



The Advocate

We Are Making a Difference in the Workplace

Spring 2014

UPSEU Welcomes 5 Massachusetts Units!



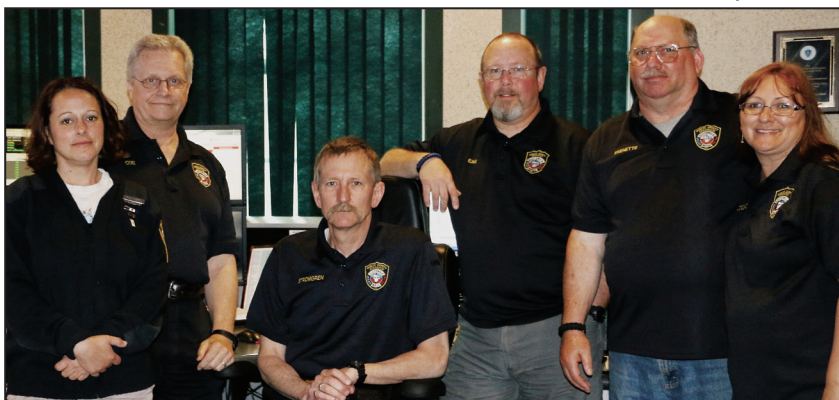
Westfield Dispatchers Unit President Christine Gustafson, Jason Ronan & Unit Secretary Kim Racicot



Southwick DPW



Southwick Town Hall members Victoria Hickey, Christina Szczepanski & Jessica Menzone



Southwick Dispatchers Andrea Rowley, Peter Coe, Keith Stromgren, Bob Eak, Jim Frenette & Wendy Cordeiro



West Springfield DPW



**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

The Advocate is
published bi-annually.

Linda Pickwick
Editor/Designer

Visit our Website
www.upseu.org

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

A Message from President Kevin E. Boyle, Jr.



As we continue to welcome new bargaining units to UPSEU, many which come from other unions that have lost their way, I am reminded of the importance of UPSEU's adherence to our founding principles. New members often describe their former union as having missed negotiations because they were too busy; and they weren't talking about bargaining meetings, but rather the entire series of bargaining sessions for not just one or two, but three contracts in a row! I am grateful that we have professional negotiators who actively participate in the entire negotiation process.

I met one group who had not seen a union representative in over 20 years. Their union believed that their only responsibility was to keep in touch solely with the unit president. If a member called the union, their calls were not returned. If a member happened to reach their representative, they were told to have their unit president call. A member told me of waiting over three months to get a call back; whereby her legitimate grievance was denied, since by the time the union called her back, they had missed the 90 day filing deadline by 3 days! I'm glad that I was taught, as I also taught my staff, that in our union we believe every member deserves a return phone call, whether they are a member or a unit president. Most importantly, we strive to return phone calls and emails within 24 hours, whenever possible.

Failure to follow up on issues also seems to be pretty common with some other unions. One new member came to us right after the election to tell us of the mess that his prior union had left him. His concerns had not been addressed for a number of years. Whenever he called his union representative, she would only speak with the unit president. The unit president would then tell him to stop complaining. Problems festered like an open wound until it got to the point that the member's job was in jeopardy. Fortunately our representative managed to negotiate a way out for him. This is the very reason I have always been a proponent of regular service visits, whether or not there is a problem. Although we are the only union that provides regular worksite visits, I know we are doing the right thing, since in most instances we are able to keep the issue manageable, instead of letting it escalate to a point beyond repair.

At one meeting, a group of members from another union complained bitterly about "blackouts" during negotiations. They were told that it was *illegal* to hold update meetings. Although we recognize that showing all your cards may not be a smart strategy, we also know that if you want members to hang in for the long haul, you need to share information. I'm proud to say that we use various ways to update our members through service visits, mailings and membership meetings. Although it takes more time on our part, we find that it helps strengthen membership unity and ultimately leads to a better agreement.

Each of these groups also told me that their previous unions increased their dues structure each and every year like clockwork, with increases not only to their local dues, but to their international dues as well. These members were paying 30% to 100% or more than we charge. While those unions have one representative for every three to five thousand members, UPSEU has on average one representative for every 500 members. Members are shocked to learn that our dues structure has held firm for over 20 years. Despite the fact that our expenses increase each year, as do other unions, we continually look for ways to keep them manageable. I am proud of the fact that with UPSEU, members must vote to approve increases, whereas other unions pass along the increases by an annual notice to the employee's payroll office. Although they find the time to increase dues, they are too busy to return phone calls, provide service calls, hold meetings or negotiate contracts. Thankfully, we welcome their members who weren't too busy to call UPSEU for help.

I am prouder still that over the years we haven't lost our way. Twenty years ago, we were the union that returned phone calls, visited members, and took on the battles to represent the needs of our members. Today, we are still that union. Although we may not win every battle, we continue to fight day in and day out, alongside our members.

Of course, we could not accomplish all that we do without the help of our experienced and dedicated unit officers and shop stewards, who together with our trained professionals make a difference in the lives of our members and their families. Thank you as well, to our members who understand first-hand the difference between a union that does nothing and one that fights for its members. As long as there are unions that don't do right by their members, we will be here to welcome them to UPSEU.

UPSEU Welcomes New Members...

New Fairfield BOE Secretaries Vote Unanimously to Leave CILU for UPSEU



New Fairfield BOE Secretaries Unit Co-Presidents
Barbara Schwalbe and Carole Dommermuth

In a February secret ballot election conducted by the State of Connecticut Board of Labor Relations, the New Fairfield Board of Education Secretaries voted UNANIMOUSLY by a vote of 19 to 0 to leave CILU and join UPSEU.

Matt Geer of UPSEU stated, "The New Fairfield BOE Secretaries stood strong and united in voting for a labor organization which will provide exceptional day to day representation by voting for UPSEU. This group of employees, like many others, saw the trend being set in the State of Connecticut, with employees joining UPSEU. They knew they wanted to have the same expertise of UPSEU at the bargaining table as the many other units in the state, and now they will receive it."

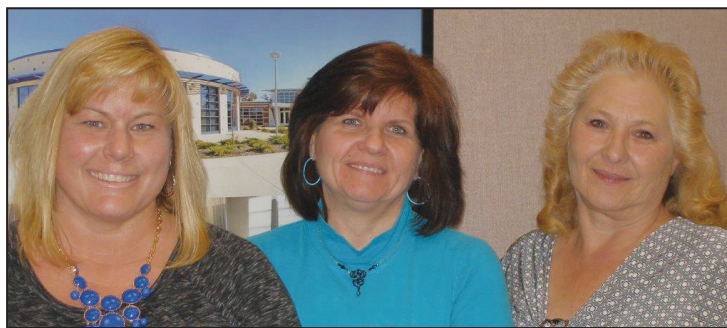
Bethel BOE Paras & Cromwell BOE Secretaries Vote to Join UPSEU

The Bethel BOE Paraprofessionals and Applied Behavioral Analysts recently voted to leave CWA and join UPSEU. After many years of representation by CWA, the members realized that they needed a strong union who represented similar workers in the State of Connecticut. After speaking with several other UPSEU paraprofessional members in surrounding towns, the group determined that UPSEU was the clear choice for them. Surprisingly a week prior to the election, the union that was currently representing these employees removed their name from the ballot. In the election between UPSEU or no union, the membership voted UNANIMOUSLY by a vote of 48 to 0 to join UPSEU.



Bethel BOE Unit Secretary Ann Marie Dilorio,
President Pat Heinzer and Vice President Cathi McCabe

The Cromwell BOE Secretaries also voted to leave MEIU/SEIU and join UPSEU. After speaking with the Cromwell Town Hall employees, as well as several other BOE secretarial bargaining units that UPSEU represents, the Cromwell BOE Secretaries decided UPSEU was the union for them. UPSEU Labor Relations Representative Matt Geer stated, "UPSEU is pleased to welcome Bethel BOE Paraprofessionals/ABAs and the Cromwell BOE Secretaries to our organization. We remain committed to providing the highest level of representation and negotiation experience to our members. UPSEU is eager to begin working for its new members!"



Cromwell BOE Unit Secretary Lisa Hicks, President Lynne
McKenney and Vice President Diane Przekopski

Copaigue Unit Dumps CSEA for UPSEU, Wins First Grievance

Once the Copaigue School District Cafeteria, Aides and Security Unit saw first hand the level of UPSEU representation that their co-workers in the Non-Supervisory Service Unit received, they decided to dump CSEA and voted to join UPSEU. After years of dissatisfaction with their former union, the 105 member unit is now certified. Recently, UPSEU won its first grievance for the unit and was able to successfully recapture pay that was owed to the unit members. UPSEU is pleased to welcome this new Copaigue Unit.

And our Membership

Region 8 BOE Non-Certified Employees & Town of Orange Supervisors Vote to Join UPSEU



Region 8 BOE Unit Vice-President Natalie Bradley, President Michael Schlehofer, and Secretary Jacquelyn Skillings.

The Region #8 BOE Non-Certified Employees voted unanimously by a vote of 60 to 0 to leave CSEA-SEIU and join UPSEU. After many years of inadequate representation by CSEA-SEIU, the members turned to UPSEU to help lead them. The membership spoke loud and clear in ridding themselves of their former union and electing UPSEU as their exclusive bargaining agent.

In addition, the Town of Orange Supervisors voted to leave NAGE (an affiliate of SEIU) and join UPSEU. After listening to presentations from UPSEU and their previous union, the Orange Supervisors determined that UPSEU was the best union for them. In addition, the membership was able to see first hand the level of representation that UPSEU provides, as UPSEU has represented the Orange Municipal Employees for years.

Two More Landslide Wins for UPSEU in Trumbull Schools

This past March, the Connecticut Board of Labor Relations administered two separate secret ballot elections for the Trumbull BOE Food Service Employees and the Trumbull BOE Custodians/Maintenance/Security Employees, both of which were previously represented by AFSCME.

The Trumbull BOE Food Service Employees which is comprised of 47 unit members voted nearly unanimously to dump AFSCME and join UPSEU. In the second election, the Trumbull BOE Custodians/Maintenance/Security Employees which is comprised of 72 unit members also voted nearly unanimously to leave AFSCME and join UPSEU.

Between the two separate elections, AFSCME managed to receive only 3 votes. UPSEU President Kevin E. Boyle stated, "These employees felt they deserved the better representation and stronger voice at the bargaining table that they will receive with UPSEU from day one. Upon meeting with UPSEU, the membership was adamant that they were receiving little to no representation from their current union and that they were ready for a positive change."



(Front) Trumbull BOE CGM Unit Steward Thomas Hughes and Unit President Andrew Robinson, Sr., (Back) Unit Vice-President Charles Everlith and Secretary Frank Gallo at their first UPSEU membership meeting.

Wilton BOE Non-Certified Employees Vote UPSEU

The Connecticut State Board of Labor Relations recently held a secret ballot election and as a result UPSEU is now certified as the exclusive bargaining representative for the 149 Wilton Board of Education Non-Certified Employees. "We would like to thank all of you who came out to the polls and showed your support making it possible for UPSEU to have the opportunity to serve the Wilton BOE Non-Certified employees," stated Ronald Suraci, Clinton Regional Director. This makes the eighth unit in 2014 to decertify from AFSCME in Connecticut and join UPSEU. "After speaking with the employees, it was clear that they were looking for a more professional union present in the workplace and UPSEU was the clear choice," stated Matt Geer, UPSEU's lead organizer.

Thompson Supervisors Vote Unanimously for UPSEU

In an election this past December, the previously unorganized Town of Thompson Supervisors voted unanimously for UPSEU. Labor Relations Representative Matt Geer stated, "The Thompson Supervisors should be commended for standing strong together and opting to join a union. After speaking with numerous employees in other Connecticut towns, these employees determined that UPSEU was the clear choice for them."

Continues to Grow....

UPSEU Wins Double Header Over CSEA/SEIU & AFSCME

The Town of Watertown White Collar Employees voted to leave CSEA-SEIU and join UPSEU in a secret ballot election with over 90% of the members who voted in the election, voting for UPSEU. In addition, the Town of Oxford Municipal Employees voted unanimously to leave AFSCME and join UPSEU. We welcome both units to UPSEU!



Oxford Municipal Unit Secretary Marissa Ciullo & President Kelly Weymer (missing is Vice President Teresa Geremski)

Torrington Supervisors & N. Haven BOE Vote UPSEU

In two separate Connecticut elections, UPSEU was overwhelmingly elected as the union of choice. In the first election, the City of Torrington Supervisors, comprised of 19 unit members, voted overwhelmingly for UPSEU after years of AFSCME representation. In the second election, the 85 member North Haven BOE Paraprofessionals, Secretaries, Clerks, Aides and Security Officers, who were also part of AFSCME for years, voted nearly unanimously for UPSEU. In the combined secret ballot elections, AFSCME netted a total of only 3 votes!

Another Win over AFSCME

The Thompson DPW and Town Clerical unit, after being with AFSCME for many years, voted to leave AFSCME and join UPSEU. This election occurred only a few months after the Thompson Supervisors voted to join UPSEU.

Seymour Paras Dump CSEA/SEIU to Join UPSEU



Seymour BOE Paraprofessionals
Natalie Moir, Valerie D'Anna and Linda Sousa

3 SEIU Local 200United Units Vote UPSEU in PERB Election

After years of representation by SEIU Local 200United, Western NY OTB Supervisors decided they needed a higher level of representation and reached out to UPSEU for help. After a hard fought election campaign, spearheaded by Executive Vice President Gary M. Hickey, the 48 member unit voted for UPSEU.

One month later, an additional two units also represented by SEIU Local 200United Change to Win overwhelmingly voted for UPSEU, with 75% of each unit's members voting for UPSEU. The units are Batavia Downs Gaming and Western NY OTB units. Over 325 members were involved in the three elections. Welcome to our UPSEU family!

2 Waterbury BOE Units Join UPSEU



Waterbury BOE Clerical and IT Unit President
Mark Fortier



Waterbury Board Of Education Classroom Assistants and Bus Aides Unit Vice-President Cecilia Forget and Unit President Valerie Vicenzi

Ridgefield BOE Nurses Ratify First Union Contract

The Ridgefield BOE Nurses have unanimously ratified their first union contract since joining UPSEU in December 2012. They have been engaged in ongoing negotiations since February 2013. The new four year agreement includes above market wage increases in each year of the contract. It also includes a plethora of other benefit improvements such as short-term disability coverage, long-term disability coverage, and bereavement leave modifications, to name a few. The unit held strong during negotiations and were able to secure all of the former benefits that they previously had, while the Board of Education had wanted to reduce certain benefits.

Matt Geer, who chaired the UPSEU negotiations stated, "The negotiating committee consisting of Unit President Andree Fitzgerald, Linda Silvers and Laura Kenny were instrumental in achieving a successful first contract for the entire membership. They have worked tirelessly since the beginning of negotiations to ensure this day was possible."

Hempstead School District Members Unanimously Approve Agreement

UPSEU Custodial, Grounds and Maintenance members unanimously approved a new 5 year agreement that will provide on time steps and annual wage increases. This 70 member unit will see improvements in shoe allowance, with all custodial employees previously excluded, now being provided an annual allowance, premium pay for snow removal, and numerous other improvements. A significant issue for this unit was health coverage and the district's demand for increased healthcare cost sharing. The agreement will maintain health coverage with no cost sharing increase. UPSEU President Kevin E. Boyle, Jr. praised the team for their great work throughout the long negotiation process. The team was led by Chief Steward Seth King and included Aloysius Elvin and Timothy Gregg who served on the team throughout negotiations. David DeValle and Curtis Hewitt, who both recently retired, were instrumental throughout the negotiations and did a great job, as well. President Boyle commended Labor Relations Representative Brian Honahan who was part of the process throughout and who provided valuable assistance.



At a recent meeting UPSEU Boro of Park Ridge Blue Collar Unit Members prepare for negotiations.

Averill Park Central School District Settles Contract



Despite contentious negotiations, the Averill Park Negotiating Team stood their ground and was able to achieve a contract which maintains current medical benefits. Also included was a no sub-contracting clause for the duration of the contract. Many thanks to the Negotiating Committee consisting of (seated) Jann Liberty, Judy Long, (standing) UPSEU Labor Relations Representative Mike Kutski, Tom Thompson, Bob Davis and Keith Hammond.



Fairview Library Members recently completed negotiations whereby a new contract was achieved which provided annual wage increases. (back row) UPSEU Labor Relations Representative Jim Bush, Steward Michael Grgurev, Mary West, Laura Rodriguez, (front row) Carmelina Tripodi and Isabella Zitz.

Bergen Prosecutors Computer Techs Secure Pact

After a long drawn out negotiation that included mediation and fact-finding, UPSEU Bergen Prosecutors Computer Division members have a deal. A new agreement will provide annual wage increases and other improvements. UPSEU members approved the fact finding recommendation several months ago but a disagreement arose between the Prosecutor's office, who had approved the agreement and the County Executive who wouldn't. After UPSEU's continued insistence that the Prosecutor, the County Executive, and the Board of Chosen Freeholders approve the agreement, it was formally ratified by the Freeholders at their February meeting.

The agreement was hampered due to the vast differences in positions and salaries within the unit. The parties in the unit are extremely skilled computer professionals and the fact-finder had accounted for the variation in salaries by providing greater increases to lower paid employees. The Prosecutors had wanted a freeze for higher salaried employees, which was rejected by the fact-finder. The Prosecutors resolved their differences and the County Executive ultimately agreed that the total percentage was within the framework that the County sought in its negotiations throughout the county. Three other agreements with law enforcement units were held up as well. UPSEU is pleased that the County Executive and the Freeholders supported UPSEU's agreement. Special thanks to Brian McNulty, Andy Malakas, Bobby La Riviere and John Krivy for their work throughout the long and frustrating process.

Middle Country Monitors Ratify Deal



Middle Country School District Monitors Unit President Theresa Amato and UPSEU Labor Relations Representative Alma Cruz

The monitors of the Middle Country School District recently ratified a new three year agreement which included above average annual wage increases. The agreement also included substantial increases to the hourly longevity rates at each level. "With each contract we have worked to increase wages in order to decrease the wage gap with surrounding districts. It's been a challenge, since this group organized much later than other school districts who have had more time to bring wages up. However, we continue to push and are achieving this bit by bit," remarked UPSEU Vice President Kim Nowakowski.

In addition to the increases to base and longevity wages, the agreement also included language changes which allow for the option to either carry over sick days or be paid for unused time at the end of the school year. As well, one personal day was given to each bargaining unit member, which if unused would be added to unused sick time. Rounding out the language changes was the addition of language to allow unused sick time to be paid out pro-rata at retirement. "Given the difficulties with bargaining in both this district and others, we were pleased that the Board of Education and the administration recognized that an agreement which provided only the pattern increases wouldn't be enough to settle the contract. A lot of credit needs to be given to our Unit President Theresa Amato for her hard work and steadfastness," said Nowakowski.



Township of Millburn Unit prepares for negotiations. Pictured are UPSEU Labor Representatives Jim Bush and Jim Gangale, Joe Bielski and Steward Greg Carlton.

Fighting and Winning

Town of Colonie Members Receive Thousands in Dental and Vision Reimbursements

UPSEU is pleased to announce that they have finalized an agreement that in total, puts back thousands of dollars in members' pockets, due to the Town of Colonie unilaterally changing the dental and vision plans.

"This was a long and winding road throughout the litigation and settlement process, but we are thrilled that we were able to get this settlement," said UPSEU Regional Coordinator Kathy A. Wright-Muzio. UPSEU had filed a grievance when the Town changed the Administrative Unit's dental and vision plan to a lesser plan. "We found that the plan they selected was not equivalent to the old plan and that in some cases, our members were paying significant out of pocket expenses," continued Wright-Muzio.

UPSEU was not only able to address these new out of pocket costs, but also moved the Administrative Unit into the UPSE Benefit Fund plans, which mirrored their original benefit.

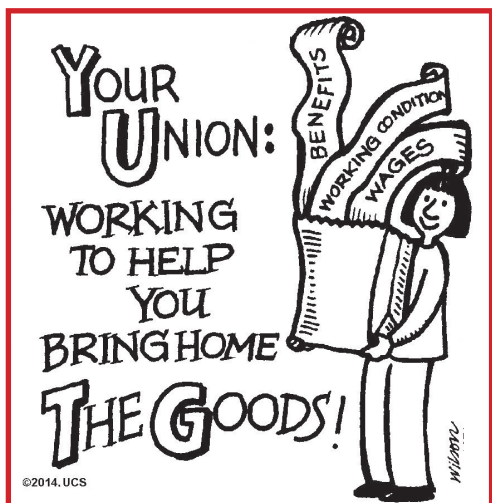
UPSEU would like to thank everyone for their patience and support throughout this process, as well as UPSEU Labor Counsel Mark Walsh for his tireless efforts to finalize the agreement.

UPSEU Steps In to Ensure Safety of Town of Islip Employees

Upon receiving a phone call from a concerned UPSEU member at the Town of Islip Animal Shelter, UPSEU Town Liaison Ellen Pleasant jumped into action. "In speaking with the member, I learned that mold testing results had come back positive, and even more concerning was that it was airborne," remarked Pleasant. The member was worried since she was experiencing health issues that may have been caused by the mold.

"Given the circumstances, I headed directly to the Animal Shelter to obtain first-hand the information needed to assist the members," remarked Pleasant. What she heard were words such as 'emergency' and 'critical', but the employees had been told to stay put for the rest of the day. Ellen quickly contacted the personnel office to relay both the information and our strong concern for our members. "The personnel officer was very proactive and agreed that the employees should close up the area and go home immediately. They did exactly what should be done in this type of situation," stated Pleasant. The employees completed incident reports to document their possible exposure to mold. The personnel officer also gave our members workers compensation information so they could visit a doctor, if they felt it was needed. The next day the employees in direct contact with the mold were moved from the area and the area was sealed off for remediation to follow.

We submitted and received a copy of the entire mold sample results report, with a cover letter explaining the results. Pleasant then provided each employee with the information, so they would have it either for a doctor's visit or future reference. "This quick action coupled with full diligence was severely lacking under the Teamsters, who was the Town of Islip White and Blue Collar's previous union. Our members are seeing first-hand the UPSEU difference," stated Pleasant. "This is something we need to stay on top of. We also requested additional testing for the entire building," said UPSEU Blue Collar Liaison Pete Pollak. Safety meetings with the town have been scheduled for follow-up.



PERB Rules for Mineola Employees in Healthcare Case

In a case brought by UPSEU on behalf of its Village of Mineola members, PERB ruled that the Village violated the law when it unilaterally changed terms and conditions of employment related to retiree health coverage.

UPSEU successfully argued that the Village had a long standing practice and PERB issued a decision that employees be made whole for any cost sharing that was unlawfully implemented, plus interest. The Village as well, is required to withdraw its decision and post a notice advising its employees that it violated the law.

UPSEU's Labor Relations Representative James Gangale commended the decision stating, "We knew we were on the right side of the law from day one. Unfortunately, the Village chose to expend resources on its legal team that it didn't need to. Our members are ecstatic with the decision."

For UPSEU Members

Nearly 200 Community & UPSEU Members Rally to Save Pine Haven Nursing Home



UPSEU Wins City of Springfield Arbitration Case

After an investigative hearing by the City of Springfield led to the wrongful termination of a UPSEU member with a twenty two year unblemished record, arbitration was filed. The member had union representation and legal counsel retained by UPSEU throughout the entire process. Attorney John Connor from the law firm of Connor, Morneau, and Olin led the fight.

Through its research, the union uncovered the fact that another city employee had a similar situation and only received a written warning, while in this case, the employee had been fired. When UPSEU pressed the issue, the city replied that the employee had been terminated. Upon further investigation, we discovered that not only was the employee still employed by the city, but was also a current UPSEU member. The city then recanted its claim of the employee being terminated for the past situation.

UPSEU Water Department Employees Celebrate Big Arbitration Win

Town of Wallingford Water Department employees prevailed in a recent arbitration victory which concluded that the town violated their contract when the mayor made the decision to cancel a work day on February 11, 2013, due to inclement weather, and forced members of the collective bargaining unit to use vacation time in order to be paid.

In arguing that the language of the contract requires the town to employ members of the collective bargaining unit Monday through Friday of each week, without exception, and that the employees were ready, willing, and able to report to work that day but were denied an opportunity to do so; the Connecticut State Board of Mediation and Arbitration ultimately ruled that the mayor's decision was a violation of the Collective Bargaining Agreement.

"We were disappointed in how the town originally chose to handle the situation. The members weren't given an option, despite being available to work. But in the end, we were pleased with how things turned out for us. It's been a blessing having UPSEU behind us," said Unit President Joseph "Woody" Mrozowski.

"It's our job to protect members from abuse on the part of management. In this case, the way we saw it, the contract language was clear and the town was wrong," said UPSEU Regional Director Wayne Gilbert. UPSEU Attorney William J. Ward, whose tireless efforts helped win the case stated, "UPSEU continues to fight while other unions cave to management in situations like this. From my perspective, other unions just don't provide the level of representation that UPSEU does."

Nine people including expert witnesses testified during this procedure. The case took a lot of hard work by many people doing research and supplying information. Attorney Connor skillfully presented this information to ensure a strong case. The arbitrator ruled in favor of the union, reinstated the employee to his former position and he was made whole for lost compensation and other rights. Although nothing can make up for the pain and suffering one goes through when terminated, it is nice to know that you have an experienced support team who cares about you. Thanks to all who participated in making this case a success.

Colonie Member Paid For Call Back

A Town of Colonie member was paid for returning to work after his shift. Under the contract, the employee should be paid for his travel when he returned to work and the town didn't want to pay him. A grievance was filed on the member's behalf and shortly after, the County conceded and agreed to pay the employee. We were pleased that we were able to get this matter settled on our member's behalf.

COPS Division Update

Hamden Police Leave AFSCME to Join UPSEU

The United Public Service Employees Union, COPS Division would like to welcome the members of the Hamden Police Union. The members of the Hamden Police Union, which includes one hundred and two sworn officers, voted in an election held by the Connecticut State Labor Relations Board that ultimately will decertify AFSCME Council 15 and allow UPSEU/COPS to become the certified union of choice.

"It took some time but the results speak for themselves. A petition was filed last year for the members of the force to participate in an election and exercise their right to choose which union would best represent their interests. After a blocking charge was filed by AFSCME Council 15 in an attempt to deny the members the right to vote, the petition was dismissed. This tactic did not stop the officers from pursuing the representation they were looking for and deserved," stated Ronald Suraci, UPSEU/COPS Director. In January of 2014, a new petition was filed by UPSEU/COPS, which eventually led to an election that was held on February 20, 2014. The votes were counted and after a long battle, UPSEU/COPS is now the certified labor representative for the Hamden Police.

Coventry Police Vote UPSEU

The members of the Coventry Police Union that included sworn officers and certified dispatchers voted to join UPSEU/COPS in an election held by the Connecticut State Labor Relations Board. This put an end to the representation from CILU/UE, who received only one vote during the election process. "The members of this unit will now have the expertise that only a union like UPSEU/COPS can provide to its emergency service personnel," commented COPS Director Ronald Suraci. Our Public Safety Division continues to grow each and every year. We strive to provide our members with the highest level of representation and are committed to provide that representation 24 hours a day during the times we are needed most. This makes the second police union this month to vote to change representation for a more professional union to represent the needs of its members. "We look forward to providing our Coventry members with the representation they have been waiting for and rightfully deserve," concluded Suraci.

Chatham Police Join UPSEU

The UPSEU COPS welcomes the Chatham Police Department officers as our newest member to our ever growing membership of police officers. UPSEU is currently in the process of negotiations with the Village and we look forward to a good working relationship now and into the future. The unit was previously represented by CSEA and has now joined UPSEU. Coordinator for UPSEU's COPS Division Jack Rogers along with Labor Relations Representative Mike Kutski worked together to bring these new members on board.

Ogdensburg Police Ratify Pact

UPSEU has successfully completed negotiations for one of our newest police member units. The City of Ogdensburg Police and the City have agreed to a three year contract after one session with a mediator. The contract consists of percentage raises for each year of the contract, and an additional stipend for training officers and detectives. Two additional years were added to the longevity schedule as well. There were also some language changes regarding equipment. The only other change was an extra \$100 paid towards the deductible portion of the major medical plans. The continued assistance from Detective Shawn Shaver and Officer Mark Kearns along with Jack Rogers, Labor Relations Representative and Coordinator for UPSEU's Coalition of Public Safety Division helped bring this to a successful completion.



Hudson Valley Community College President Andrew J. Matonak presents award to UPSEU Campus Safety Officer Edward Farrington for a job well done. Congratulations, Ed!

Washingtonville Police Officers Approve Contract

The Village of Washingtonville part time police officers ratified a successor contract, which was also recently passed by the Village Board. The four year agreement consists of raises in each year of the contract as well as language that enhances the equipment officers are provided. They will also receive differential for all hours worked in excess of eight within a twenty four hour period. There were no givebacks. With the assistance of Officer Vinnie Biele and Jack Rogers, UPSEU's Coordinator of the COPS Division, this contract was accomplished to everyone's satisfaction.

UPSEU Members in the Spotlight



Hawthorne White Collar Unit President Janice Patmos, Don Turner, Retiring Unit President Joyce Comerro and Letitia Pelloise. Congratulations on your retirement, Joyce and thank you for your years of great service as UPSEU Shop Steward.



Westbury member Carlos Brugueras with UPSEU Labor Relations Representative Randy Tillman

As a result of the Westbury School District's decision to layoff UPSEU members Carlos Brugueras and Kevin Hannon due to "so called budgetary constraints," the cost to the Westbury taxpayers is currently in excess of \$130,000. Despite the fact that an arbitrator has ruled that these tenured employees be restored to their positions and made whole for lost wages, the Westbury School District has failed to comply with the arbitrator's decision and continues to waste taxpayer's money on appeals. UPSEU is confident that justice will prevail and that these members will be back to work with full back pay.



Town of Mahwah DPW Unit Shop Stewards
Glenn Dowson, James Hobencamp and Brian Vanderbeek.

UPSEU welcomes three new Shop Stewards elected to represent the Mahwah DWP unit. Glenn Dowson, James Hobencamp, and Brian Vanderbeek were elected by unanimous consent. Joe Ullrich, the previous Chief Steward, retired after many years of serving the members at the Mahwah Department of Public Works. UPSEU wishes Joe a happy and healthy retirement. Marc Bracciodieta and John Darby chose not to run for a second term office because of personal obligations. UPSEU and the members thank both of them for their service to the union. "I look forward to working with the three new stewards. It has been a real pleasure working with the Mahwah group. They may have their disagreements, but in the end they are truly united and understand the benefits of being in a union," said UPSEU Labor Relations Representative Mark A. McCart.



Ramsey Library member Hulda Paras recently retired after 14 years with the Ramsey Library.

UPSEU Scholarships

**July 1st
Deadline to Apply!**



**Go to www.upseu.org
Click on Member Benefits
to download an application.**

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

plumbenefits
POWERED BY **TicketsatWork**

Bigger, Better... and serious about fun!

Now you have access to the leading travel and entertainment corporate benefits program in the world, Plum Benefits powered by TicketsatWork. We're still the same Plum Benefits you know and love, but now you can take advantage of nationwide offers and exciting new opportunities.

Enjoy access to savings up to 60% on over 80,000 hotels in the most desirable destinations around the world, brand new products including great deals on **nationwide theme parks, movie tickets** and **rental cars**, plus the same **great Broadway shows** and exciting **sporting events** you've always enjoyed. PLUS, shopping is even easier with a secure on-site shopping cart.

Visit www.plumbenefits.com

(Log in to www.upseu.org for Plum Benefits access code)



CIRQUE DU SOLEIL



Making a Difference in the Workplace

Have a Safe and Happy Summer



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

® 928-C-100000

NON PROFIT ORG
U.S. POSTAGE PAID
RONKONKOMA, NY
PERMIT NO. 2000