



Fall 2018

## Welcome Madison Association of Educational Supportive Services!



L to R: Building Representatives Kathy LeBlanc, Heather Rosenquist, Lynn Hagan, Fran Guidone, Shelley Cappozzi, Isabelle Hahn, Treasurer Cindy Tracy, Building Rep Julie Lucas, Unit Co-President Sue Evans, Building Rep Karen Owen, Unit Co-President Carla Marino and Secretary Molly Fahey

On October 22, 2018 the Madison Association of Educational Supportive Services, (MAESS) comprised of approximately 200 members in roles such as Administrative Assistants/Secretaries, Nurses and Paraeducators, voted overwhelmingly in a secret ballot election to affiliate with the United Public Service Employees Union.

While researching other surrounding districts, Association Unit President Carla Marino came across several contracts that UPSEU had negotiated which peaked her interest, due to the level of benefits in those contracts. Carla then notified her Executive Board of her findings and they each immediately began researching UPSEU. After meeting with UPSEU Regional Director Matt Geer, who spearheaded the campaign, several members of the Executive Board took it upon themselves to contact the leadership of different bargaining units that UPSEU currently represents, for honest and unsolicited feedback. Following those conversations which produced exemplary compliments, the Executive Board reconfirmed their initial thoughts that joining UPSEU was in the best interest of the membership. UPSEU then conducted a thorough informational meeting for the entire membership which provided assurances to those in attendance that joining UPSEU was exactly the type of representation that they have needed.

UPSEU is honored to have received such strong support from the members and looks forward to providing day-to-day representation and leading the unit in upcoming contract negotiations. Matt Geer of UPSEU stated, "The membership expressed that they needed stronger advocates at the bargaining table as well as hands-on representation, which is precisely what UPSEU will deliver to the membership."



**United Public  
Service Employees  
Union**

*Making a Difference  
Everyday*

#### 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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## A Message from President Kevin E. Boyle, Jr.



Once again, the Supreme Court has struck a blow to working people by siding with those who want the strength of public unions and the voice of its united members to fall apart. The case I refer to was filed by the Governor of Illinois against public sector unions in frustration over the cost of wages and benefits of its public employees. The purpose was anything but a battle for free speech, as they insisted it was. The court rejected the claim, since the governor had no standing to file. Subsequently, public employee Mark Janus then argued that paying less in taxes was a higher priority to him than his working conditions and the union bargaining for improvements took away his free speech. But rather than give free speech, the Janus Decision took speech away from workers standing in unity to fight for better working conditions, benefits and wages, in an attempt to destabilize public sector unions.

I said once again earlier, because whether you realize it or not, a Supreme Court decision known as "Citizens United," was anything but about uniting citizens. It lessened the effect of working class political contributions and gave a free pass to corporate America and big business by allowing unlimited dark money contributions (donor names were not required). For the first time, corporations were considered a "person" with all the rights of an individual to affect political outcomes. The only difference between a "corporation as a person" and an actual working class person is that a corporation has far more money to contribute than a working class citizen, and therefore has a more influential voice. That voice can be for pro-corporate, anti-worker legislation and candidates. You as a consumer may not realize that your money spent purchasing a product is actually working against you.

This one-two punch at the Supreme Court is far from the end of their efforts to damage unions and reduce working class wages and benefits. Dark money political action committees and think tanks are aggressively purchasing newspaper, radio and television ads in an attempt to convince workers that they would be better off without unions. They are making phone calls and knocking on doors, telling workers to negotiate individually instead of as a bargaining unit. Their ultimate goal is to establish free rein to determine wages, benefits and working conditions, giving full power to the employer and zero power to the employees. Thus, lower labor costs and higher profits mean more money for shareholders and CEOs.

Each one of you, together with UPSEU have the ability to fight back. Our greatest weapon is UNITY. There is a labor movement adage that says, "An injury to one, is an injury to all." When workers stand up for each other and stand united for bargaining wages, benefits and working conditions, the outcome is no doubt a better one than standing alone.

I am proud to say that our membership has grown stronger as a result of the Janus Decision. Agency fee payers have joined as full-fledged members. Others are volunteering for the first time to serve as unit officers or stewards. Many are realizing that serving on a negotiating team is hard work and they are taking the time to thank their fellow members for their efforts. When we ask members to engage in informational picketing or attend a board meeting, you are there in growing numbers. The Janus Decision has had an inverse effect: however that could change if we take for granted the importance of strength in numbers.

We must all take responsibility for adding to the strength of your unit and the union. It is no accident that the word "union" has both "U" and "I" in it. I give my word, and that of my staff, to continue fighting on your behalf to achieve the best possible outcomes in disciplinary matters, grievances and negotiations. We need "U" to help us, by your support and unity. Together we will continue to stand united; and their efforts to divide us will not cause us to fall. Thank you to our members for standing with UPSEU. Heartfelt special thanks to those who serve as unit officers/leaders and negotiating team members. Although your responsibilities are not easy, you give it your all, not for yourself but for those you serve. We proudly do the same. As we continue to move forward in these difficult times, remember that the unity of United Public Service Employees Union makes us all UNION STRONG!

## CONGRATULATIONS 2018 SCHOLARSHIP WINNERS

### Paul T. Burch \$1,000 Awards



**Meagan Rainey**  
Biochemistry  
Rhodes College  
Daughter of Paul  
Boro of Hawthorne



**Nathan Kirk**  
Psychology  
Univeristy of California  
Son of Christine  
Town of Woodbury



**Therese Mierzejewski**  
Elementary Education  
Concordia College  
Daughter of Stephanie Denya  
City of Meriden



**Julia Scagluso**  
Psychology  
Adeplphi University  
Daughter of Andrea  
Sayville School District

### Dependent \$500 Awards

Member	Dependent	Employer	Member	Dependent	Employer
Linda Aarante	Alyssa	Huntington UFSD	James Hanamy	Sara	Hewlett Woodmere CSD
Linda Andrews	Patrick	Town of Ridgefield	Karen Hansen-Mullen	John	ES BOCES
Anthony Ashline	Erin	Franklin County Hwy	Mark Hathaway	Jacob	Columbia County
Merari Baez	Kenneth	City of Springfield	Matthew Hayes	Katherine	Rensselaer County
Deborah Bender	Evan	Southington BOE	Melissa Jones	Ashley	Oneida County
Elizabeth Bomba	Max	Town of Colonie	Brian Lamirande	Brittany	Hadley DPW
Jeremie Butlien	Samantha	Southington BOE	Maria Mignano	Maya	Manhasset Library
John Campanelli	Michael	Town of Bradford	James Murrell	Giana	City of Hackensack
Ciorsdan Conran	Griffin	Town of Lewisboro	William Ray	Kathleen	WHS SD
Christopher Daly	Gehrig	Ridgefield PD	Carol Re	Andrew	Monroe BOE
Erin Decapua	Brianna	Town of New Milford	Sunitha Rene	Rhea	NHP-GCP
Michele DeSantis	Michael	Marlboro CSD	Vincent Rigoli	Jessica	Town of Fairfield
Evelyn Devaney	Ryan	Hamden Public School	Doreen Rushton	Joseph	Harborfields CSD
Kim DeGregorio	Brooke	Mahopac Central SD	Leonard Schnall	Michael	Town of Islip
Diane Doyle	Megan	ES BOCES	Carolyn Sergio	Brittani	Three Village CSD
Jennifer Eacho	Nicholas	Rensselaer County	James Soder	James Jr.	Boro of Hawthorne
Carol Garen	Andrew	Town of Woodbury	Sharyn Wander	Vicki	Orange Ulster BOCES
Cynthia Giangrande	Bryan	Three Village CSD			

### Member \$500 Awards

Member	Employer	Member	Employer
Christopher Bachand	Rocky Hill PS	Casey Lloyd	Brockport CSD
Laura Balkam	Middle Country SD	Brittany Perrone	Ridgefield PS
Tatiana Brooks	Oneida County	Lisa Pfaffe	Town of Islip
Megan Clapp	OHM BOCES	Shpresa Sherri-Toplanaj	Orange Ulster BOCES
Dodi Feldman	City of Springfield	Tyler Yaccarino	Borough of Allendale
Bridgette Hornung	Island Park Library		

*Thank you to our Scholarship Committee UPSEU Vice President Kim Nowakowski, UPSEU Regional Coordinator Kathy Wright-Muzio, Ellen Pleasant, Jamison Facticeau, Beverly Greco, Ellen Mari, Maureen McKay, Geraldine Nigg, Evelyn Overton, Frank Sequenzia, Deborah Stevens, and John Wosnjuk.*



## Welcome New Members

### Winchester Supervisors Leave CSEA/SEIU for UPSEU



#### WINCHESTER SUPERVISORS CONTRACT NEGOTIATIONS COMMITTEE

L to R: Unit President Steven Williams, union members Halaree Monnerat and James Lagassie, and Unit Vice President Mark Douglass

The Winchester Supervisors Union recently successfully petitioned to leave CSEA/SEIU and join UPSEU and is now in contract negotiations with the Town of Winchester. Our greatest appreciation and thanks goes to the Winchester Supervisors Union for putting their trust in UPSEU as their certified bargaining agent!

### Greenfield DPW Votes Overwhelmingly to Leave Teamsters and Join UPSEU



The Massachusetts Labor Board conducted a secret ballot election this past May at the Labor Board in Boston. UPSEU received an overwhelming number of votes, while the Teamsters managed to only receive minimal support after many years of representing the bargaining unit. The Greenfield DPW employees, a unit comprised of forty five members, grew tired of the lackluster representation from the Teamsters, as well as the non-existence presence of the Teamsters in the workplace. After speaking with numerous other public works employees in surrounding towns, they took the advice they received from those employees and contacted UPSEU.

UPSEU Labor Relations Representative Roger Stolen stated, "It is apparent that word of the high quality day-to-day representation and expertise of UPSEU and our general counsel at the negotiation table is quickly spreading to employees throughout the State of Massachusetts." We welcome the Greenfield DPW employees to the ever growing UPSEU family.

### Bay Shore Clerical Unit Ratifies Agreement

The Bay Shore School District Clerical Unit has ratified a four year agreement which contains a number of improvements to the existing contract, as well as new benefits. "We know when we went into bargaining that it would not be an easy negotiation process, but with the help of a dedicated negotiating team and the support of the membership, we did it," said UPSEU Vice President/Negotiator Kim Nowakowski. "In addition to on time step movement, the agreement included annual wage increases, significant improvements to the longevity schedule, and a new education benefit for members with Associate's Degree (or 60 credits), Bachelor's Degree or Master's Degree, which would increase their total wages annually," Nowakowski added. "Since all of these are pensionable, it not only helps members now, but in the future when they determine final average salary for their pension," said President Kevin E. Boyle, Jr. To round out the package, there were improvements to their annual dental maximum, life insurance, vision coverage and opt out waiver payments.

"We recognized that we had members who would be retiring in the near future, so we addressed the retiree contribution level during the contract and increased the number of days to be paid out as terminal leave. We didn't accomplish this without difficulty. Although we did have to concede to increased health contributions, we were able to push it off to the third and fourth years. Thus wage, longevity and education monies would have an opportunity to kick in prior to the increased contribution levels," said Nowakowski.

The district had wanted the Bay Shore unit to follow the exact layout of negotiations of another unit in the district and to settle quickly. "We explained that we were a different unit with different needs. Our unit had an even split between those in step movement and those at the top of schedule, so we had to be creative in order to achieve a settlement that addressed those different needs," said Unit President Regina Fagone. The other bargaining unit and prior units in the district agreed to new hire provisions. "Although the die had been cast by the other units, we were able to add more money to the new hire step one, as well as more money to the top of the schedule than what the district had wanted," added Nowakowski.

Special thanks to the negotiating team of Regina Fagone, Michelle Dunne, Annemarie Spano, Sonia Bonilla and Alice DeSilva-McManus for their many hours, both at and away from the bargaining team with UPSEU Negotiator Kim Nowakowski.

### Oxford Municipal Employees Unanimously Approve Contract



#### OXFORD MUNICIPAL

L to R: Unit President Kelly Weymer, Denise Randall and Jessica Pennell

After over a year of negotiations, the Oxford Municipal Employees voted unanimously to approve a three year successor collective bargaining agreement. The negotiating team managed to bargain for significant economic improvements, including wage adjustments, on top of above market wage increases. These wage gains were paired with a freeze to the employee insurance cost share percentage for the duration of the contract, and an increased insurance waiver for those employees who do not take the town's insurance.

Unit President Kelly Weymer stated, "My team and I were very confident during our negotiations process, knowing that our UPSEU representatives were by our sides. They were extremely competent, knowledgeable and experienced and made their jobs look easy, when I know it is not. I've been through negotiations with other unions, but my UPSEU representatives are by far the best team ever. Thank you Matt and Renee!" The negotiating team comprised of Unit President Kelly Weymer, Jessica Pennell and Denise Randall did an outstanding job, and really helped the chief negotiator Matt Geer push back against the town and make these huge achievements in this round of negotiations.



## UPSTATE NEW YORK Village/Town Contract Roundup

**Village of Rhinebeck** UPSEU members will now be covered under a new three year contract. Employees will receive wage increases in each of the three years with improvements related to boot allowance and winter jackets. The Village will continue to cover health care with the same employee contribution level. Labor Relations Representative Michael Kutski thanked the negotiation team of Michael Wolff, Bryan Alix and Brian Baccomo for all their hard work throughout the process.

**Village of Coxsackie** members secured a new three contract. Employees will receive annual increases in longevity and on call pay under the terms of the new contract. Labor Relations Representative Michael Kutski thanked the negotiation team of Patrick Florak and David Varade for their efforts throughout the process.

UPSEU, working in conjunction with the new supervisor of the **Town of Berne**, agreed to restore the four ten hour work week and to add the Deputy Supervisor to the contract. Labor Relations Representative Michael Kutski thanked Unit Steward Kevin Kemmet for his hard work on these very important issues.



### HARD WORKING MEMBERS

The Granby Board of Education Custodians and Maintainers Union are quickly trying to repair a leak in a major pipe. Unit President Joe Magnano held the large plastic bag to keep the rushing water off him as he repairs the pipe. Unit member Juan Carlo Subiza cleans up the spilling water as it fills up the hallway at Granby High School.

## Southwick Library Ratifies Contract



### SOUTHWICK LIBRARY

*L to R: Paul McKenna, Joanne Judd, Luann Morrissey, Tanya Kellogg and Heather Paparella*

The members of the Southwick Library in Massachusetts unanimously ratified their second contract with UPSEU. The group had previously been unrepresented and had difficulty getting raises from management. Since joining UPSEU, the group has made great strides over the last two contracts in catching up with other unionized groups in their field.

## Unanimous Contract Vote for Norwich BOE Food Service Workers

After almost two years, the members of the Norwich BOE Food Service Workers in Connecticut unanimously ratified their first contract with UPSEU. The group had previously been unrepresented and had struggled with securing raises and additional paid time off from the Norwich Board of Education.

As a result of a Connecticut State Board of Labor Relations secret ballot election, the Norwich Board of Education Food Service Workers voted in favor of joining UPSEU. UPSEU was thereafter certified as their collective bargaining representative. After long and difficult negotiations, the members of the Norwich Food Service Workers have unanimously ratified their first contract. The new four year agreement includes retroactive raises, five new holidays and an increase in paid time off from five to ten paid days for those who work less than four hours per day. Also secured was a term life insurance plan and an annual work/safety shoe benefit.

Labor Relations Representative Dan Bonfiglio headed up the negotiating team, along with Labor Relations Representative Jeremy Powell, Local Unit President Lou Ann Culver, Vice President Lindsey Roode and bargaining team member Sandra Brodeur. Bonfiglio commended the great team work in securing a first union contract for the unit.

## DMEA Members Donate for Dream Come True of Western CT

During the month of October 2018, the Danbury Municipal Employees Association (DMEA) members Maureen McCann in Engineering and Dot Guyla-Stasny in Public Works Division organized a successful donation rally for Dream Come True of Western Connecticut. The organization graciously benefits seriously, chronically and terminally ill children. A bounty of toys, games and gift cards were contributed for their upcoming Dream Family Holiday Breakfast. Along with the city workers' donations, the local Moose Lodge also contributed generously to the children.

Thank you to Unit President Frank Sequenzia and Unit Vice President Mike Safranek for supporting this meaningful event and to Maureen and Dot for organizing everything.

*L to R: Unit Vice President Michael Safranek and Unit President Frank Sequenzia*



## It's That Time Again!



*Center front: UPSEU Regional Coordinator Kathy Wright-Muzio. L to R: Kris Isaksen, Eva Legato, Kathleen Wilson, Unit Spokesperson Joella Ziele, Kiamesha Wright, Leeann Dunn, Shirley Kelty, Unit Spokesperson Joanne Taylor, Jennifer Casabone, Cindy Lupe and Madonna Katsares*

The South Colonie UPSEU bargaining unit members are beginning the process of preparing for negotiations for their next contract! They recently met to put together their contract proposal packet and discuss ideas. While their contract expires in June 2019, the team is getting a head start and looking to start bargaining in the coming weeks. "We are excited to get to the table and have some great ideas for the next contract," said UPSEU Regional Coordinator Kathy Wright-Muzio.

### UPSEU/COPS DIVISION WILLIMANTIC POLICE

*L to R: Jonathan Lisee, Amy Hartman, Javier Mercado, George Rosado, Unit President Jonathan John, Daniel Rovella, and Unit Vice President Fabian Silva*





## UPSEU Fights & Wins at Bayport Blue Point School District

When a cook manager in the Bayport Blue Point School District hadn't been paid for all the hours worked during training/testing provided by the Department of Health, Unit President Maureen Slavik brought it to the attention of UPSEU Vice President Kim Nowakowski, who jumped into action. "Although I already knew that the time had to be paid, I researched the issue with the Department of Labor so I could provide written backup to the district to resolve the issue," said Nowakowski. In the past, training time was held in person and paid without an issue.

While the district reviewed the case with its attorney, it became clear that the time had to be paid. With advances in technology, the district hadn't realized they had to pay for the training time even though it was done at home during off hours. "The union drafted a side letter of agreement which provided payment to the affected employee for the hours worked and for approved Department of Health online training in the future. Although there wasn't a lot of money involved, the point was that the employee should be paid for her time, since it is considered work time under Federal Department of Labor rules," stated Nowakowski. Special thanks to Unit Steward Maureen Slavik for bringing this to our attention.



UPSEU Labor Relations Representative George Mignosi meets with UPSEU Uniondale member Margarita Nunez whose grievance was resolved. The parties agreed at Step 2, that the employer will reimburse the grievant's monies which were unilaterally withheld from her pay, without following appropriate protocols.

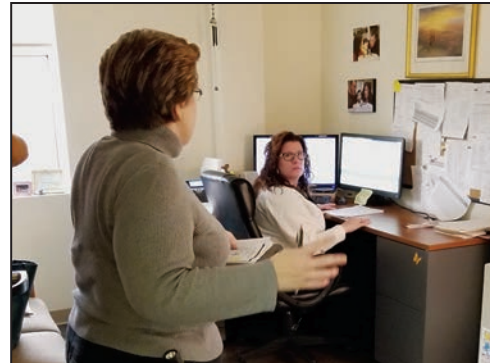
### UNIONDALE GRIEVANCE VICTORY

### GETTING IT DONE

The Town of Granby CT Public Works Department working to get some roads repaired by paving in 90 plus degree temperatures. L to R: Unit President Stuart Young, Unit Vice President Richard Maffioli and Member Henri Ducharme



## NY State Ensures Workplace Is Safe



PESH Industrial Hygienist Jenny Ehrlich inspecting UPSEU Labor Management/Departmental representative Mary Jo Burger's office for mold.

The Columbia County Department of Human Services has been determined to be free of any air quality or mold violations according to two recent inspections by the New York State Public Employee Safety and Health Division of the Department of Labor.

"There has been some construction going on in the offices with removing and replacing carpeting that a couple of employees have had bad reactions to," said UPSEU Regional Coordinator Kathy Wright-Muzio. In the private sector, OSHA could be contacted by any concerned parties to perform an inspection, however because this is a public employer, it falls under the oversight of PESH to conduct an investigation of alleged unsafe work practices and/or environment. "To say that the PESH hygienist was detailed and her inspection thorough, would be an understatement," said Wright-Muzio. The hygienist conducted investigations on three separate occasions, ran extensive testing and conducted a meticulous office-by-office inspection, searching every corner for any evidence of mold. "We were relieved that there was no sign of mold and the test results showed no violations," said Wright-Muzio.

While there were no violations, the hygienist did provide some invaluable suggestions to insure the construction effects were minimized as much as possible. Requests from employees and UPSEU for air purifiers and regularly maintained air filters were eagerly accommodated by the County.

## UPSEU and Town of Islip Partner for Employee Wellness



UPSEU Town of Islip Liaisons Peter Pollak and Ellen Pleasant were recently honored for their efforts by Supervisor Angie Carpenter (Center) at a Town Board meeting

On the heels of a health fair organized between the Town of Islip and UPSEU with 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 employees were able to schedule a complete physical including blood work. A special thank you goes out to Baseline Health. They provide a Worksite Wellness Program that specializes in making it convenient to stay proactive with your health by bringing a full medical practice to the worksite via a state of the art Medical Command Vehicle. Baseline offers a full comprehensive preventative physical onsite. This comprehensive physical is covered by health insurance and only requires the standard insurance co-pay. Additionally, members can also take comfort in the fact that all findings are protected under HIPPA regulations, so all results are exclusive to the doctors and the members.

With doctors providing the physicals and a nursing staff on board, members were able to get the physical that they may not have had previously. The convenience of walking out of your work location to get that physical made getting one simple. The Health Fair, which is all part of Town Supervisor Carpenter and UPSEU's Wellness initiative, was a great success as well. With the opioid epidemic currently facing many, part of the health fair included NARCAN training, with members not only being trained but receiving a NARCAN kit. Flu shots, blood pressure, financial information and EAP representatives were also on hand at the fair.

UPSEU President Kevin E. Boyle, Jr. stated, "This is something we ultimately would like to implement for other bargaining units by working with their respective 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 for 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 coordinating the baseline appointment process and communicating the benefit of physical exams.



Fire Marshal Dan Petrarca won the yoga kit and Senior Assessment Assistant Donna Knuth (not pictured) won the recovery kit at Town of Islip's Second Annual Health Fair.





## Members in the News



### COVENTRY POLICE

L to R: Unit President Detective Jeff Spadjinske, UPSEU/COPS Labor Relations Representative Jeremy Powell and Sgt. Michael McDonagh

UPSEU/COPS would like to extend congratulations and best of luck to Sergeant Michael McDonagh of the Coventry Police Department. Sergeant McDonagh provided 29 years of dedicated police service to the Town of Coventry, Connecticut. Mike will be moving on to new endeavors and will be missed by his co-workers, the citizens of Coventry and all of us at UPSEU/COPS who have had the distinct pleasure of representing Mike and his fellow union members. Good luck and best wishes to you and your family as you move on to new challenges. Enjoy your retirement, you certainly earned it!



### FIRE ISLAND HEROES

L to R: Supervisor Mark Taromina with Fire Island lifeguards Hannah Lepore, Frank Lepore, and Sam Lepore. Thanks to their quick actions, these lifeguards rescued a little boy who had fallen into the water as the ferry was leaving the Bay Shore Marina.

## One Extra Special Ballot

This past spring, the Bay Shore School District Secretarial Unit held an election for their negotiating team in preparation for their then upcoming negotiations. Annually hundreds of ballots are cast in person or by mail ballot, always maintaining the confidentiality of the individual vote. This time, one ballot in particular was extra special. The ballot was from member Grace Dragoset Defonte, a part time employee with Bay Shore School District.



UPSEU Vice President  
Kim Nowakowski

Grace had been battling a recurring illness and was experiencing a life-threatening complication. When Unit President Regina Fagone came to visit her in the hospital, Grace remembered that she hadn't mailed in her ballot, then asked for her pocketbook and gave it to Fagone. Grace passed away before the ballots were opened, as she died just two weeks after Regina's visit.

Before Grace passed, Regina called UPSEU Vice President Kim Nowakowski to alert her of the situation. "Kim jumped into action, as our representatives often do in this type of situation. She gathered the necessary information from the District and went to the New York State Local Retirement System for pension calculations to be made and to pick up the necessary forms," remarked President Kevin Boyle.

Given the possibility of death, Kim determined the pros and cons of submitting Grace's retirement papers and then spoke with Grace and her family. She explained that although the life insurance benefit would be decreased as an employee, Grace's pension could be given to her 25 year old daughter for the rest of her daughter's life, in the event of Grace's death. Grace and her family were grateful for the information. "Once the decision to retire was made, I went back to the hospital with confidential employee Virginia Woods, who maintains a notary license. I completed the forms for Grace and had her sign them with the notary present as a legal witness. I then drove directly to the Retirement System to have the paperwork processed in case she passed that day," recalled Kim.

Grace passed away some two weeks later. Her family and friends were appreciative of the extra miles Kim had gone to help them in this very sad situation. "Grace will be remembered for her love of life and exuberant smile. Although it was sad when we counted the ballots and saw her name, Grace wouldn't have had it any other way. She was always involved with her co-workers in union activity and was a good friend to many. She will be missed," Kim stated.

## UPSEU Mailbox



Dear Paul,  
Where do I start? I can't thank you and the union enough for all your help during my work related illness. I wouldn't have ever imagined that in law enforcement you go to work every day, work weekends and holidays to protect and serve the public; and when you get injured the administration denies your benefits, only to make you fight for everything instead of them doing the right thing. I am grateful for all you have done for me to get my benefits and continue to do so. Also, I would like to thank my fellow officers that have stood by me. Paul, as you know, it's been a tough road, but you were there every step of the way. Paul, you are the symbol of UPSEU (United Public Service Employees Union). You work tirelessly for your members. Thanks again.  
Eugene Bonacci  
Herkimer County Sheriffs Dept. Corrections

Dear UPSEU Scholarship Committee,  
I am very honored to have been selected for the UPSEU Children's Scholarship Award. Thank you for this award. I will be majoring in Mechanical Engineering at SUNY Polytechnic Institute. I truly appreciate your generosity.  
Jacob Hathaway

Dear Kim,  
Thank you for all your hard work on our behalf, in these negotiations and also in other matters in which you have gone the extra mile!  
Jeannette Aromi  
Bay Shore School District

Dear Scholarship Committee,  
I am honored to receive the UPSEU Scholarship Award. Thank you so much for supporting and helping me reach my educational goals. I am grateful to UPSEU for receiving this scholarship which will greatly assist with my college tuition. I have just moved in and began my undergraduate studies at John Hopkins University. I am pursuing a degree in Biomedical Engineering. I am very excited to study and will work extremely hard at John Hopkins. After my undergraduate degree, I plan to attend medical school. My career goal is to focus on cancer research, so I can help support, treat and hopefully one day find a cure for cancer. My educational pursuits would not be possible without the generous support of UPSEU. Once I complete my academic studies and enter the workforce, I hope to financially help other college students, just like you helped me. Thank you again for this remarkable scholarship.  
Evan Bender

Dear Kim,  
We appreciate the email from you. It was very nice of you to reach out to us and see how Jane is feeling and doing, much appreciative. You were the only one who really had Jane's back when we were desperate for answers.  
Alan & Jane Zederbaum  
Sachem Support Staff Unit

*To Our Members and their Families*



*from  
the Officers and Staff of UPSEU*

*Making a Difference in the Workplace*



UNITED PUBLIC SERVICE EMPLOYEES UNION  
3555 Veterans Highway, Suite H, Ronkonkoma, NY 11779  
21 Aviation Road, Albany, NY 12205  
288 Genesee Street, Utica, NY 13502  
3139 State Route 11, Malone, NY 12953  
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130 Research Parkway, Suite 201, Meriden, CT 06450  
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