

United Public Service Employees Union



is M.A.D.E. for YOU!
Making a Difference Everyday

THE
ADVOCATE

Southington BOE Occupational and Physical Therapists Vote UNANIMOUSLY to Join UPSEU



L to R: Tracie Stanton, Maureen Casey, Monique Delaney, Unit Secretary Kristin Cresta, Unit VP Susan Spatafore & Unit President Maureen Tombari

As a result of a Connecticut State Board of Labor Relations secret ballot election, the Southington Board of Education Occupational and Physical Therapists voted unanimously to join UPSEU.

The Southington BOE Occupational and Physical Therapists most recently were employed by a private employer who had a contract with the District to provide services to the children within Southington Public Schools. The District voted last year not to renew that contract and thereafter hired many of those same employees outright to work for the District while providing the same type of services to its children.

The employees knew they needed an advocate in their corner moving forward. After speaking with numerous Paraeducators and ABA's represented by UPSEU within the District, the Occupational and Physical Therapists sought out UPSEU to represent them.

"Our organization is proud of these employees for standing united together as they let their voices be heard loud and clear through the results of the secret ballot election," stated UPSEU Regional Director Matt Geer. UPSEU is eager to get to work on behalf of these professional employees. We welcome the Southington BOE Occupational and Physical Therapists to the UPSEU family!



A Message from President Kevin E. Boyle, Jr.



After recently going for my annual physical, the doctor gave me the typical advice which I like most of us, typically ignore. As I watched his face when he began to realize that I wasn't going to follow his advice, it made me think of all the times our representatives give advice to members to no avail.

One of the most common pieces of advice, which often goes unheeded, is to avoid sending email which can later be used as evidence against you. I always advise members to assume that all emails are being monitored. If you wouldn't be comfortable with your boss or your boss's boss reading the content, then don't send it. I recall one member getting into hot water when she sent an email from her work computer to a friend outside of work saying that if another person of "so and so nationality" walked through the door, she was going home for her uzi. She certainly didn't have an uzi at home and of course she was exaggerating, but she did make a racist comment in addition to mentioning violence in her workplace, which just happened to be a school. Add that to the fact that she was a probationary employee and with the combination of the above, it led to her immediate termination. She was under the impression that since she emailed someone outside of work, no one would know. If she had followed my advice and thought that her email could possibly be read by the superintendent, she certainly would not have sent it. Remember, your employer owns both your computer and your email usage!


Sometimes when a member knows that their boss will be reading their email, they may use it to vent, without thought as to how it could be perceived by an outside source, i.e. a hearing officer, arbitrator or board agent. I always suggest to email it first to your UPSEU representative, who can help you to get your message heard without jeopardizing either your case or yourself.

Oftentimes, we have a member with a valid concern who doesn't want us to intervene but rather just wants us to listen to their concern. Your representative can present possible actions which can be taken, and in lieu of intervening, we will suggest that the member keep a notebook documenting the incidents with time, place, witnesses and description. This notebook should be kept on your person or in your car; and no original files should be taken from your workplace. If you make copies or print email, be sure to redact the names, particularly if a student, due to their right to privacy. It is important to keep these documents in your personal possession since the employer owns your desk, file cabinets, computer and email. Time and time again, we run into instances where a member does not create a paper trail against the employer, nor give us permission to act until it is too late. Other times, the member leaves the documentation at work, where it "grows legs" and disappears, never to be found again.

One of the most frustrating pieces of advice not taken is to have a UPSEU representative with you during meetings with your employer, when the meeting could lead to disciplinary action. Sometimes members are either embarrassed, feel it is no big deal, or think they can handle it themselves. By the time they involve the union they have a folder full of write ups or have put their foot in their mouth by saying the wrong thing and opening a can of worms. Your UPSEU representative is here to represent you and is readily available to do so. At the very least, call us and let us know, so we can evaluate whether our presence is necessary, and if not, we can give advice on how to handle an informal work meeting.

Lastly, when a member is in trouble and we attend a disciplinary meeting, we need to know what the history has been and what happened in this instance. We strongly encourage you to give us the complete picture without leaving out any details. The more we know, the better equipped we are to plan a strategy in your defense. It's like going to the emergency room and telling the doctor to figure out what's wrong without telling him or her your symptoms or medical history. You wouldn't do that and you shouldn't do it to your UPSEU representative. The more we know, the better able we are to help you. The only exception is if there is a possibility of criminal charges. In which case, your criminal attorney has the right to keep your comments private.

All in all, although I try to be a good patient and follow my doctor's advice, it can be difficult. Cut salt, cholesterol and sugar intake, and what, eat cardboard? Find time to exercise, yeah right. Don't stress so much. Obviously, my doctor has never been a union representative! Although it can be difficult to follow your doctor's orders, your UPSEU representative's advice should be much easier to follow. Unlike a physical which is once a year, your union is here to help you day in and day out. We can give you advice, support and a workable plan of action. All you need to do is call us. Keep us busy, and who knows, maybe we can count that as exercise!



Pomperaug Association of Educational Personnel Join UPSEU

The Pomperaug Association of Educational Personnel (Aides and Secretaries) comprised of approximately 110 members, voted overwhelmingly to officially affiliate with the United Public Service Employees Union. After hearing numerous exemplary compliments from current UPSEU members, the Association Unit President Leslie Belval, knew it was time to reach out to UPSEU for assistance. UPSEU Regional Director Matt Geer spearheaded the campaign and after several meetings with the Executive Board and the members at large, the unit grew exceedingly confident that they needed stronger and more hands on representation from UPSEU.

UPSEU is honored to have received such strong support from the members and looks forward to providing exceptional day-to-day representation and leading the unit in upcoming contract negotiations. Geer stated, "All of us at UPSEU are committed to ensuring a long lasting working relationship with the Pomperaug Association of Educational Personnel Unit."

Ringwood Employees Vote for UPSEU

In a PERC election, Blue Collar Unit employees in the Borough of Ringwood voted overwhelmingly to join UPSEU. The unit had been represented by the Teamsters for many years. UPSEU currently represents the Ringwood Professional and White Collar Unit. Year after year, the Blue Collar employees saw the difference in representation they were receiving and what UPSEU was providing to its White Collar members in the Borough; they decided they had enough! We welcome the Borough of Ringwood Blue Collar employees to the UPSEU family.

UPSEU Welcomes Williston Park Employees

UPSEU secured a nearly unanimous election win when Williston Park employees voted to join UPSEU. The unit had been represented for many years by the Teamsters.

Three years ago, the Teamsters advised the unit to leave the NYSHIP plan so it could join the Teamster Benefit Fund. The employees were told by the Teamsters that the change in coverage would reduce the employee cost and provide them with better benefits. The employees soon found out that the Teamster's promise of better benefits was not true, and shortly thereafter they were told that their spouses who were covered by the plan, would no longer be covered. This required employees to get plans for their spouses costing over \$500.00 per month. The Teamsters, as well, were not providing the unit with the representation the unit felt was appropriate. After speaking to our members in other UPSEU represented units they contacted us and decided they wanted to join UPSEU. The Teamsters only received two votes in the election. UPSEU welcomes Williston Park employees and looks forward to working for them.

Town of Prospect Municipal Employees and Supervisors Join UPSEU

The Town of Prospect Municipal Employees and Supervisors voted in two separate Connecticut secret ballot elections to join UPSEU. UPSEU Regional Director Matt Geer stated, "With the election process behind us, UPSEU will immediately begin preparation for upcoming contract negotiations. The newly organized employees now have job security and a positive outlook as a result of joining UPSEU. Our organization stands committed to improving and growing the labor movement by continually organizing unrepresented workers or those who are unfortunately receiving poor representation from their current union."

Town of Prospect members pictured on page 9



**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
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Linda Pickwick
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Commack CSD Secretarial Association Unanimously Approves New Pact



COMMACK SECRETARIAL NEGOTIATING TEAM

Standing R to L: Diana Lerch, Unit President Gloria Fernandez, Negotiating Committee Chair Susan Brandel. Back: Patricia Quigg, Margaret Alexandrovich, Frann Weinstein

A new long term agreement will provide Commack Secretarial Unit members with annual wage increases, steps, improved longevity and other gains. The vote was 65 to 0 in favor of the agreement.

While long and difficult, negotiations resulted in a fair agreement for both the District and unit members. UPSEU Labor Relations Representative Amanda Barker headed up the negotiating team. She commended the knowledge and dedication of Negotiating Committee Chair Susan Brandel, Unit President Gloria Fernandez and team members Diana Lerch, Frann Weinstein, Margaret Alexandrovich, and Patricia Quigg. We congratulate them for their outstanding work on behalf of their co-workers with the fearless and daily leadership of Ms. Fernandez, and the tireless commitment of Ms. Brandel and the rest of the negotiating team,.

Sachem Clerical Overwhelmingly Approves New Agreement

By a vote of 104 to 7, Sachem Clerical Unit members approved a new long term contract that includes annual raises with two and a half years of retroactive pay, on time steps and other gains.

Negotiations throughout the district were extremely contentious for a nearly three year process resulting from fiscal issues in the district, including the closing of three schools this past year. With a new administration taking over in 2016, negotiations began to have some life, as the new administration recognized our demand for retroactive on schedule pay increases.

After three mediation sessions and the efforts of the new administration, an opening developed to secure an agreement on many issues, and a deal was struck.

UPSEU President Kevin E. Boyle, Jr. commended the leadership of Unit President Josephine Vasio and the team of Unit VP Barbara Banke, Unit VP Hedy Delee, Jen Losordo, and Laura Hollander for their steadfast commitment in securing a fair agreement for the unit.



PUTNAM CT TOWN HALL EMPLOYEES

L to R: Unit President Bill Dietz with Operators Mark Baublitz and Stan Daniels who work in the Putnam water treatment facilities.

New Contract Approved for Middle Country Monitors

A new agreement that included above average annual pay increases and on time steps was unanimously approved by UPSEU members. A new personal day tied to years of service and a new job posting provision was included as well.

UPSEU President Kevin E. Boyle, Jr. commended the leadership of Unit President Theresa D'Amato for her assistance throughout the process in delivering an excellent agreement to the unit.

UPSEU is Making A Difference Everyday!



SOUTHINGTON BOE PARA-EDUCATORS ATTEND SYMPOSIUM

Due to the support and encouragement of Assistant Superintendent Steve Madancy and Matt Geer of UPSEU, the Southington Para-Educators were given the opportunity to attend the Para-Educator Development and Leadership Symposium in Hartford, Connecticut. The day provided not only informative class sessions, but also the opportunity for para-educators to network and work with other para-educators throughout the state.

Town of Suffield Approves Pact

After years of Teamster representation, Suffield Town Hall employees wanted a better level of representation. After a recent state run election, the unit voted to join UPSEU.

Upon UPSEU being certified, we went to work preparing for negotiations. The unit's negotiating team was strong and well prepared for the process. After numerous sessions, the negotiating team, with Matt Geer as their UPSEU spokesperson, achieved an excellent contract to bring back to the unit. The unit agreed and they unanimously approved the new agreement. Kudos to the negotiating team led by Unit President Katie Martin, who along with Karen Doyon and Jim Taylor did an outstanding job for the unit.

Commack CGM Members Approve New Contract

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 was 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.

LABOR UNIONS:

The folks who brought you the weekend, child labor laws, overtime pay, minimum wage, injury protection, workers compensation, pension security, right to organize, etc.

Hebron BOE Non-Certified Employees Approve 2 Year Agreement

Annual wage increases, stipends for working with special needs students, no increases to medical insurance, a reduction in time before receiving compensation for working at a higher classification, and a second shift differential for custodial staff were all recently included in a new two year wage and insurance reopener for Hebron Non-Certified employees. UPSEU Labor Relations Representative Renée Wall commended the efforts of team members Tammy Porter, Maddie Smith, Gail Gonydyke and Terry McKinley as well as Co-Presidents Kathy Hoffman and Nancy Simmons for devoting so much of their time and energy to delivering an excellent agreement to the unit.

Unit Co-President Nancy Simmons commenting on the negotiations stated, "As most of you know, the negotiation process is not an easy one, but working with two professionals from UPSEU, Cory Garfman and Renée Wall, made the process a smooth one. They were informative and focused, guiding us to realize our goals and remaining realistic in the process. I have been on negotiating committees in the past with our prior union and cannot compare the two. I feel UPSEU has given us a base to form a stronger leadership for our members with open dialogue always welcome."

UPSEU is Making A Difference Everyday!

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.

Huntington School District Nurses Reach Agreement

The Huntington School District registered nurses reached a five year deal after long and difficult negotiations, which involved the assistance of a NYS PERB mediator. "I have to give credit to the negotiating team and the membership. It was extremely frustrating for the members to watch as co-worker after co-worker quit because of the lower wages in comparison to surrounding districts. They argued at the table with the District negotiators, spoke at school board meetings to no avail, and still maintained support for each other throughout the process," said UPSEU Vice President Kim Nowakowski.

After many months, impasse was declared and a New York State mediator was assigned to assist the unit. With the mediator's assistance and creative thinking on the part of the union, a deal was reached which made some inroads to the wage equality. "The progress is just a beginning and a lot more needs to happen to bring our wages in line with other districts, but it's a start," said Unit Co-President Liz Scannello. The five year agreement included one-time wage adjustments in the first year based on years of service plus general increases in each of the following years. "We also increased the longevity amounts on each level and in each year of the agreement. Most importantly, we created a new five year level," said Nowakowski.

The agreement which contains no give-backs, was overwhelmingly ratified by the membership. Special thanks to Co-Presidents Liz Scannello and Jackie Silvers and member Kay Kunze-Khokhar for their assistance in reaching the agreement.



TOWN OF PLAINFIELD DPW

L to R: Mike Hawkins, Dave Beaudoin, Jim Allen, Kevin Wells, Kevin Henault, John Ravenelle, Henry Dexter, Larry Griffiths, Unit President Ronald Berube and Donald Tetreault.



CITY OF NORWICH DEPARTMENT OF PUBLIC WORKS

(L to R): Joe Caisse, John Williams, Keith Surrat and Ed McDougal. These hard working members do it all for the City of Norwich including body and engine work, painting city vehicles and full fabrications on city trucks. They are a talented crew of workers and we are proud to represent them.



Greene County Nurses Settle Contract

"The Greene County Nurses have overwhelmingly ratified a new three year agreement," said UPSEU Regional Coordinator Kathy A. Wright-Muzio. The three year contract includes raises retroactive to its expiration on January 1, 2017 as well as in each year of the agreement, improvements in retiree health insurance, increased and improved longevity, and employees sharing in the profits of new procedure revenues.

This was a particularly exceptional negotiation due to the large number of employer proposals that sought serious and deep concessions for such a small unit of nurses. "I can't say enough about how committed our negotiating team representatives Holly Pavlin and Wendy Johnson are to their colleagues," said Wright-Muzio. She went on, "There was a point when the committee felt we were going to have to declare impasse since we were remaining firm on preserving our benefits, but at the last last minute, the County came onboard."

UPSEU wants to express its deepest gratitude to Holly and Wendy for their hard work and commitment, not only in the negotiations, but in looking out for the interests of their colleagues every day.

UPSEU Supports County Probation Officer Disability Legislation

The New York State Senate and New York State Assembly have legislation working its way through the process that affords county probation offices alternate disability coverage for work related injuries and accidents. As times have changed, the dangers that county probation officers face daily have increased. Probation officers are now an integral part of the public safety community. They are sworn peace officers who possess all of the powers associated with being a peace officer and they are required to undergo regular and rigorous training. Many participate in multi-law enforcement details with federal, state and local forces to get guns off the street and protect the community. To ensure probation officer's protection when carrying out their community and home visit responsibilities, many have been armed with firearms, tasers, batons or spray. "The dangers these officers face is very real and ever present," said UPSEU Regional Coordinator Kathy Muzio. She went on to say, "If they should get hurt during the course of performing their duties, they and their families should have some financial assurance while their loved one recovers."

UPSEU has been tirelessly advocating the Senate and Assembly to get this legislation passed. At present, the bill is waiting for a floor vote in the Senate; the Assembly's version of the bill is waiting to move out of Ways and Means to a floor vote. "We were able to get a myriad of signatures not only from the county probation officers we represent, but also from other counties as well," said Muzio. UPSEU Labor Relations Representative Bryan Staul also initiated an online petition at change.org and both he and Muzio have been monitoring the progress of the bills daily, now that it is coming down to the wire. "The sessions end in June and we are really pushing for the passage of this important legislation. Its time is well overdue," said Staul.

UPSEU and Cromwell Secretary Prevail in Unjust Workplace Issue

When Cromwell BOE Secretaries Unit member Jill Mattus returned to her position in April 2016 after an FMLA leave associated with her pregnancy, all went well. Jill's difficulties began in June 2016, when she received her annual evaluation. Her manager noted attendance concerns indicating her maternity leave as the primary reason. Jill spoke with her manager who then issued a second version of the evaluation removing references to maternity leave, but maintaining that attendance remained an issue, with no additional reason.

At this point Jill consulted with UPSEU Attorney Kristen Sweet and asked her to review the situation and advise her. The remedy Jill sought was that her evaluation reflect her annual performance without consideration of the pregnancy related absences. The FMLA law clearly protects employees from suffering negative consequences at work resulting from FMLA approved leave. "We believed the FMLA protections applied here and we worked together on a strategy to have Jill's evaluation re-considered," stated Sweet. With this goal in mind, a letter went to the superintendent as part of a grievance process, followed by a meeting. The superintendent backed Jill's manager and declined to change the evaluation. In tandem with this internal process, UPSEU reached out to FMLA Division of the Department of Labor about Jill's rights. While UPSEU was not permitted to pursue this avenue on Jill's behalf, we continued to support her as a resource and an advisor. As a result of the DOL investigation, Jill's evaluation was revised to reflect her performance, with no consideration of the pregnancy related absences.

When Executive Board elections were held for the Secretaries Unit, Jill decided to run for office in order to help other members who may face challenges at work. Subsequently, she was elected as the Unit President for the Cromwell BOE Secretaries.



**CROMWELL BOE SECRETARIAL
UNIT PRESIDENT**

Jill Mattus

UPSEU's Kristen Sweet reflected, "It's a great feeling to know I played a role in a result that corrected what was an unjust consequence in the workplace." Member Jill Mattus stated, "I appreciate the time and tact UPSEU dedicated to such a delicate matter. They had the great ability to see the situation with clarity, validate an unjust matter, and develop a discreet path for resolution. I hope that in turn, my circumstances can motivate others to reach out to their UPSEU representatives when they feel they need to explore options for the challenges they may experience in their workplace."

UPSEU Persistence Pays Off

A number of employees have UPSEU's persistence to thank for having employment, out of title pay and leave accruals re-credited. "It's been a very active few months in Rensselaer County," said UPSEU Regional Coordinator Kathy Muzio. "Through the Grievance Review Committee, we have been able to accomplish and resolve a number of issues," said Muzio.

The Grievance Review Committee consists of representatives from both the administration and UPSEU. "Its purpose is to meet regularly in an attempt to address grievances and issues as expeditiously as possible. The Committee has been able to add to its recent accomplishments: the reinstatement of several employees to work, the ensuring of permanent status to a promoted employee and the re-crediting of some employees with leave time they thought was otherwise lost to them," said Muzio.

Aside from the Grievance Review Committee, UPSEU Labor Relations Representatives Shawn Morse and Bryan Staul have been working tirelessly at the Van Rensselaer Manor to mitigate disciplinary actions taken against employees. In 2016 alone Morse and Staul handled more than 300 disciplines at the Manor. No moss grows under the feet of these UPSEU reps!

UPSEU is Making A Difference Everyday!

Town of Islip Passes Budget

UPSEU staff members, along with UPSEU President Kevin E. Boyle, Jr. attended the November Town Board meeting which was scheduled in order for the Council to vote on the Town budget. The meeting was expected to be contentious.

UPSEU Vice President Kim Nowakowski who resides in the town, spoke in favor of the budget, calling it a “necessary tax increase, given the need to maintain the level of services to residents, expand staffing and to replace aging equipment to enable employees to provide critical services to town residents.”

With necessary staffing and equipment upgrades at stake, UPSEU strongly supported the budget, given its importance to the membership. “The membership expressed appreciation of Kim’s staunch support of the work they do and their importance to the residents,” remarked Boyle.

While there was some serious opposition, in the end the Town Council voted 4 to 1 in favor of the budget. UPSEU President Boyle commended the Supervisor and the Council for presenting a budget that provided funding for additional staff and replacement equipment to improve the town’s aging fleet.

Weight Limit Issue Awarded in Favor of UPSEU Members

On February 17, 2017, a decision was issued in a binding arbitration case for the Wallington Water Department. It was a contract dispute over one item, “Did the Town have the right to impose a rule that if anyone exceeded the weight safety limits on any equipment and did not lose the weight in a given time period, then the Town could fire them?”

UPSEU would not give in to the town’s demands during negotiations even though the two other unions in town (AFSCME and IBEW) gave in to this rule during the course of their negotiations. The town made the argument to the arbitration panel that since unions had already agreed, it was now a prevailing practice and it should be applied to the water department as well. UPSEU argued that termination was a very strong consequence if someone had a medical or stress problem that caused them to gain weight. It was also argued that this would mean that future employees over a certain weight would be excluded from applying for a job in the water department. In addition, the town had no history of anyone being hurt on the job or equipment being damaged over this issue. The panel ruled in favor of the union. Not only is this a victory for the members of the Wallingford Water Department, but a win for all workers, since it now becomes case law.

Once again, it shows that UPSEU is willing to go the extra mile for its members, even though other unions have given up the fight on the same issue! At the present time this item is being appealed by the Town of Wallington and the union is currently awaiting the decision.



Members of the Town of Prospect Municipal Employees Bargaining Unit at their first union membership meeting.

Members in the News



**SOUTHTON 2017
PARAEDUCATOR OF THE YEAR**
Edit Costanzo



SACHEM CLERICAL UNIT OFFICERS

Hedy DeLee, Barbara Bancke and Josephine Vasiento. Sincere thanks to Unit Vice President Barbara Bancke for 25 years of serving the membership.

PLYMOUTH POLICE DEPARTMENT PROMOTIONS

Cesar Beiros (left) was promoted to Sergeant and John D'Aniello (right) was promoted to Detective Sergeant.



ES BOCES EMPLOYEE OF THE YEAR

Cheryl Scalice
Cheryl makes it her personal business to maintain state-of-the-art skills, and her efforts are apparent in the high quality materials she produces for ES BOCES.



TOWN OF ISLIP RECOGNIZES 35 YEAR EMPLOYEES

Islip Town Supervisor Angie Carpenter honored 35 year employees at the January 24, 2017 Town Board Meeting. Town of Islip employees who received recognition included Steven Aloia, Mike Aversano, Edward Carter, Bernadette Cassidy, Nicolina Charron, Bob Fergo, Kenneth Gesseck, William Mannix, Michael Vicinanza and Paul Christensen. (not pictured)

UPSEU Mailbox



Dear Mr. Boyle,

I am writing this letter to inform you of the expert representation I received from Shawn Morse regarding my counseling session and subsequent resignation. As I am sure you are aware, it is a very difficult time for an employee when the job they have been doing for 1^{1/2} years is unexpectedly questioned for performance. From our first meeting three months ago, I was comforted by Shawn's kind demeanor and candidness. He was sympathetic and listened to my concerns, but at the same time he was straightforward regarding the counseling procedure and its possible outcomes. Shawn put the scrutiny of my performance in perspective from the employer's point of view, never once giving me the feeling that he was not supporting me in resolving the employer's concerns or coming to a mutual agreement. This left me with hope, but at the same time, with the knowledge of what could happen.

Shawn answered all of my emails and texts in a timely fashion, and there were many of them due to my anxiety about the situation and my distrust of the unknown. Shawn was patient with me, always answering my questions with a kind attitude. He understood when I wanted to confer with my lawyer on wording in the settlement, not taking it personally, but instead showing me his desire for me to understand the document I was about to sign. He handled my case with professionalism and I never once questioned his intent or ability to represent me when talking with HR or my supervisors. I was also impressed with his attention to confidentiality. Shawn was a warrior when it was obvious I was not willing to keep fighting for my job. We discussed my concerns and needs and then Shawn followed through on securing a settlement that shows me he not only listens, but a settlement that leaves me in awe. I believe if it weren't for Shawn's astute negotiating and listening skills, I would not have come away with a remarkable severance package. Shawn went above and beyond my expectations of union representation. I have put on my bucket list to secure a position where I can be represented by this union again. Thank you for giving me your time. If I can assist the union in promoting its' excellent representation, please feel free to contact me.

Pauline-Louise Schroepel, Columbia County

Dear Kathy,

Thank you and Mike so very much for your representation in this matter, as well as other sensitive issues that you have represented me on. I really do appreciate the both of you, and am very pleased to be a member of UPSEU and with the results that you both have delivered on my behalf. Thanks again!

Jacqueline Banks, Rensselaer County

Dear Kevin Boyle,

Thank you so very much for the legal help you gave me through Mark Walsh. Thank you! Thank you! Thank you! I won my case against Oneida County and they had to pay me for a 6^{1/2} week suspension! You are so wonderful for paying for a lawyer! I could never have done that! I love you guys. Mark was great! I'm so grateful for my union, UPSEU!

Michelle Grande, Oneida County

Dear Kim,

Thank you so much for advocating for us. Your letter is excellent and makes the points we were trying to get across.

Jeannie Aromi, Bay Shore School District

To Whom it may Concern,

On behalf of the union officers of the Putnam Police Department we would like to express how pleased we are with our union representative Jeremy Powell. On nearly half dozen or more occasions, and with little or no notice, Jeremy has responded to our department to handle conflicts and challenges facing our union in recent months. It is not a secret to us, nor our members that we had no representation from IBPO, our former union, and that we felt alone. We had no opportunity to reach out for help when it was sincerely needed.

Jeremy has made his presence known to our administration, and due greatly in part to his experience, knowledge, and professionalism has been able to hold meetings with our administration and obtain responses that we, the union have not ourselves been able to achieve. These are real results, and this may just be part of the job of our union, but it has been a piece entirely absent from our lives until we changed unions and were assigned Jeremy as our representative.

In short, this is a thankless job, but Jeremy deserves our thanks. He is a cut above, and we greatly look forward to having him by our side, should we ever need assistance in the future.

Kyle Maheu, Michael Termini, Kris Bernier, Mark Boulanger
Putnam Police Department



**REMINDER: JULY 1ST is the DEADLINE
for all SCHOLARSHIP APPLICATIONS!!**



Attention: All New York Members

**On November 7th there will be a Ballot Question on the New York General Election Ballot,
“Shall there be a convention to revise the NYS constitution and amend same?”**

How could a NYS Constitutional Convention affect you and your family?

A VOTE IN FAVOR of the Constitutional Convention means YOU COULD LOSE:

- Your Pension
- Your Job
- Retirement Securities
- State Debt Limits
- Social Welfare Needs
- Worker's Compensation
- Your Visits to State Parks
- Your Health Benefits
- Your Right to Collectively Bargain
- Your Right to have a Union
- Your Right to Free Public Education
- Environmental Protections
- Public Schools, Libraries, Colleges and Universities

On November 7, 2017

Vote “NO” on the NYS Constitutional Convention!

Making a Difference in the Workplace



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