

**United Public Service
Employees Union**



The Advocate

We Are Making a Difference in the Workplace

Spring 2016

Welcome City of Holyoke Supervisors!



Pictured from left to right are several of our newest UPSEU members Glenn Sisson, Debra Reardon, Erick Vazquez, James Rivest, Sebastian LaBonte, Tim Price, Linda McDonald, Marilyn Turgen, James Kras, and David Beaudoin.

**The City of Holyoke, Massachusetts Supervisors
which was previously an association recently
voted unanimously to join UPSEU!**



**United Public
Service Employees
Union**

*Making a Difference
in the Workplace*

Our Mission

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

UPSEU Officers

Kevin E. Boyle, Jr.
President

Gary M. Hickey
Executive Vice President

Kimberly Nowakowski
Vice President

Randy Tillman
Secretary/Treasurer

James Gangale
Recording Secretary/Trustee

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Linda Pickwick
Editor/Designer

Visit our Website
www.upseu.org

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

A Message from President Kevin E. Boyle, Jr.

We have all heard of the battle cry, "United we stand, divided we fall." These words, spoken many a time throughout history, have taken on new meaning for public sector unions and their members.

Today these words are a much needed reminder to all workers, public or private sector, to respect and protect each other. Too often, politicians have changed the conversation from workers fighting for their fair share, to workers fighting amongst themselves, demanding that other workers lose benefits, wages, or pensions so that taxes or the cost of products can be reduced.

Headline after headline, public unions and public employees are under attack. While the top 1% has their highest earnings soaring to new heights, the average taxpayer is struggling. According to a recent article in the U.S. News, "Middle class wages are stagnant. Low wage earners' wages are down 5%, but very high wage earners saw a 41% increase." This stagnation has been successfully used by the top 1% and the politicians to create a message that it is the workers' fault for costing too much in wages, benefits, and pensions. Nowhere is this more evident than with the war on public servants and the unions who represent them.

Take New Jersey for example, where Governor Christie has denounced public sector unions as creating, "two classes of citizens: one that receives rich health and pension benefits, and the rest who are left to pay for them." He has underfunded the pension plan and seeks to further reduce the state's contribution to it, thus shifting the burden to public employees. With health insurance, he took away the right for public unions to bargain and established mandates of up to 35% premium cost sharing by public employees. He told taxpayers to reject their school budgets, unless concessions were made by the unions.

In Connecticut, Governor Malloy's political appointees who serve as trustees for the University of Connecticut hired an anti-union firm (affiliated with Governor Christie) to handle labor relations and negotiate a contract with the workers. He has asked state workers to reopen their contracts, so concessions on wages, benefits, and pensions, can be accomplished. Massachusetts Governor Charlie Baker is also working to undermine the subcontracting rules which require proof of equal or better service for lower cost, to increase privatization, amongst other anti-union measures.

New York Governor Cuomo has targeted public schools by attacking teachers, creating retirement tiers, cutting benefits in the state health insurance plan while increasing co-pays, and creating a tax cap limit which limits public entities tax levels to 2% or cost of living, whichever is less. The tax cap can be overridden by a 60% super majority vote of the taxpayers. The cap in particular has put an artificial glass ceiling on negotiating wages and benefits for public employees. Although the economy has bounced back in NYS and elsewhere, it has not rebounded for public employees throughout the state.

In addition, multiple states have attacked "agency fee" collection by public sector unions. This is the fee for bargaining unit employees who choose to refrain from joining the union. Sometimes bargaining unit employees choose not to join the union, often for political or philosophical reasons; however, by law the unions must still represent these employees who receive the same wages and benefits in the negotiated collective bargaining agreement and the unit member pays an agency fee.

President's Message continued

In California, the *Friedrichs v. California Teachers Association* case was appealed to the Supreme Court as to whether a person in the bargaining unit who chooses to be a non-member of the union could be forced to pay an agency fee. The employees involved wanted the benefit of union representation and a union contract, without contributing to the costs of the union. The court was split with a 4-4 vote which lets the prior ruling stand, thus protecting agency fee. The right of unions to collect "fair share fees" (otherwise known as agency fees) was initially settled by the Supreme Court in 1977's *Abood v. Detroit Board of Education* in favor of unions and their members.

Currently an organization known as The Center for Individual Rights has filed again asking the Supreme Court to rehear the case once there are nine justices on the bench. In and of itself, an organization fighting for individual rights seems innocent enough, although its purpose is to bust unions. It was founded by two lawyers from the Washington Legal Foundation. Again, an innocent sounding name with a bland mission statement, who in reality is anti-environment, anti-union and pro business. These types of organizations are a who's who of publicly outspoken opponents of labor and are interconnected by players funded by the top 1% (including the infamous Koch brothers). Their battles are anything but for the public good, but rather for corporate profit and to protect the top 1%.

Perhaps you are wondering why *Friedrichs* should matter to you. It does because it undermines the strength of public sector unions, some more than others. Although UPSEU has a strong union membership with few agency fee payers in comparison to some other unions, it would still have an impact on you. Any division of the bargaining unit affects the strength of collective bargaining and representation, and "United we stand, divided we fall," truly applies. As well, losses in income caused by those free riders, if allowed by the Supreme Court, affects the financial well-being of all unions. Splitting the unions into an "us and them" wedge and undermining their financial resources equals a win for politicians and the 1%.

"Union members should be very concerned about the continued political attacks on public employees. No more so than with the filling of the vacant Supreme Court seat and its impact on the Friedrichs v. California case," observed President Kevin E. Boyle, Jr.

"The implication of a potential weakening of public sector unions throughout the country if that case is lost will be catastrophic to public employees everywhere. Whether they realize it or not, choosing a President who will protect the rights and strength of unions and their members has never been more important," Boyle concluded.

With the battles against public employees and workers in general increasing in intensity, this November's presidential election carries more weight and importance than ever before. It is expected that up to three seats on the Supreme Court may need to be filled within the next four to eight years. One of those seats is being fought over now, as the President seeks to fill the vacancy and others seek to stop him and leave it to the next president. Whoever is chosen for this seat and any future replacements, WILL impact issues affecting the strength of private and public employee unions and their membership.

I have seen time and time again over the years, the ability of those who are strictly for the 1% to convince the 99% that what they are seeking is to protect the middle class and those less fortunate. Once in office, the attack on workers' rights and on the strength of unions begins and continues throughout their term of office. I urge you to listen as well and to research beyond the sound bites. It is important to be involved in the political process not only to elect someone, but thereafter to hold their feet to the fire to keep their promises.

Welcome to the UPSEU Family!



Guilford BOE Paraeducators/Admin. Assts.
Unit President Sharon Johnson, VP Anna Smith
Secretary Nancy Cunningham



New Milford BOE Paraeducators
Unit President Carrie Kelly,
VP/Treasurer Lori Corsak



**Ridgefield BOE Custodians/
Maintenance**
VP Tim Dudas, Unit President Rick Ferrera

From AFSCME

Branford Town Employees
Darien BOE Food Service Employees
Marlborough BOE Paraeducators
Norwalk BOE Food Service Workers
Ridgefield BOE Custodians/Maintenance
Ridgefield Police Dept.
Town of Trumbull DPW
Town of Trumbull DPW Supervisors
West Haven BOE Food Service Employees

From IFPTE

**New Milford BOE
Paraeducators**

From Teamsters

**Suffield Municipal
Employees**

From UE-CILU

**Cheshire Police Dept.
Dispatchers**

From SEIU-NAGE

**South Windsor Emergency
Telecommunicators, Animal Control
Officers & Support Services
Technicians**
West Springfield BOE Employees
**Windsor BOE Custodians/
Maintenance/FSW**



**South Windsor Emergency Telecommunicators, Animal Control
Officers & Support Services Technicians**
Gary Rossignol, Unit President Krista Jeski, Steve Cordeiro



Windsor BOE Custodians/Maintenance/FSW Unit Officers
Secretary Kathleen Riley, Unit President Bruce Kulas,
Vice-President Horace White, Treasurer Jeffrey Johnson



Trumbull DPW Executive Board
seated: Vice President James McGuire and Chief Steward
Duane Reagan *standing:* Recording Secretary Frank Szinavel,
Unit President Michael Ricciardi, Treasurer Aaron Traussi

Hauppauge School District Members Overwhelmingly Approve Contract

After difficult negotiations, UPSEU and its negotiating team reached a comprehensive agreement that was overwhelmingly approved by the unit. The unit is comprised of 150 members with 92% of the unit voting to approve the agreement.

Under the new contract, annual wage increases plus steps, annual shift increases and a retroactive increase to each longevity level were included in the agreement. Improved accumulation of sick days and an increased payout at retirement was included for monitors and library aides. Custodial, grounds and maintenance unit members will be entitled to enhanced summer hours and transportation employees will be entitled to snow days. Custodial employees will now as well receive a health coverage waiver payment which was not previously provided.

UPSEU President Boyle commended the outstanding efforts of the negotiating team which included Doreen Malloy, Mike Burke, Robert DeGoveia, John Sandolo, Maureen Fery, Joann Schweit, Michael Ruffini, Steve Nelson, Anthony Werner and Karen Abbondondelo.

Hamden BOE Paraeducators/Clerical Unit Members Approve Agreement

With 82% of the unit voting to approve a new two year agreement, Hamden Board of Education members will now be covered under a contract that increases wages annually and also provides additional gains.

UPSEU President Kevin E. Boyle, Jr. commended the work of UPSEU Attorney/Labor Relations Representative Liz Ditman for her excellent work in leading the negotiations for her team. Commenting on the teamwork, Ditman stated, "The negotiating team did an outstanding job in fighting for the interests of the unit and each of them should be proud of their efforts which was approved by the overwhelming vote of the membership."

Special thanks to negotiating team members Carol Teodosio, Linda Delucia, Barbara McLain, Kathleen Kordek, Joan Landino, Gina Pini, Stacy Noga and alternate Rich Carleton for their great work.

River Vale Custodial Group Settles Contract

The UPSEU members of the River Vale School Custodial Unit recently resolved their contract prior to the July 1st expiration. At the January proposal meeting, the members elected John Menniti and Alan Makela to represent the members alongside Labor Relations Representative Mark A. McCart. The Board representatives and the UPSEU committee first met in February after the union took proposals earlier in the year. After multiple meetings, UPSEU negotiated above average wage improvements, added additional language to guarantee paid leave time for critical illness, and improved the payment for the Black Seal license. The three year agreement also included an increase in the uniform allowance. Their only give-back was a minor change in the standby language, and the contract was quickly approved by the members.

Village of Chatham Achieves First Contract

The Village of Chatham has achieved their first contract after leaving CSEA and joining UPSEU. Lead negotiator Michael Kutski along with Shop Steward and negotiating team member Philip Genovese were able to bring a contract proposal back to the membership that included increases in wages, clothing allowance, and more that was long overdue for the membership. Kutski stated, "It was a pleasure working with a Village that understood the value of its employees and was able to put together an agreement with the union that was accepted overwhelmingly by both parties." Great job by all!

Franklin County Overwhelmingly Approves Pact

A new multi-year agreement will improve wages annually and will as well address numerous other important issues impacting unit members. The agreement was approved by 90% of those voting in the election. Included in addition to the annual wage increases were increased shift differential, improvements in floating holiday allowance, retirement benefits and improved vacation utilization for new employees. The agreement also created a new boot allowance for both the Building and Highway Department members.

UPSEU Executive Vice President Gary M. Hickey commended the negotiating team which included Michele McGeachie, Debra Fowler, Meagan Scott, Erin Streiff, Lynn Smith and UPSEU Labor Relations Representative Phil Sedlock for their tremendous efforts.



Rockland County Members recently ratified new contract at their membership meeting.

Oneida County White Collar Members Ratify Agreement

Oneida County White Collar Unit has ratified a new two year agreement with annual increases in each year of the contract. Included in the agreement was the elimination of the first salary step and an increased county dental premium contribution.

“We believe this contract is one of the better county contracts that has settled in quite some time, as most have included a zero wage increase at some point,” stated Labor Relations Representative Linda Kirnan. The uncertainty of the effect of the Cadillac Tax has put many municipalities and counties on edge when it comes to any tax dollars to employees contracts. “Thankfully, the federal government has kicked that down the road to early 2020, but it still weighs heavily on their minds,” concluded Kirnan.

Special thanks to members of the negotiating team which includes Executive Vice President Gary M. Hickey, Labor Relations Representatives Linda Kirnan and Lee Zarpentine, Chief Steward Tim Dittfield, Marisa Ciccotti, Michele Wadas, Carol Dinger, Angela Dispirito and David Lipka.

New Agreement for Huntington Clerical Unit

UPSEU's Huntington Clerical members approved a new three year agreement that includes annual increases to base wages and the longevity schedule. The agreement was approved by a vote of 55 to 3! A personal day, which had been added in previous negotiations and could only be added to the employee's sick leave bank, will now be allowed to be used for personal reasons. All other terms of the agreement remained unchanged.

UPSEU President Kevin E. Boyle, Jr. commended the leadership of Unit President Lori Kalnins, as well as the work of the negotiating team members Anne Connell and Carol Andreski for their work in securing the contract. President Boyle also thanked Vice President Kim Nowakowski for her assistance throughout the process.

Sayville Members Ratify Contracts

UPSEU Clerical Unit members in Sayville, in addition to Operations and Maintenance Unit members both ratified new multi-year agreements that will raise salaries annually. On time salary step increases and a new salary step added to the top of the salary schedule were included as well.

Improvements in contract areas such as longevity, benefit fund increases, sick leave accrual and sick leave payout increases rounded out the agreements. A health coverage cost dispute which was a contentious issue during the negotiations was also resolved with employees paying a 1% increase for health coverage in the last year of the contract.

The Clerical Unit approved the agreement unanimously with 100% of the unit participating. The Operations and Maintenance Unit ratified the contract by a 37 to 10 vote.

UPSEU President Kevin E. Boyle, Jr. praised both negotiating teams for their work and dedication throughout the process. The Clerical team led by Co-Presidents Sharon Linehan and Erin Messina included Pat Aichroth, Alice Aschetta and Vivianne Petratos. The Operations and Maintenance team led by Chief Steward Robert Kempf included team members Daniel Burt, Kenneth Reilly, John Chandler, Lenny Cromwell and Francis Curry.

Fighting and Winning

UPSEU Wins Back to Back Arbitration Cases for City of Springfield Members



Judie Pouliot
City of Springfield

When Springfield member Judie Pouliot was sent for training and promoted to a higher position, the City of Springfield refused to acknowledge or pay the higher pay rate, even though she was performing the work. At that time in 2007, the unit was represented by AFSCME, which failed to file a grievance. After the unit joined UPSEU, the case was finally brought to arbitration this past December. The arbitrator's decision awarded Judie a significant labor upgrade for the work that she had been doing since 2007.

"I couldn't be happier with the outcome of my arbitration hearing, thanks to the hard work and dedication of the UPSEU team. My case is just one of many that the union is working on in Springfield to resolve fairly. I can't say enough good things about UPSEU," stated Pouliot.

The second Springfield case concerned an employee who was wrongfully terminated. UPSEU won the case in arbitration and the City appealed the decision twice to the higher courts where the union prevailed in both instances. The award calls for payment of back wages to the affected employee. Both of these cases were represented by UPSEU's Attorney John Connor of Connor, Morneau and Olin, LLP. "Attorney John Connor, as always, did a fantastic job on behalf of our members," stated UPSEU Labor Relations Representative Roger Stolen.

UPSEU Files Complaints Against Rensselaer Sheriff's Department

UPSEU has lodged several grievances against the Rensselaer Sheriff's Department as well as an improper practice charge with The New York State Public Employment Relations Board. Among the allegations are that a management-level department staff member threatened employees "to influence them in dropping certain contract proposals" as well as firing the wife of another employee who filed a workplace violence complaint against a supervisor. "We cannot and will not allow this type of egregious conduct to go unchecked," stated UPSEU President Kevin E. Boyle, Jr.

UPSEU has represented about 25 civilian employees at the Rensselaer County jail since June 2012, according to Kathy Wright-Muzio, UPSEU Regional Coordinator. The first set of grievances involve an alleged threat made by a supervisor to several employees who had suggested some changes in their union contract. "That's clearly an act of collusion," said Wright-Muzio. In the case of the firing, Wright-Muzio said the unnamed worker was terminated just before her probationary period was to end but after her husband had sought to file a complaint under the county's workplace violence policy.

"The timing of this is very suspicious," commented Wright-Muzio. She said the county also tried to stop the employee from collecting unpaid vacation and compensatory time, but grievances were filed and settled just prior to arbitration. Wright-Muzio said the improper practice charge will be decided on by PERB after a hearing before an administrative law judge.



LABOR UNIONS:
THE FOLKS WHO BROUGHT YOU THE WEEKEND,
CHILD LABOR LAWS, OVERTIME,
MINIMUM WAGE, INJURY PROTECTION,
WORKERS COMPENSATION INSURANCE,
PENSION SECURITY, RIGHT TO ORGANIZE, ETC.

Fighting and Winning

Stephentown Employee Returns to Work

A town employee was informed by an elected town official that he was to go home as he was fired. The member called Michael Kutski, UPSEU Labor Relations Representative and a grievance was filed the next day. The town and the union, along with the parties involved were able to sit down and it was determined that the elected official clearly violated the collective bargaining agreement and had no right to terminate the employee. The employee was back to work within five days with no loss of pay or use of his accruals.

Marbletown Employee Wins Arbitration

After being terminated over a year ago from his position with the Town of Marbletown for “just cause”, a UPSEU member received the information from his Labor Relations Representative Michael Kutski that we had won the arbitration and that the member was able to return to work with all of his back wages and time accruals.

UPSEU’s attorney Mark Walsh of Gleason, Dunn, Walsh and O’Shea represented the member in this case against the town’s labor consultant. The town argued that they had the right to terminate the employee for just cause and under the management’s rights provision. Mr Walsh was very successful in proving the member’s innocence, which only took one day of deliberation.

Arbitrator Orders Oneida to Return Member to Work

In early 2014, Oneida County accused an eight year employee of violating the County’s Electronic Communications Policy because of his engaging in an email exchange and social media conversation on Facebook. The County immediately terminated the employee. “From the beginning, the employee felt he was being targeted and treated more harshly than the other employees involved,” said UPSEU Labor Relations Representative Linda Kirnan. She went on, “This employee had never been disciplined during his employment; in fact, his record was unblemished.”

Upon hearing the news and meeting with the employee, Kirnan filed a grievance. Not surprisingly, the County was unwilling to settle and the grievance was forwarded to arbitration. “It was the County’s contention that this employee participated in email conversations with co-workers, as well as used the internet for predominately non-work related activities,” said Kirnan. In a classic management tactic in which the employer attempts to tarnish the employee in order to warrant termination, the County also alleged that the employee was incompetent and had failed to complete certain work in a timely manner. “Interestingly, it was the County who failed to provide the employee with the necessary statistical data so the report could be completed on time,” argued Kirnan.

The arbitrator agreed with UPSEU’s argument that the County’s disciplinary actions were harsh and unreasonable for the alleged offenses. “In the decision, the arbitrator noted that the employee did not, in fact, use the internet for predominantly ‘non-work activities’ and that the email exchange between employees amounted to no more than ‘water cooler’ chatter. The arbitrator also agreed that the treatment of this employee was unduly harsh in comparison with the other employees involved, furthering UPSEU’s and the employee’s belief that the County was targeting this particular employee, a fact specifically noted by the arbitrator:

“...it appeared that the object, after the results of January were known, was to build a case against the grievant, not to stop a wrong.” He further stated that, “the record is clear that the necessary data was not provided to the employee to prepare the report so it could be submitted on time. This would probably not have seen the light of day if management wasn’t looking for things to hang the employee on.”

The arbitrator’s June 2, 2015 decision also ordered the County to return the employee to work and to pay all back pay and benefit accruals from May 29, 2014 to the day the employee returned. “The win was bittersweet for the member. Although he was grateful for the union’s support and happy that the arbitrator saw the injustice, he expressed serious concerns about how he would be treated once he returned to work,” shared Kirnan.

Regrettably, the employee’s concerns were well founded and within approximately two weeks after returning, the employee tendered his resignation. Another unexpected development included the County’s insistence on deducting any wages earned in other employment while the employee was off payroll. “This now put us in a position of having to go to court to have a judge order the County to pay the employee all wages and not offset,” said Kirnan.

However, before the union had an opportunity to file formal litigation papers, a settlement was brokered at the request of and on behalf of the employee. In an email shortly following the settlement the employee shared that ‘he was very grateful and could not have made it through the process without UPSEU’s unwavering support’.

UPSEU Wins ES BOCES Arbitration Case

When BOCES announced they “were reverting to the specific language of the contract” as it related to how overtime was calculated when employees came in off shift to assist in snow removal when school was not in session, UPSEU immediately filed a grievance. UPSEU felt that the long standing history of paying premium pay for staff’s off shift hours and the ambiguity of the language meant the issue was covered under the “better conditions” provision of the contract.

After proceeding through the grievance procedure with no resolution, UPSEU filed for arbitration. At the hearing UPSEU President Kevin E. Boyle, Jr. testified for the union on the history and the steps he and the union had take over the past 12 years or so on this very subject.

In the end, the arbitrator was persuaded by the union’s position and ruled that all impacted employees were to be made whole for any losses suffered. All affected unit members will receive their retroactive adjustment prior to June 30th.

“UPSEU will continue to fight the efforts of employers to roll back the clock on issues that have long been settled and where standing practices are in place,” stated President Boyle.

Town of Saugerties Employee Finally Gets Back Pay

After obtaining his water license Kyle Hummer was to have his hourly rate increased. Month after month, the Town refused to bring this matter to the town board. Labor Relations Representative Michael Kutski was informed of the town’s action and was able to work with the town to obtain Mr. Hummer his well deserved increase along with back pay.

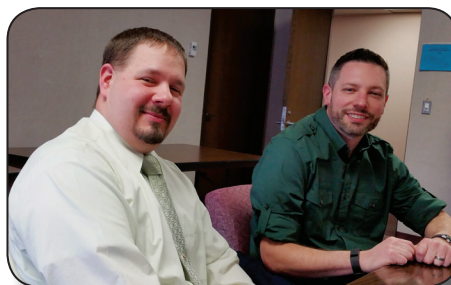
UPSEU Attends Rensselaer Health and Wellness Fair



UPSEU Labor Relations Representative Mike Kutski and Rensselaer Co-Chief Steward Sue McAvoy

UPSEU Regional Coordinator Kathy Wright-Muzio and UPSEU Labor Relations Representative Mike Kutski recently participated in a Health and Wellness Fair for Rensselaer County employees at the Flanagan Square. “This was a first time event and we were excited to be included,” said Muzio. The vendors and events included free cholesterol screening, college education information, fresh vegetable and fruit service, image screening information, health insurance provider information and more.

“We had a lot of members stop at our table for a visit and to learn about the many benefits of being a UPSEU member,” said Kutski. Co-Chief Shop Stewards Jamison Facticeau, Sue McAvoy and Dan Mahoney work in Flanagan Square and made sure everyone in the building was aware of the fair and helped at the table as well. A word of thanks to the event coordinator UPSEU member Christine Miner for including UPSEU in the fair and we hope UPSEU can help to make it even bigger next year.



Rensselaer Co-Chief Stewards Jamison Facticeau and Dan Mahoney

Member News



**Rockland County Member
Pete Power**

In a ceremony before the County Legislative body, and presided over by the County Executive, UPSEU highway member Pete Power was honored for his heroic efforts in saving the life of a resident involved in an automobile accident. Pete Power, who just happened to be near the scene, sprang into action and smashed the windshield, proceeded to cut the seatbelt and pulled the driver to safety. True to form, Pete then got back into his truck, and went about his work, saying nothing to anyone about his heroic actions.

“Public employees throughout the state and the country, day in and day out, go above and beyond the call of duty to assist the public; not just in the work they do for their communities, but in heroic selfless acts just like those performed by Pete Power. Our law enforcement, fire, first responders and public employees, regardless of their positions, are always ready to put themselves in harm’s way to assist their communities. While some want to vilify our public servants, it’s about time they were labeled for their efforts. Although Pete, like so many of our public employees, expects no attention for his actions in saving the life of a Rockland resident, he deserves our gratitude. Thank you, Pete,” stated UPSEU President Kevin E. Boyle, Jr.



**Southington BOE Paraeducator of the
Year Deborah Stevens**

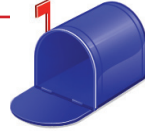
The Anne Marie Paraeducator of the Year Program recognizes the important role of the paraeducator in supporting student achievement. The award is named in honor of Anne Marie Murphy, a paraeducator who was killed in the Sandy Hook tragedy. UPSEU member and Unit President Deborah Stevens from Strong Elementary School has been named Southington’s 2017 Anne Marie Murphy Paraeducator of the Year.

Each district submits the name of their paraeducator of the year honoree to the State of Connecticut. The State then names the State’s 2017 Anne Marie Murphy Paraeducator of the Year at a ceremony to be held on October 13, 2016. Congratulations Deborah!

UPSEU Brockport School District members recently rallied to urge residents to reject the school budget due to the inequities between the administration and the support staff. Contract negotiations with the District have been stalled due to differences on wages, healthcare, retirement and other benefits.



UPSEU Mailbox



Dear Gary,

I just thought I would drop a note to tell you how happy I am with UPSEU and particularly Michael Wilson. I have had several potential disciplinary actions in the district lately and I cannot stress enough how invaluable Michael is. He is a wealth of knowledge and such a source of comfort to those who are being cited for things. I was just on the phone with someone who has shared her feelings about him, which is prompting this email. Plus he really knows how to handle our administrators with a very cool but strong temperament. So kudos to Michael Wilson and you're pretty okay yourself. Hope this finds you well.

Phyllis Ruggiero

Mahopac Central School District

Dear Kim,

On behalf of the HUFSD Nurses, we would like to thank you for last night's presentation to the Board of Education. Thank you for getting our message out in a clear and concise way. We look forward to the next step in this process and thank you again for all your efforts.

Elizabeth Scanlon, RN

Woodhull Intermediate School

Dear Kathy,

Just wanted to touch base and say goodbye, as today is my last day. I want to say it has been a pleasure getting to know you over all these years. I always felt that you were very approachable and I knew if I went to you with anything, all would be alright! All the best in your future!

Sue Jones

Rensselaer County

Dear Mr. Hickey,

I am writing to express my gratitude to Michael Kutski for all the work he did representing me. Throughout my career, I have been a member of three unions. In my experience, Michael Kutski is the best representative I have had the pleasure to work with. He went above and beyond to assist me. He continues to act in my best interest, and is incredibly committed in his efforts. I appreciate all that he has done, and I am very grateful to have worked with such a dedicated representative.

Louis Kremlonk

Town of Marbleton

Dear Kevin,

Last month I was wrestling with a situation which was absolutely painful. Not only was I confused, I was lost and felt misunderstood. Ellen Pleasant was the soldier in front of me, boots on, marching forward. Ellen called me every day, gave me advice, checked in on me, and encouraged and supported my efforts to resolve an uncomfortable circumstance. She even went out of her way to bring me two study books for an upcoming test. Thank you for her. As a member, I feel blessed that she is confident in her ability to accurately represent any of us at any time, because when you are in the middle of something, your emotions are all over the place and you need the stability of her strong nature and genuine concern to protect and represent you. Ellen is not afraid to dig her heels in, tell you when you are wrong and stand by you when you are right. We are lucky to have her. She is an asset to UPSEU on many levels.

Name withheld by request



Reminder

UPSEU has scholarships available for members and dependents of members.

If you are registered on our website at www.upseu.org you may complete an application online.

Scholarships are also available on our website for you to download and print out.

www.upseu.org/benefit/scholarshipForm.pdf

**ALL
SCHOLARSHIP
APPLICATIONS
ARE DUE
BY
JULY 1**

New UPSEU App! is now available for your mobile device!

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Search for UPSEU on itunes

Or use the following link:

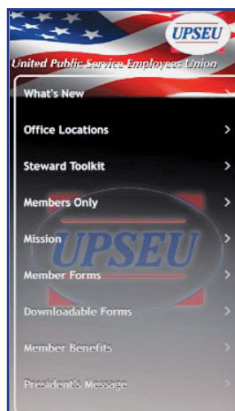
<https://itunes.apple.com/us/app/upseu/id1105042948?mt=8>

Android Users:

Search for UPSEU on Google Playstore

Or use the following link:

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American Safety Council

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Link is available on our website at
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Making a Difference in the Workplace



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3139 State Route 11, Malone, NY 12953

29 Liberty Street, Batavia, NY 14020

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