

United Public Service Employees Union



UPSEU COPS Division*

Making a Difference Everyday

THE ADVOCATE



Fall 2017

** just a few of our COPS Division Units*



**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.

Recently, UPSEU, as well as other labor unions, engaged in an educational campaign in New York State to inform our members of the dangers of a Constitutional Convention and the need to VOTE NO. Union rights to negotiate, provide representation, pensions and health insurance were all at stake. Our representatives and unit officers became foot soldiers, beating back special interests who wanted millions of dollars wasted and the Pandora's box effect, if approved. In the end, public employees and NY State residents said no to the special interests.

A second issue on the federal level, while still several months away, also goes to the heart of union representation and the ability for all public sector unions to represent the interests of its members. All of the representation issues affecting your employment, whether at the bargaining table, fighting in arbitration or in the courts, providing general day to day representation in the workplace or negotiating pension and health coverage, could all be at stake this coming June. The case at issue came about when one Illinois public employee challenged the union's ability to have employees pay an agency fee for the share it costs a union to represent them.

The "Janus Case" seeks a national law that prohibits unions from collecting agency fees from those that don't join the union. Currently this is the law on a state by state basis. Those in agency fee status bear all of the fruits of contract negotiations and their achievements, all which impact their livelihoods, and receive representation for issues impacting their employment, thus they pay a fair share. This case will be heard before the United States Supreme Court, with a decision expected by June of next year. The Supreme Court, bolstered by the politics of those wishing to stifle the voices of public employees, will likely vote to overrule forty years of federal law (Detroit vs. Abod Case), that says it is not only appropriate but fair for those not willing to participate in the union, to pay their fair share toward the cost of representation based on state law. This will have a devastating impact on all public sector unions throughout the country to provide excellent service to their members, and to have extensive legal support and staff to ensure that all its members' rights are protected. Public unions will have "their legs kicked out from under them" in an effort to destroy their power and your rights.

UPSEU has always prided itself on providing the highest level of service to its members, which is why so many workers from other unions have joined UPSEU over the years. We, as well, work hard to provide the lowest dues levels in any state where we provide service. Today we have the best member to staff ratio of any union throughout the country. To continue to accomplish this, it will be extremely important to have optimal union membership participation. Employers use this level of membership to agency fee payer to measure a union's power. When a union has a high agency to member ratio, it weakens the union's position.

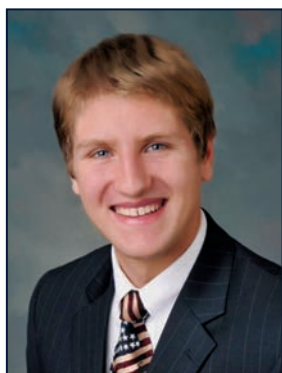
The Janus decision is now solely in the hands of the Supreme Court. While we cannot alter the Supreme Court's decision, we can stand together to lessen its intended crippling effect. As more information is known we will educate you on the decision and how we can fight back together. Now more than ever, union solidarity will determine the future of the labor movement and the employment environment of public employees. As the adage says, "United we stand, divided we fall." At UPSEU, we, like you, choose to be UNITED!

Congratulations 2017 Scholarship Winners

Paul T. Burch \$1,000 Awards

James Franco

Law
Syracuse University
Son of Linda Franco
County of Oneida



Emily Traynor

Nursing
Molloy College
Daughter of Emily Traynor
Town of Islip



Dependent Child \$500 Awards

Gregory Alfiero's dependent Anna
Lisa Antous' dependent Cross Binette
Alice Ascetta's dependent Kurt
Christie Bonville's dependent Mikayla
James Brockway's dependent Sara
Terrance Buchanan's dependent Elizabeth
Allison Burke's dependent John Thrasher
Lisa Cancel's dependent Dominique
Margaret Cawley's dependent Matthew
Doreen Dekonig's dependent Maria
Kim DiGregorio's dependent Kara
Robert Eak's dependent Annalise
Thomas Flannery's dependent Carly
Kelly Garfield's dependent Camden
Felix Gonzalez' dependent Holly
Jennifer Haberland's dependent Ashley VanAlphen
Laureen Hernandez' dependent Jaclyn
Jill Holmes' dependent Olivia
Robert Klugo's dependent Julie

Jill Kortright's dependent Connor
Christine LeRoux's dependent Jessica
Mary Ann Lupo's dependent Megan
William Maruottolo's dependent Matthew
Mark Mason's dependent Kevin Michand
Suzanne Niemann's dependent Lauren
Rosemarie O'Hara's dependent Shannon Buckman
Elizabeth Pendergast's dependent Kiley Marie
Carole Pimenta's dependent Francesca
Laura Piraino's dependent Vivian Stapleton
Robert Russo's dependent Alexa
Audrey Schaffner's dependent Leo
Dean Schreiner dependent Meaghan
Thomas Skoglund's dependent Jennifer
Sandra Tomczak's dependent Michael
Francesca Tuccinardi's dependent Nicole
Debra Virga's dependent Amy
Laura Washburn's dependent Matthew

Member \$500 Awards

Monica Benn
Christopher Cassidy
Alisha Cooper
Erika Elmore

Sheila Folmsbee
Michell Gugliotti
John Moran
Angelica Padilla

Benjamin Seymour
Jared Todd
Emily Trezza

Sincere thanks to the Scholarship Committee:

UPSEU Vice President Kim Nowakowski, UPSEU Regional Coordinator Kathy Wright-Muzio, UPSEU Labor Relations representative Rosamaria Lomuscio, Camille Allen, Barbara Bancke, Sharon Linehan, Sue McAvoy, Michelle Navedo, Evelyn Overton, and John Wosnjuk.

New Members

Bethel BOE Food Service Workers Join UPSEU



Bethel BOE Food Service Negotiation Committee
Rachel Gross, Unit President Debra Sutton and
Unit Vice President Cindy Rizzo

Bethel BOE Food Service Workers voted nearly unanimously by a 19 to 1 vote to join UPSEU. The secret ballot election was conducted and administered by the Connecticut State Board of Labor Relations. UPSEU Regional Director Matt Geer stated, "These workers previously had no representation and they first sought recommendations from those employed within the Bethel Public Schools and the Town of Bethel. They learned quickly that UPSEU was the clear choice for them, as our organization also represents the Bethel Police Officers, Police Dispatchers/Clerical employees/Animal Control Officers and the BOE Paraeducators/ABAs. The employees came together and were united in seeking the best representation available. The unit is long overdue for having an advocate in their corner and UPSEU can now provide them with the proper representation they have been missing for decades." We welcome these employees to the ever growing UPSEU family!

Germantown and Woodstock Become First Time Union Shops

Employees in the Town of Germantown are closing in on a first contract which would secure annual raises, longevity and much more. Shop Steward Patrick Ebling and negotiating team member Anthony Cidras worked diligently to achieve these unit goals. "They are doing a great job," stated UPSEU Labor Relations Representative Michael Kutski.

The Town of Woodstock unit members elected a new Shop Steward, Brett Benjamin and negotiating team member Ryan Peters. The unit will be working together with UPSEU Labor Relations Representative Michael Kutski in developing proposals for their first contract and negotiations are set to begin shortly.

Town of Berne Highway Employees Join UPSEU

Dissatisfied with their current union, the Town of Berne Highway employees contacted Labor Relations Representative Michael Kutski to inquire about a new union. As a result of the discussion, an election was held and the Town of Berne voted in a landslide victory over the Operating Engineers to join UPSEU. The Town of Berne now has a newly elected Shop Steward Kevin Kemmet, and a negotiating team alternate Jason Geel. Negotiations for a successor agreement are currently underway.

Town of Wilbraham, MA Employees Vote for UPSEU

UPSEU won an election in Massachusetts for the Town of Wilbraham employees working in the DPW, Police Dispatch, Town Hall and Library. The group was formerly represented by the Operating Engineers. When UPSEU Labor Relations Representative Roger Stolen asked how often membership meetings had been held, he stated, "Members told us they had very little contact with their old union and never had membership meetings for their group. The Operating Engineers were only around when it was time to negotiate a contract or sign up new members to start collecting dues. Getting a phone call response was also very difficult."

UPSEU had challenged the Operating Engineers to a debate which had been requested by members, however the Operating Engineers didn't bother to respond to UPSEU or the members and didn't show up for the debate. UPSEU had representatives at the debate and answered the group's questions about UPSEU and the election process. We welcome Town of Wilbraham employees to the UPSEU family. Wilbraham now joins the growing number of groups that are making the switch to UPSEU, who is making a difference every day for you.

UPSEU COPS Division Welcomes 3 New Units

UPSEU would like to welcome Herkimer County Sheriff's Department, Lewis County Sheriff's Department and the Granville Police Department to the UPSEU family. We look forward to working for you!



UPSEU is Making A Difference Everyday!

Hoosick Falls Police Agree to 3 Year Contract

Hoosick Falls Police members ratified a three year deal with the Village of Hoosick Falls which included annual pay increases, a longevity stipend for 5, 10, 15 and 20 year steps, and increased holiday pay. Congratulations to Nehill Danbury and Thomas Bass on a successful job of negotiating their first contract.



Winchester Unit President Officer Mike Roy on left and Winchester Police Sergeant Robert Varasconi work to keep traffic and the construction workers safe in Winchester.

Tolland BOE Secretaries & BOE Custodians Approve Contract

Successful negotiations resulted in the Tolland Secretaries approving a four year contract and the Tolland Custodians approving a two year contract. A central issue for both of these units was an insurance change from a PPO Plan to an HDHP Plan. The BOE agreed to deductible funding starting at 75% BOE cost for both units; the premium share for the Secretaries and Custodians increases minimally. Highlights for the Secretaries include new contract language that provides for bumping rights and structure, and new language creating a sick leave bank available to all members who exhaust her/his individual sick leave. The Custodians made headway with new language that provides a paid absence should the governor declare a severe weather travel ban, and a significant increase in the lead custodian differential and the shift differential.

UPSEU Attorney/Labor Relations Representative Kristen Sweet was the chief negotiator for both units. The gains made for the unit members in these negotiations are largely credited to the exceptional focus, commitment and perseverance of the negotiating committees. For the Secretaries this included Unit President Pam Babey, Marjorie Francolini, and Cherie Richards; for the Custodians this included Unit President Dennis Vendrillo, Jeff Palmer, and David Carilli.

Schodack Police

Members of the Schodack Police recently ratified a new contract which calls for above average increases over the four years of the agreement. In addition to the wage increases for officers and dispatchers, longevity and personal leave time were also increased for the dispatchers. A great job was done by negotiating team members Jon Reickert and Dean Thomas.

Commack CGM Members Approve New Agreement

A long and frustrating negotiations recently came to closure with a new four year agreement affecting Commack Custodial, Grounds and Maintenance members. The vote was 68 to 16 in favor of the agreement. Improved annual wage increases, increased longevity and improved shift differential were among the highlights. A central issue concerning split school assignments and transportation issues related thereto were resolved with seniority language and limitations on the number of employees who can be assigned, together with an inclusion of IRS mileage rate reimbursement. UPSEU President Kevin E. Boyle, Jr. commended the leadership of Unit Officers Louis Bass and Todd Raplee along with negotiating team members Edward Storck, Frank Pagnotta, Mark Zumpol, James Diluggo, Glen Robitaille, and Matthew Burke for their outstanding work throughout the process.

Stillwater Police

The union has reached an agreement for Stillwater Police that includes hourly wage increases for all patrolmen and for sergeants during the first year of the contract. Thereafter, officers will receive annual raises in 2017 and 2018 plus an increase in clothing allowance and two additional holidays. Congratulations to Unit President Mike Sharidin.



Labor Relations Representative Brandon Nasierowski meets with Food Service Workers in the Wenonah Elementary School at Sachem Central School District to educate them on the importance of voting "NO" on November 7th regarding the Constitutional Convention. L to R: Maureen Delaney, Theresa Masrroccco, Bettina Galaida, Dorota Golsiz, and Valerie Tersigni

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South Huntington Members Approve New Pact

UPSEU's CGM and Transportation members overwhelmingly approved terms of a new four year agreement that included annual wage increases plus steps. Sick leave payouts upon retirement, a critical issue in the negotiations was favorably resolved with an increase in the maximum payout, with an enhancement for anyone retiring during the last two years of the contract. Other gains included a new attendance and safety increment for transportation department, improved meal, uniform and snow removal increments. UPSEU President Kevin E. Boyle, Jr. commended the negotiating team for a terrific job in their commitment to delivering an excellent agreement to their co-workers. The team included Unit President Warren Roberts, Shop Steward Linda Matus, Carlo Giordano, Sr., William Royster, Debra Schulz, Mike Lusardi, Anthony Principe, David Nardelli and John Burke. President Boyle, as well thanked UPSEU's Randy Tillman for his assistance throughout the process.

Ogdensburg Police

Despite the city's fiscal issues, UPSEU was able to secure a contract for our Ogdensburg members that calls for increases in each year of the deal. Members also received enhancements to retiree health insurance, as well as the right to sell back vacation time at the end of each year.



Village of Philmont

UPSEU Village of Philmont members will be covered by a new three year agreement which will provide wage increases throughout its' term, among other gains. Thanks are in order for Shop Steward Michael Scheller and negotiating team member Dale Wheeler for their tremendous assistance.

New Contracts for Valatie and Esopus Hway and Waste Depts.

"UPSEU's Village of Valatie and Town of Esopus members will now be covered under new five year contracts," said Labor Relations Representative Michael Kutski. "This is the first time in a long time that the Town and Village are looking for long term contracts. Thank you to all of our shop stewards and negotiating team members, including Edward Czyzewski for the Village of Valatie and Derrick Brown, Michael Dauner and Steve Valentini for the Town of Esopus for their outstanding work throughout the negotiations," Kutski went on to say.

UPSEU & Town of Islip Partner for Employee Wellness

On the heels of a health fair, organized between the Town of Islip and UPSEU with the support of Northwell Health, over 120 town employees signed up for health physicals coordinated through Baseline Health. The fully equipped Mobile Baseline Health units were set up at four different town locations over a seven day period, where UPSEU members and town employees were able to schedule complete physicals including blood work. With doctors and nursing staff on board, members were able to get a physical which they may not have had previously. "The convenience of walking out of your work location to get a physical made getting one quite simple," said UPSEU/Town Liaison Ellen Pleasant. The Health Fair, which is part of Town Supervisor Carpenter and UPSEU's wellness initiative, was a great success as well. With the opioid epidemic currently facing many, the health fair included narcotic training and a narcotic kit for members. Flu shots, blood pressure, financial information and EAP representatives were also available at the fair.

UPSEU President Kevin E. Boyle, Jr. stated, "This is something we ultimately would want to implement with all of our employers. We have already contacted some of our employers to get them on board with a similar initiative. Employee health and wellness should be a top concern of all of us. Supervisor Carpenter didn't blink an eye supporting these initiatives when discussions took place, and we can't thank her enough for her concern for her employees." UPSEU Town of Islip Liaison Representatives Ellen Pleasant and Peter Pollak were instrumental in communicating the benefit of physical exams and coordinating the baseline appointment process.

Three Village Maintenance and Operations Approve New Pact

By a vote of 65 to 11, the Three Village Maintenance and Operation members voted to approve the terms of a new five year contract. Annual increases, on time steps, increased longevity at each step, increased snow removal pay and vacation carryover, plus a new vacation buyback provision were included amongst other gains. Two issues that were the most contentious, drug and alcohol testing and catastrophic leave were resolved, with the district withdrawing its proposal to test existing employees and with the increasing of years of eligibility service for catastrophic leave. Health coverage remained unchanged throughout the terms of the contract. UPSEU President Kevin E. Boyle, Jr. commended the work of the negotiating team of Unit President Carlo Reyes, Robert Niski, David Luhrs, Thomas Johansen, Steve Cordovano, Mike Bartell and Vincent Inga for their outstanding work throughout the process. He also recognized the assistance from UPSEU Labor Relations Representative Pat Defelice during the negotiating process.

Babylon Library



L to R: Babylon Library Unit President Lori Ludlow, Meeghan Goddard, Cynthia Puleo. Seated: Kelly Sheridan

The Babylon Library Unit voted to approve a three year agreement this past spring. “The negotiations were long and tense throughout the fifteen months of bargaining. It began with the library offering substantial pay increases in exchange for gutting the contract. As much as the money was appealing, the negotiating team and members realized that a short term gain for a long term loss did not make sense,” said UPSEU Vice President Kim Nowakowski.

After many months of bargaining, a NYS Mediator was appointed. After several mediation sessions, a three year agreement was reached which included annual wage increases including for the retroactive year, a new 25 year longevity level, and a pay schedule for those affected by the NYS minimum wage increases. The bargaining unit employees suffered no givebacks or changes to their medical/dental premium cost sharing percentages. “The only changes were cleanup language issues and minor changes for new hires in non-substantial areas. Given where the negotiations started and the current negotiating environment, the NYS mediator felt that even though we would have preferred no changes for new hires, the package should be presented to the membership,” remarked Kim. It was overwhelmingly approved by the membership.

Many thanks to the negotiating team of Lori Ludlow, Cynthia Puleo, Meghan Goddard, Kelly Sheridan and Patrick McGinnis. During the course of the negotiations, Patrick passed away, and will be missed by his co-workers, the community and UPSEU. “It is impossible to visit the library without thinking of Patrick. He was more than an employee: he was a part of the library’s very fabric,” said Kim.

Commack Public Library Members Ratify Agreement

The members of the Commack Public Library voted nearly unanimously to approve a three year agreement. The agreement was reached just prior to the expiration of the existing contract through hard work and many hours on the part of both the UPSEU negotiating team and the Library negotiating team. The agreement included annual wage adjustments with increases to the longevity schedule, additional time off for part time employees, and a new 30 year level for full time vacation schedule. As well, it included a retirement incentive and an increase in the maximum days which could be sold back at separation of employment. Throughout the negotiations, UPSEU negotiator Kim Nowakowski provided cost analysis and wage/benefit analysis which helped bring the deal together. “In the old days when we weren’t represented by UPSEU, the employees would go to the board meetings with oak tag presentations which didn’t get us what we wanted. Kim provided information in a thoughtful and professional manner, which certainly helped us to achieve what we did,” stated Librarian Joanne Kelleher. “The Library recognized the hard work of its employees and the value they bring to the services provided to the community,” said Vice President Kim Nowakowski. “The retirement incentive also was a win-win for the library to save on new hire salaries while providing a nice incentive package for existing employees,” she added. The negotiating team of Co-Presidents Maureen Armstrong and Nancy Paszkiewicz, Lisa Cavallaro, Suzanne McGuire, Judith Calderone, Phyllis Calev and Michael Schellderfer deserve to be commended for their determination to reach a good agreement and their ability to look out for all segments of the unit.



Three Village Clerical Unit President Donna Pesapane and member Frances Padrazo. Fran baked a wide array of goodies to entice members to come to their unit meeting. Thanks Fran!

Windham Police

The newest Windham Police contract includes annual wage increases and significant enhancements to sick leave and vacation for our full time members. This contract was the last for long time steward Greg Thorpe. Despite fierce opposition from the town, Greg was able to bring in UPSEU and since that time has served as an outstanding steward for the unit and has always put the members first. Greg continues to serve the Town of Windham as a police officer, as he has for over 43 years. Thank you Greg for all of your selfless work over the years. You will be sorely missed by UPSEU and the members you have served.

Locust Valley Operations Unanimously Approve Contract

Without a contract for over two and a half years and feeling that the level of representation they were receiving was inadequate, Locust Valley employees decided a change was needed and voted to join UPSEU. After being certified by PERB, UPSEU went right to work in putting in place its representation model and prepared to commence bargaining.

With little having occurred during the two and a half year period of negotiations under their previous representative, UPSEU took over the process and reworked the unit proposals with the membership. UPSEU President Kevin E. Boyle Jr., along with Labor Relations Representative Pat Defelice and the team met numerous times with representatives of the district in negotiations. After a number of years of bonuses instead of wage increase and step freezes and not wanting to duplicate the same, UPSEU and its team secured a retroactive agreement with annual wage increases, on time steps each year, a first time long term disability plan and other gains. There was not a single concession. "The district and its team were extremely professional throughout the process. Our team was committed to delivering a great contract and they succeeded," stated President Boyle. Special thanks to Unit President Mike Svitlik, who along with team members Thomas Morra, Timothy McCarthy, Edwin Villa, John Glavan, Sean O'Neil and David Pittman, did an outstanding job which was recognized by the unanimous approval of the unit.

Chatham Highway Employees Secure New Agreement

The Village of Chatham Highway Department employees settled a new three year agreement. Congratulations to Unit Shop Steward Philip Genovese for a job well done. Labor Relations Representative Michael Kutski stated, "The contract was a result of a team effort and support of the unit which culminated in an agreement that improves wages annually and adds compensatory time."

Town of Berlin Highway Settles New Contract

A new settlement will provide long overdue wage increases for unit members. Thanks are in order to Shop Steward Michael Winn for his efforts throughout these negotiations.

Norwalk Custodians, Maintenance & Security Settle 4 Year Contract

The Norwalk Board of Education Custodians, Maintenance and Security Personnel recently ratified a four year collective bargaining agreement, capping off negotiations which lasted a year and a half. By a margin of over 4 to 1 in favor, the union rank and file accepted a tentative agreement recommended by its bargaining team, which included annual pay raises and a health insurance restructuring, which will result in significant cost savings for members and their families. The agreement was reached with the assistance of a state mediator and concluded following two long and arduous mediation sessions. Upon notice to the employer of union ratification, the Norwalk Board of Education also voted to affirm the new contract. Congratulations are in order for UPSEU negotiating team members Bill Dick, Ryan Loris, Rich Mills, Alvin Mosby, Scotty Nails and Charlie Wyatt for their outstanding efforts.



Massena Police

After months of negotiations and mediation, the union was able to reach a four year agreement. The main sticking point was the Village's attempt to rescind the "Minimum Staffing Clause," which is vital to the safety of our members. UPSEU refused to relinquish this important benefit and was able to maintain it for another four years. In addition, members will receive annual increases over four years, plus increases in sergeant and investigator pay and a stipend for field training officers. The unit also received a signing bonus for each member. Kudos to Unit President Mike O'Brien and negotiating team member Jordan Jenks for a job well done.

HVCC Security Signs New Agreement

UPSEU has signed a three year contract extension with Hudson Valley Community College. This contract includes annual increases and maintains all current benefits with no changes including health insurance.

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Westbury RNs Reach New Agreement

After a long bargaining process that included mediation, fact finding, and super conciliation, UPSEU and the District reached an agreement on terms of a new five year agreement. Wage increases plus a pay adjustment was included in each year of the contract.

The significant issue that prevented the parties from reaching an agreement was when UPSEU and the negotiations team opposed the district's decision to implement a swipe card attendance system. Language that was objectionable to the union was ultimately removed that resulted in the agreement.

UPSEU President Kevin E. Boyle, Jr. commended the unit for its steadfastness and as well the efforts of the PERB appointed conciliator, who ultimately procured a resolution. He also commended the negotiating team which included Shop Steward Barbara Jacobowitz and negotiating team representative Eleanor "Ellie" Dougherty. Boyle as well, thanked UPSEU's Labor Relations Representative Amanda Barker for her terrific work throughout the process.

Rensselaer County Members Ratify Agreement

The Rensselaer County membership recently overwhelmingly accepted an offer made by the County for a one year interim agreement that provided for a raise and short term insurance co-share increase for employees hired after January 1, 2018. "The County came to the team during negotiations and pitched the idea of a one year interim agreement," said UPSEU President and Chief Negotiator Kevin E. Boyle, Jr. The negotiation team members discussed the idea at length and, because the wage increase was slightly above the other area county settlements and the New York State workers wage increases, decided to put the offer out to the membership for their consideration.

"We had a lot of issues sitting on the table that the membership wanted us to work on," said UPSEU Unit Office Jamison Facticeau. "In the end, however we decided that the membership should make the decision on whether to accept the offer and start negotiations in the early spring of 2018 or reject the offer and maneuver the waters of a change in county executives as of January 1, 2018," added UPSEU Unit Officer Dan Mahoney. In addition to the wage increases and new hire insurance co-shares, the new agreement also has a provision that negotiations for the 2019 contract will begin no later than April 1, 2018.

Middletown South Fire District



Middletown Tax Collector/ Benefits Coordinator Cindy Gotta and Tax Associate/AP Specialist Kathy Kiley

After months of negotiations, UPSEU was finally able to secure its first contract with the district. The unit was able to retain their current health insurance and pension plans which they had been at risk of losing.

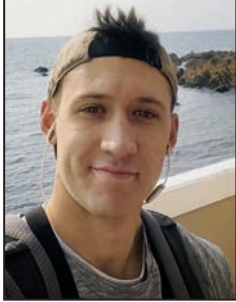
Washington County 911 Communications

Members of the Washington County Communicators requested that UPSEU begin negotiations early and the move paid off as we were able to achieve a three year deal which increases dispatchers pay significantly, adds an additional holiday, increases holiday premium pay and increases all longevity steps. Congratulations to negotiation team members Les Gordon, Walt Stimpson and Don Stevens for a job well done.

Rensselaer County Employees Have Leave Time Restored

Two UPSEU members in Rensselaer County who were forced to use leave accruals when they were told their office was closed, have been restored their time. "They were told that their department head had closed the office and they needed to go home and/or stay home," said UPSEU Regional Coordinator Kathy Wright-Muzio. When the workers realized they were being required to use their leave accruals to cover the lost time, they contacted their UPSEU Unit Officer, Sue AcAvoy. "They didn't feel it was fair that they were told not to come in or were turned away when they arrived, yet they were required to use their own leave accruals," said McAvoy.

The County's position was that the department head had not closed the department; however, after reviewing numerous texts between their supervisor and the employees, it appeared that the affected employees had every reason to believe they were not to report to work. UPSEU filed a grievance and after several meetings in the regular County Grievance Review Committee, an agreement was reached and the County agreed to restore their accruals.



DUSTIN L. DOYON
ET2, SRS USN

Remembering a Hero

UPSEU officers and staff send their sincere condolences to our Suffield, Connecticut member Karen Doyon and family on the tragic loss of her son, Dustin, who lost his life on the USS John McCain. Dustin was 26 years old and will be remembered as a hero who served our country to keep all of us safe.

ET2 Doyon was born in Olney, Maryland. On the day of his first birthday, the family moved to Connecticut. Shortly after, the family settled in Suffield. From an early age, Dustin loved working independently; he would earnestly take things apart, then methodically try and figure out how to put it back together. Outside of school, you would find him building things with whatever materials he could find, or venturing off in the woods. Later in life, his motto became, "I'm not lost, I'm exploring." Before graduating from Cathedral High School in 2009, he fell in love with poetry, writing, and a love for running cross-country and skateboarding. After graduating high school, Dustin went to trade school for a year and a half to become an Electrician Apprentice. During that time, he found a job and worked for a local electrical contractor, later he worked for a local builder as a carpenter, and later still, at various positions in public service; making him well versed in working with the public with his magnanimous personality. Dustin joined the Navy in 2015, for a higher education in the field that intrigued him and that would eventually catapult him into his lifelong dream ... to become a certified electrician. He also dreamed of owning his own business following in the footsteps of his father. His recruiting experience was lengthy because he was determined to pursue the Electronics Technician rate specifically. Surprisingly, not being a swimmer in high school, he was approached by the Navy to become a Search and Rescue Swimmer. He attended the Naval Air Station in Jacksonville, Florida, and later became certified. Dustin would often go for a long run, a climb, or a hike in the woods to find the perfect vantage point for the forthcoming sunset. He appreciated the beauty of his surroundings, often finding the peace and tranquility it offered, and yes, even a conversation with his maker ... altogether leaving him re-inspired. He loved to take pictures of sunsets along his journeys where the Navy took him. His Instagram account is filled with beautiful landscape and sunset pictures coupled with inspirational messages. He also loved to cook, but his true passion was running and diving, and hanging out with his friends. He only looked at the good in people and on the bright side of everything. His smile was contagious and he always had kind words to say to everyone. One day while driving, I noticed Dustin's vehicle parked along the side of the road with his flashers on. He was bent down looking at something on the grass. I pulled over, walked up to him and asked him what was wrong? He stood up, told me that he hit a dove while driving and that it appeared to be dead ... he was totally devastated. We said a little prayer, then Dustin went to reach down to touch it, and it flew away. He had great compassion, even for the smallest of things. And yes, I truly believe that it slowed his driving down for just a little while ... During times that he and his younger sister, Annette went fishing, he always proved to be a big brother by removing the fish she caught from her hook ... always a big brother. During a time when Dustin was in sixth or seventh grade, he had a friend on the bus that was always being bullied, this friend, mind you, was twice Dustin's size. Finally, Dustin had enough of the bully, and told him to leave his friend alone or there would be a fight ... he was never afraid to do what was right. The bully backed down. He had a great appreciation and love for God's creation, he was always committed to friendship/family, he had a gentle soul, and was always compassionate in whatever he did. In remembrance of Dustin, we have created a scholarship fund to help high school students who are interested in cross country running fund their college education. Any donations can be made to "Dustin Doyon Scholarship Fund", c/o First National Bank of Suffield, P.O. Box 96, Suffield, CT 06078.

UPSEU Members at Work



In the Mansfield Connecticut BOE, UPSEU is fortunate to represent the Food Services employees as well as the BOE Custodial and Maintenance employees. The BOE Mansfield Junior High School Food Service Unit members prepare for the 100 plus student lunch wave. Pictured L to R: Food Service Workers Kim Morgan, Katie Duval who is always wearing her giraffe patterned apron, and Debbie Soucy. These workers prepare for four waves each day, plus they cook and serve breakfast for the students.



Town of Islip Supervisor Angie Carpenter presents Catherine Barberine with a proclamation celebrating her retirement and her service to the Town of Islip for over 30 years.

UPSEU Mailbox



Dear Kevin,

I received the Spring Advocate and I must tell you that I'm very impressed with all the good things UPSEU does for their members. There are many items that caught my eye. I think it's amazing that Edith Costanzo won the award for the Southington 2017 Para-Educator of the year. It would be great if the Trumbull Board of Education could also get involved with an award like that. It's definitely something to look into. I was also impressed that the Southington BOE Para-Educators had the opportunity to attend the Para-Educator Development and Leadership Symposium in Hartford, which was based on all the support and encouragement they received from their Assistant Superintendent and the one and only, Matt Geer.

My last and final thought that I know would mean a great deal to many Para-Educators is if someone could submit a photo of the Para-Educators that retired last year and who recently retired. That information would be great for UPSEU's next edition. I also wanted to thank Colleen Ezzo for all her hard work and also to Mr. Kevin Boyle. I personally wanted you to know how much all of us enjoy reading, "A Message from President Kevin E. Boyle." It's always a great read! Have a great summer!

Diane Severino and Jane Ryan
Trumbull BOE Para Educators

Dear Kim,

Thank you SO much! What a great surprise. I'll look at my blanket and remember the good and the bad, the frustrations and the celebrations and all the good things we've accomplished over these twenty four years. I'm proud to have been part of the incredible growth of UPSEU for all these years! You and Kevin have been much more than union officers to me... you have become friends.

Barbara Bancke
Sachem School District

Dear Mark,

As I am getting ready to leave Family Guidance after almost fourteen years, I wanted to reach out to you and let you know how grateful I am for all of your guidance and your compassion toward me in the situation I found myself in over the past few months. Your advice and availability to me were invaluable, as was your strength and fortitude of spirit in helping me through making the ultimate decision to leave. I am forever grateful to you for all of this. Thank you ever so much.

Alicia Nashel-Watts
Bergen County White Collar

Dear Mr. Boyle,

Just a little note of thanks to Randy Tillman for helping me in a situation that I had at work. I'm being treated for an illness and a specialist doctor gave me a follow up appointment, I put in for a personal day and was declined. This appointment was extremely important for my health, and was not in any way trying to extend my weekend as the supervisor thought I was doing. I called Mr. Tillman and he got right on it and got me the day off as a personal day. I can now go the doctor with peace of mind and not worry. Thank you Mr. Tillman for always caring about the union members.

Tony Catarelli
Northport East Northport School District

Lori and Kim,

I just wanted to thank you both very much again for being there for me this week and today. You have no idea how appreciative I was to you for your calm guidance, patience and assistance. May you have a wonderful summer and thank you!

Janet O'Neill
Huntington School District

Dear Kevin Boyle,

My name is Lisa Lewis, I was an employee of the Department of Social Services as a welfare examiner. Shawn Morse is the union representative for DSS workers. He helped me through the process of getting a stipulation agreement with some benefits and then helped me win my unemployment hearing! He did an outstanding job and should be recognized for all his hard work!

Lisa Lewis
Columbia County



*from the Officers and Staff
of UPSEU*

Making a Difference in the Workplace



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