dawn Chaplain and a negotiations committee.

McCart said, “For UPSEU, repairing broken shops neglected by their previous union is business as usual. The concept of basic visitation, of timely grievance handling and open communication seems foreign to some unions. For UPSEU, it's just how we do business and we look forward to getting these members back on track.”

East Haven BOE Security Guards Vote Unanimously for UPSEU

In a secret ballot election conducted by the Connecticut State Board of Labor Relations, the East Haven BOE voted unanimously for UPSEU. The employees were previously unrepresented and had no voice in the workplace. As a result of this election, that will immediately change, with UPSEU paving the way. The security guards saw firsthand the level of representation that UPSEU has provided to others in their school district, as UPSEU also represents the custodians, secretaries, food service employees and paraprofessionals.



Village of Chatham new members John Bartholomew, Dave Teator and Phil Genovese

Village of Chatham employees contacted Labor Relations Representative Michael Kutski in regard to leaving CSEA. When the dust settled and the ballots were cast, UPSEU won by a landslide. Michael Kutski and the negotiation team will meet with the Village to start negotiations. UPSEU welcomes the Village of Chatham.



Negotiation News

Cold Spring Harbor Clericals Unanimously Approve Pact

A new eight year agreement for Cold Spring Harbor Clerical Unit members will now provide annual raises over the life of the agreement together with increased longevity. Health coverage, a significant issue in the negotiations will increase by one percent in each of the last two years of the contract. An overtime issue that has been controversial in each of UPSEU's past negotiations was providing overtime pay or compensatory time between 35 and 40 hours at straight time. UPSEU had made gains in prior contracts, but in these negotiations it was a central issue. The agreement will now provide overtime after 35 hours either in pay or compensatory time, at the unit member's option. Increased sick leave and a new snow day provision will be provided for part time employees.

The agreement was unanimously approved by the unit. UPSEU President Kevin E. Boyle, Jr., who was assisted by Labor Relations Representative Amanda Barker, commended the team of Annette Dipietro, Barbara Grieco, Donna Buttacavoli and Susan Johnson for their outstanding efforts throughout the process.

Bethel BOE Paraeducators/ABA's Ratify 3 year Successor Agreement

The Bethel BOE Paraeducators/ABA's overwhelmingly approved a three year successor agreement with above market wage increases in each year of the contract. This was the first successor contract negotiated by UPSEU, as the unit was previously represented by CWA Local 1103.

During negotiations, the committee led by Matt Geer of UPSEU advocated for a title change due to the job evolving over the years. The union was successful in changing the title of "paraprofessional" to "paraeducator," as this is the title recognized by the Connecticut Department of Special Education and by Governor Malloy. It was a very important issue for the members to have their job accurately reflected in their job title.

In addition, the new contract includes numerous other improvements such as an additional paid holiday for ABA's due to work performed during the summer, increased life insurance by \$10,000 for each member, increased hygiene stipend, increased bereavement leave, increased sick leave accumulation time, added mileage reimbursement language, and added lunch break language. The union was also able to add language to the contract regarding employees having two week's notice prior to any involuntary transfer, as in years past the members were transferred with no notice at all. The members will also now receive their employment notification for the following year, fifteen days earlier.

The negotiation process was professionally conducted by both parties from start to finish, which according to the committee, was a change from previous negotiations with CWA at the helm. The negotiating committee consisting of Unit President Pat Heinzer, Cathi McCabe, Marisa Dilorio, Shari Kliegl, Mary Ellen Calzone and Elisa Bartolini did a terrific job advocating on behalf of the entire membership to ensure the best possible successor agreement. All of their hard work and tireless efforts were instrumental in reaching a great contract for our Bethel BOE Paraeducator/ABA membership.

UPSEU Secures Three New Contracts for Plainfield Workers

UPSEU recently completed three separate contract negotiations for Plainfield Emergency Dispatchers, Highway Department and the Board of Education Custodians.

Each bargaining unit has its own collective bargaining agreement that was negotiated separately, taking into consideration the needs of each group. Every group received a solid wage package that included above average wage increase and a very minimal increase in insurance payments.

The Custodians, Highway employees and Emergency Dispatchers all voted separately to approve the new agreements. We only had one vote against approving the new agreements. UPSEU Representative Daniel Bonfiglio stated, "The members of all three units were a pleasure to work with."

West Islip School District Members Approve New Pact

A new agreement negotiated on behalf of UPSEU West Islip members was approved by the overwhelming majority of the unit. The agreement, in addition to salary increases, provides for on time step movement, an improved long term disability plan with a shorter waiting period, an additional holiday for part time food service employees, and an improved weekend/holiday guarantee for transportation members. A retirement incentive was included as well. Of significance, the agreement held the line on health contributions for existing employees.

UPSEU President Kevin E. Boyle, Jr. thanked the team of Jim Moran, Joe Troiano, Frank Mariani, Veronica Tardugno, Debra Tammone, Cathy Weingarten, Barbara Lirosi, Clive Scarr, and Dennis Cronin for their efforts throughout the process.

Rensselaer County Team Delivers New Agreement and More...

With money in each year of a four year agreement and other gains including a retirement incentive, UPSEU members recently approved a new contract by a whopping 90% margin. Moreover, this ratification vote came within a few votes shy of breaking the record of voter turnout in UPSEU's 20 plus year history in Rensselaer County; clearly signifying strong support of the UPSEU negotiating team in delivering a solid contract.



UPSEU President Kevin E. Boyle, Jr. commended the work of the team stating, "This was a great negotiating team that worked extremely hard in many meetings over many months to secure a fair agreement and the overwhelming vote of their co-workers made it all the more satisfying." Boyle also praised the work of UPSEU Regional Coordinator Kathy Wright-Muzio and Labor Relations Representative Mike Kutski for their diligence and understanding of the issues, which was of great assistance throughout the process. Kudos to the team led by Unit Officers Jamison Facteau, Dan Mahoney and Sue McAvoy and which included Dawn Breault, Jill Facteau, Lee Hilderbrand, Theresa Jackson, Gary Hebert, Suzanna Manning, Mike Molesky, Daniel Patrick, Jeff Romano, Walter Spallane and Harry Theophiles.

Boyle went on to convey how the Negotiating Team had witnessed a baby boom during the negotiating process, as each of the Co-Chief Shop Stewards had births during the many months of negotiations. Dan Mahoney's wife, Nicole was the first of the group to give birth to their first child, Madeline in April. Jamison and Jill Facteau welcomed their son, Jackson to their family of three girls in early August and not long after, Sue and Eddie McAvoy celebrated the arrival of their first child, Declan. Boyle concluded, "What is the chance of three unit officers having births during the same year and during the same negotiation!" Congratulations Dan and Nicole, Sue and Eddie, and Jamison and Jill!

ES BOCES Members Approve Pact

A new seven year agreement covering the four hundred plus UPSEU Unit at ES BOCES has been approved by UPSEU members. A difficult and certainly protracted negotiations was ultimately resolved after UPSEU and approximately one hundred members attended an agency board meeting and through the efforts of a NYS PERB conciliator. "Ultimately it was the conciliator Kim Ward who put the parties on the path to settlement. Her efforts made a tremendous difference," said UPSEU President Kevin E. Boyle, Jr.

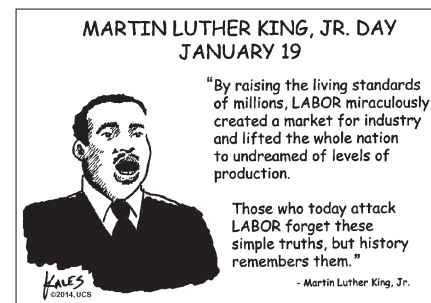
The agreement provides seven years of wage increases, including significant retroactive pay. Issues related to healthcare waiver, current plans covered under the contract, and the employer's contributions for health coverage were issues that impacted the process and were resolved with the conciliator's involvement. Recent contracts affecting other units at the agency had a negative impact on this unit's negotiations but we pushed the agency to address such issues differently for our unit. "We have had difficult negotiations in my 22 plus years negotiating for the unit, but this was clearly the most difficult. I, for one appreciated the hard work of the negotiating team as did many members," Boyle concluded.

New Fairfield BOE Secretaries Approve Contract

The New Fairfield BOE Secretaries have unanimously approved a successor collective bargaining agreement. The new agreement has a three year duration, and includes above market wage increases in each year of the contract, retroactive to July 1st. The new agreement also includes one additional sick day in each year of the agreement, which raises the number of sick days from twelve to fifteen, by the end of the agreement. In addition, the health insurance remains unchanged during the first year of the agreement.

UPSEU's Matt Geer, who led the team during these negotiations stated, "These negotiations were a huge success and our membership was extremely pleased and supportive of the new agreement. The secretaries were expecting to closely mirror the teacher's contract, as in year's past while under the direction of another union. They were impressed with the fact that their contract was now superior to the teacher's recently negotiated contract."

Special thanks to the Negotiating Committee consisting of Unit Co-Presidents Barbara Schwalbe and Carole Dommermuth, as well as Donna Fejes, for all of their hard work and support throughout the process.



Branford Water Treatment Members Approve New Pact

UPSEU Branford members voted nearly unanimously to approve the new four year deal that included wage increases, as well as increases in standby pay and life insurance. We were able to achieve a fair agreement without any substantial change in insurance costs. The negotiation process went smoothly and the result was a fair agreement for all involved. "Sometimes it takes a lot longer to get an agreement, and in this case patience paid off," stated Suraci.

Members in the News

UPSEU and Town of Islip Reach Agreement for Blue and White Collar Units

United Public Service Employees Union and the Town of Islip reached a settlement for two new agreements that will provide unit employees with annual wage increases. Upgrades for certain titles in each unit were included in the deal. The union's membership overwhelmingly approved the agreements.

UPSEU President Kevin E. Boyle, Jr. who headed up the union's negotiating team stated, "The agreements are fair to both our members of each respective unit and the town's taxpayers." Boyle went on to say, "The groups' former union, Local 237 of the Teamsters allowed the unit's wages to plummet to the bottom of towns within Suffolk County. While current economic conditions didn't allow for the type of wage adjustments the unit needs to bring their wages to where they belong, with no concessions the unit felt the agreement was a major step in the right direction." There are approximately 600 employees covered by the agreements.

Islip School District Units Achieve New Contracts

A new three year agreement will provide Islip School District CGM unit members with annual raises plus on time step movement, a snow closing incentive, a retirement incentive and will continue the February recess for the duration of the agreement. The District had proposed to replace wage increases with bonuses, a concept that UPSEU and the team rejected throughout the process.

The agreement maintains health coverage at existing levels. UPSEU President Kevin E. Boyle, Jr. commended the team of Nick Carone, Edward Kramer, Jr., Jason King, Jermaine Mason, Kevin Mercer and Steven Saidler for their work throughout the process.

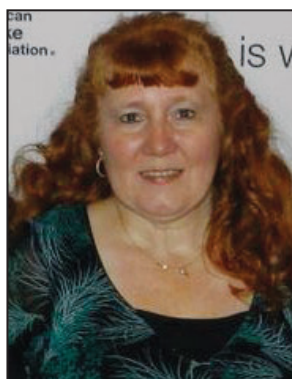
A similar agreement was reached for the Clerical unit as well. "The team held strong in negotiations, which proved difficult but they remained patient," said Boyle. The team consisted of Unit President Laura Lucas, Roseann Apostolico, Sue DeBus, Yolanda Alvarez and Robin Bauer.

Village of Red Hook Police Officer Saves Two Year Old Boy



Sgt. Patrick Hildenbrand of the Red Hook Police Department with Matthew and Mom

When Sgt. Patrick Hildenbrand of the Red Hook Police Department saw a car speeding down South Broadway, he had no idea that the next few minutes would be a matter of life and death. The driver of the speeding car locked his brakes, threw open the door and emerged with a lifeless child in his arms. Heading at full speed to the hospital, Sgt. Hildenbrand began coaching the father on CPR. When that failed to work, Hildenbrand reached backwards and started two finger compressions on the little boy until they arrived at the hospital. Due to his quick action, little Matthew is alive and well. "It's an emotional thing. I'm glad his parents will be able to see him again and play with him," stated Hildenbrand.



UPSEU Wallingford BOE Clerical Unit member Debi Mrozowski was recently honored by the American Heart Association for saving a man's life at a local basketball game by performing CPR until paramedics arrived. She is now a volunteer with the AHA to ensure more people learn CPR. Congratulations, Debi!

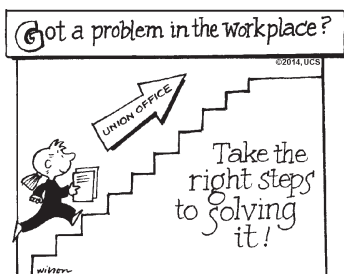
Fighting and Winning

Court of Appeals Affirms Lower Court Ruling in Town of Islip Vehicle Case

After several years of winding through the courts after a favorable PERB decision, the Court of Appeals affirmed all the lower court's ruling that were previously made in the union's favor. UPSEU and the Public Employment Relations Board which supported its position, both presented arguments before the Court of Appeals. In its decision, the Court of Appeals remanded the case back to PERB to calculate damages.

The case centered on the town's decision to remove take-home vehicles from employees who had the benefit for a number of years. The town had decommissioned or sold off the vehicles after its decision to remove them from employees. PERB had ruled that the town did so without notification to or bargaining with the union. The Court of Appeals decision did not require the town to buy new vehicles, but agreed that the town must pay the affected employees for costs associated with their travel to and from work. Most of the individuals were in positions that require them to be available to return to work and to report to designated areas during emergencies within the town.

UPSEU President Kevin E. Boyle, Jr. stated, "We are pleased that this case was ruled on favorably. It's unfortunate that the prior administration of the town caused this issue, wasting countless taxpayer's dollars. We eagerly await PERB's assessment of the damages and for affected employees to receive their appropriate compensation."



Employees' Info Remains Personal

Thanks to the efforts of UPSEU Labor Relations Representative Linda Kirnan, Oneida County employees' personal info remains just that - personal. During a recent charity campaign, the County issued a directive that all employees, including those who would not be making a contribution, must submit their personal contact information.

"Those employees not contributing did not want to or feel they should have to supply any personal information," said Kirnan. Upon being informed of the situation, Kirnan immediately contacted the County Administration and ensured that this directive was lifted and that employees did not have to provide their personal information to this outside concern.

Member Restored to Overtime Roster

Thanks to the efforts of UPSEU Labor Relations Representative Lee Zarpentine, a UPSEU member who was unfairly removed from the overtime roster, was restored and is now eligible to earn overtime.

"The County mistakenly attempted to use removal from the overtime roster as a means to punish an employee," said Zarpentine. He went on to say, "Clearly, that is not in compliance with the contract or the law and I filed a grievance on behalf of the employee." Shortly after the grievance was filed, the County relented and the employee was put back on the roster.

Columbia County Workers Receive Snow Day Settlement

Many Columbia County workers received additional compensatory time in a settlement reached between UPSEU and the County for working during the Valentine's Day blizzard.

"The County had closed county buildings on Valentines Day 2014 due to a severe winter storm that made travel extremely hazardous. Some workers braved the conditions and came to work, while others couldn't even get out of their driveways. Of course, some departments such as Pine Haven Nursing Home, the Highway Department, Solid Waste, etc, had to remain open," said Kathy Wright-Muzio, Regional Coordinator.

"As we have done in the past when these types of situations arise, we met with the County to discuss how employees who worked would be compensated for working on a day the County was closed, and how those employees who were either sent home or couldn't make it due to the weather would be compensated," continued Wright-Muzio.

The County and UPSEU did reach an agreement wherein employees who had to work were compensated with additional compensatory/discretionary time off equivalent to the hours they worked up to their full time hours. Employees who were sent home due to their buildings closing were paid without charge to their accruals. Those employees who had not pre-requested the day and had called in because they could not make it, would also be paid without charge to their accruals.

"Every season we seem to deal with a severe storm like this and we have been fortunate enough to be able to work with the County, who is fair to all those affected," Wright-Muzio concluded.

For UPSEU Members

Employee's Termination Reversed

UPSEU member David Bell refers to it as "a newsletter success story," and UPSEU Regional Coordinator Kathy Wright-Muzio characterizes it as a "Big Win."

While out of work due to a worker's comp injury and while recovering from surgery, Mr. Bell received notice from Rensselaer County Sewer District Administration that he was terminated. "Dave contacted us right away and we notified the Sewer District that they were in error and needed to reverse the action immediately," stated Wright-Muzio.

Under New York Civil Service Law, an employee is entitled to be on leave for a worker's compensation injury/illness for at least one year before any action can be taken to sever their employment, should the employee be unable to return to work due to their illness/injury. In Mr. Bell's case, the Sewer District believed they could terminate him under a job abandonment clause in the contract because his medical review date had fallen during his immediate recovery from his surgery period and had not been updated with the District. Mr. Bell has been with the Sewer District for five years and has an excellent employment record. Instead of contacting him to inquire about an updated medical review date, the Sewer District just terminated him.

"While the Sewer District Administration specifically may not have had the information, the County has direct access to all relevant worker's compensation information regarding Mr. Bell's case and its status, and simply could have made an inquiry. Furthermore, the clause in the contract that the administration was referring to, does not pertain to worker's compensation cases and was improperly utilized for the basis of the termination by the Sewer District," stated Wright-Muzio. Thankfully, this did not end up becoming a long, costly legal battle and the County's Human Resource Director was able to reverse the Sewer's District's decision. Mr. Bell has since returned to work.

Overtime Compensation/Payment Is Employees's Choice

Several Oneida County departments have been advising employees that overtime compensation time must be paid as compensatory time. However, according to their UPSEU contract, overtime compensation is at the election of the employee and can be paid out either in wages or in compensatory time.

"Written notification was provided to the affected departments advising them of the terms of the agreement and thus far, that seems to have corrected the issue," stated UPSEU Labor Relations Representative Linda Kirnan.

UPSEU Secures Section 76 Victory for Roosevelt Member

When a UPSEU Roosevelt member was disciplined through a Section 75 hearing officer, UPSEU believed that the decision was unfair and filed a Section 76 appeal. The Section 75 decision provided for a demotion of the employee. A decision by the Civil Service Commission overruled the decision, restoring the UPSEU member to his former position and providing back pay and benefits for the difference between his prior position and the demoted position. UPSEU Labor Relations Representative Randy Tillman and UPSEU attorneys worked together on behalf of the member in securing the victory.



Holiday Restriction Withdrawn

The Department of Motor Vehicles for Oneida County attempted to implement a new policy which restricted the amount of vacations around holidays that employees could take.

"According to the contract, all vacation time requests will be approved based on seniority," said UPSEU Labor Relations Representative Linda Kirnan. The contract does not limit vacation requests surrounding holidays. After being advised of this unilateral change, Kirnan contacted the department head, who then rescinded the incorrect policy and issued an updated one that reflects the correct contractual provisions.

Employee Restored Donated Time

The Rensselaer County Grievance Review Committee has successfully resolved a potential grievance regarding the donation of sick leave. "The member told me that she had not received all of the sick time donations that were made to her," said UPSEU Co-Chief Shop Steward Jamison Facticeau. Facticeau, along with the other UPSEU committee members Kathy Wright-Muzio and Dan Mahoney, brought up the issue at the Grievance Review Committee meeting and, after some discussion, both the County and UPSEU agreed that the member was entitled to the withheld time of twenty nine days. "She's been dealing with some ongoing health issues, so this time comes in real handy," said Facticeau.

COPS Division Update

Chatham Police Achieve New Contract

The Village of Chatham Police Department and UPSEU have agreed to a new contract. As a result of the agreement, all members will receive a substantial flat dollar raise for 2014, as well as percentage raises for 2015 and 2016. The parties also agreed on an amount of available hours for patrols.

The officers now have seven holidays at time and a half, which are additional days from the previous contract. A clothing allowance raise for all members was also achieved. COPS Division Coordinator Jack Rogers and the members of the department worked together to successfully bring the contract to completion. Mayor Thomas Curran and Village Administrator Barbara Henry were very helpful as well.

The Chatham Police Department is one of our newest members of our continually growing COPS Division. They were previously represented by CSEA and voted unanimously to join UPSEU COPS Division. We welcome them and look forward to working with the department and the village.



Rhinebeck Police Sign Successor Contract

UPSEU and the Village of Rhinebeck Police Department have agreed on a successor contract.

The members have approved the new agreement which includes percentage raises and retroactive raises in each year of the contract. An increase in clothing allowance, a new level of longevity for members employed thirty years, and another holiday were added. There were no other changes. The team of negotiators included Steve Hanaburgh and Daniel Kaelin along with UPSEU's Jack Rogers. We are satisfied with the cooperation of the village in completing this contract for our long time members, especially after building a new police station for them.

Norwich Police Reach 3 Year Deal

A new three year contract for the Norwich Police Department is retroactive to July 1, 2013 and runs through June 30, 2016. This new agreement was designed to make corrections to the salary schedule in order to create consistencies between ranks and officers at various pay steps. In addition, the contract also adds a sixth pay step.

The city also agreed to offer standby pay for detectives assigned on a rotating basis and created shift differentials for evening and overnight shifts, for the first time. Officers who work Thanksgiving and Christmas will also be paid doubletime for the first time. The union made some concessions on the medical and pension coverage for future hires, in return for an increase in the current pension calculation.

Even though the contract negotiations extended more than a year after the previous contract expired, the city and the union were able to get a deal done without going to arbitration. "The negotiation process was very cooperative, whereby each party was able to secure a meaningful contract. It took some time but with the hard work of negotiating, we got it done!" said UPSEU Regional Director Ron Suraci.

Welcome Stillwater Police

Stillwater Police Department, a part time police department located in Saratoga County was previously independent. After searching for representation they chose the UPSEU COPS Division. As of January 1, 2015, we will represent this unit and look forward to working with the town and the membership.

We would like to thank Mike Sheridan and the membership for trusting UPSEU to be their bargaining agent. The Stillwater Police will be represented by UPSEU's Jack Rogers, Coordinator for the COPS unit.

Hudson Valley Community College Reaches Agreement

UPSEU and Hudson Valley Community College Public Safety have agreed on a successor contract. These employees were recently represented by the Non Instructional Employee Union and are now part of our growing COPS Unit (Coalition of Public Safety). All members received raises. Each year going forward, they will as well get an annual percentage raise.

As a result of negotiations, all members received a bullet proof vest, gloves, boots and flashlights, not previously purchased by the college. The negotiating team consisting of Jason Vandenburg, Terrence Buchanan and Michael Winnie, along with UPSEU COPS Division Coordinator Jack Rogers was a team that worked well together and completed this contract for the benefit of UPSEU members.



UPSEU Mailbox

Dear Jack,
Thank you for all your hard work. Myself and the members greatly appreciate it.
Vinnie Biele
Washingtonville Police

Dear Ms. Nowakowski,
I was honored to receive the recent notification that my son, Steven Maffioli, was selected as a recipient of a \$500 UPSEU Children's Scholarship Award for the 2014/15 academic year. Steven is a senior accounting major at Bentley University in Waltham, Massachusetts, and plans to continue his graduate studies at Bentley to complete his master's degree in taxation. Our family has endured a particularly difficult year, having lost my husband and beloved dad to our children, to pancreatic cancer not quite two months ago. In addition to being emotionally devastating, our loss has severely impacted our family financially. We are so grateful for the UPSEU scholarship award to Steven. This additional resource for his college expenses will be extremely helpful at a most difficult time.

Debra W. Maffioli
Town of Southington

Dear Kathy,
Thank you again for all of your support and assistance. Chalk up another one for the good guys!
Dan Torpey
Town of Colonie Administrative Unit

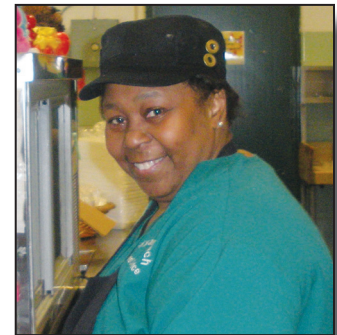
Dear Mr. Boyle,
I am grateful and thankful to learn that you have chosen me to be the 2014/15 recipient of the UPSEU Scholarship. I plan to utilize the award money to strengthen my administrative and secretarial skills to better serve the Economic Development Department in which I currently am employed. Although I hold a Senior Clerk Typist Civil Service title, I look forward to earning a career diploma, which will enable me to become a member of the International Association of Administrative Professionals which will open me to many new skills webinars/seminars and events. This organization currently leads the way in the latest office and administrative procedures which will allow me to acquire a professional secretary status. However, without your support I would not have been able to have taken the first step. This to me is another great example of how UPSEU cares about its members. I LOVE my new union! Thank you!

Annie Kahl
Town of Islip White Collar Unit

Dear Kim,
I want to thank you for all your help, running around, not once but two times, and a special thank you from me for putting up with all my ranting and raving, just taking it from me and going back and forth between Kevin and me, and holding strong through it all.
I truly appreciate it.
Josephine Vasiento
Sachem Clerical Unit

Dear UPSEU,
After 20 years of being shop steward I will resign. I will help my successor in any way I can. I will always support UPSEU. Thank you to all members and representatives. Special thanks to Kevin Boyle, Gary Hickey and Michael Kutski.
Michael D. Wolff
Village of Rhinebeck

UPSEU Unit Leaders



Shop Steward Brenda Sexton
Wyandanch Food Service



Danbury Municipal Unit
President Frank Sequenzia
attended the 2014 CT State
Board of Mediation and
Arbitration Conference.



Assistant Shop Steward
Carolyn Smith
Wyandanch Security

UPSEU Wishes You and Your Family



Making a Difference in the Workplace



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