



TOWN OF NORTH GREENBUSH REACHES NEW SEVEN YEAR DEAL!



Pictured L to R: Executive Vice President/ Regional Director Gary M. Hickey, Chief Steward Bill Miller, Janice Kerwin, Keith Hankle and Labor Relations Representative/Attorney José Manjarrez

UPSEU and the Town of North Greenbush recently ratified a seven year agreement. The employees unanimously agreed to what Chief Steward Bill Miller termed, *“their best contract ever.”* Highlights include annual wage increases, longevity increases, compensatory time increases, health insurance buyout increases, new sick leave incentive bonus, new family dental coverage, and most importantly, new retiree health insurance.

Chief Negotiator Executive Vice President/Regional Director Gary M. Hickey and Labor Relations Representative/Attorney José Manjarrez thanked the team for their steadfast determination to achieve a significant long term deal. “Bill, Janice and Keith are to be commended for their persistence and hard work. Thank you,” stated Hickey.



**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.

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Kevin E. Boyle, Jr.
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Executive Vice President

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Randy Tillman
Secretary/Treasurer

James Gangale
Recording Secretary/Trustee

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A Message from President Kevin E. Boyle, Jr.



It is hard to believe that the holiday season is just around the corner. It seems that every year yuletide cheer is forced upon us earlier and earlier. Now I know I may seem a bit like Ebenezer Scrooge but I'm not quite so bah humbug! It used to begin after Halloween, and now it seems to begin after Labor Day. It got me to wondering, for the next generation, will it begin after Independence Day? With each generation, the holiday season seems to begin earlier and earlier until holiday music will soon be played 365 days a year!

Now I don't mind the "good will to all" and "lending a hand to those in need," it's just that we shouldn't need a holiday season to bring out the best in us. Although it may heighten through the holiday season, there are those who suffer from loneliness and isolation all year long. According to AARP, there are more than 8 million adults aged 50 and over affected all year round. Just look in your neighborhood or maybe even at work and reach out to someone who otherwise goes unnoticed. It's easy to be too busy to notice that someone is alone or isolated, but it takes just a few minutes to make a difference. Maybe it's a matter of driving someone to the doctor, raking leaves off their lawn, sharing some home baked goods, or just checking to see if they are okay.

Of course, it wouldn't be the holidays without the bells of the Salvation Army kettles calling out to shoppers to say, "Hey, remember the less fortunate," but the fact remains that the less fortunate are in need all year long. The homeless population in New York State is an estimated 92,000, in New Jersey 38,000, in Massachusetts 20,000, and in Connecticut nearly 4,000. That is a combined 154,000 of the nearly 500,000 who are homeless across the United States. I'm sure we all have clothing in our closets that we think we will wear someday but never do, either because our tastes have changed or our size has. How about an honest and thorough cleaning out of our closets so that someone else can stay warm this winter? When buying socks to replenish yours that have become shabby looking, maybe buy some extra ones to donate! I remember seeing utility poles with scarves or winter hats tied around them and gloves hanging from trees; certainly that's an easy way to help others without a lot of effort on your part!

What would the holidays be without the big meals where we can hardly stand up after devouring? We all see photos of politicians and volunteers serving holiday meals at soup kitchens or in supermarkets taking collections of canned goods and non perishables for holiday meals; but hunger exists year round. The numbers are staggering: in New York 2.2 million struggle with hunger, in New Jersey 866,000, in Connecticut 406,000 and in Massachusetts 616,090. In each of the states that UPSEU represents, between 25% and 40% of those hungry are children. If you look in your own pantry, could you spare a little at other times of the year? How much food is wasted because the items sit on our shelf until the expiration date and then we throw it out. The Postal Service does an annual collections, but couldn't we check more frequently and see what we can spare for those less fortunate?

I know the holidays are a time for joy, gift giving and enjoying time with family, but the spirit that fills us with wanting to do good, could and should, be spread throughout the year. There are plenty of opportunities for us to help those less fortunate, whether they be lonely, homeless or hungry. We can each make a difference, big or small, as every bit helps and will be appreciated by those in need.

CONGRATULATIONS 2019 SCHOLARSHIP WINNERS

Paul T. Burch \$1,000 Awards



Erin Curtis

*Psychology
Clark Univeristy*

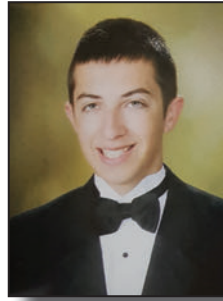
Daughter of Anne-Marie
Windsor BOE



Kayla Yuhus

*Elementary Education
University of Delaware*

Daughter of Jeffrey
Borough of Ringwood



Connor Kortright

*Optometry
SUNY New Paltz*

Son of Jill
Marlboro CSD



Alison Davis

*Biomedical Science
SUNY Cortland*

Daughter of Sharon Finch
ES BOCES

Dependent \$500 Awards

<i>Member</i>	<i>Dependent</i>	<i>Employer</i>	<i>Member</i>	<i>Dependent</i>	<i>Employer</i>
John Aquino	Michael	Town of Orange Police	Mark Jaffee	Alyssa	Town of New Paltz
Alicia Balzano	Nicholas	Mahopac CSD	Jennifer Koppenal	Paition	Borough of Hawthorne
Cathleen Blanchfield	Abigail	Town of Trumbull	Debra Maffiolini	Teresa	Town of Southington
Wendy Bucaria	Nicholas	Town of Islip	Elizabeth Mayo	Skylar Wahl	Oneida County DSS
Sharon Burdsall	Evan	Waterford BOE	Lauren Meagher	Robert	Huntington SD
Lisa Cancel	Dominique	Mahopac CSD	Richard Piehler	Sara	Mahopac SD
Craig Casman	Jenna	City of W. Haven Police	Carole Pimenta	Francesca	Guilford Public Schools
Gary Collins	Isabella	Hamden Public Schools	Glenn Presland	Daniel	Hewlett-Woodmere SD
Donald Devlin	Nicole	Borough of Ringwood	Frank Radomski	David	City of Middleton
Kim DiGregorio	Kara	Mahopac CSD	Monique Roter	Naomi	Town of Colonie
Donald Dodson Jr.	Mariah	Village of Dolgeville	Melissa Roth	Hayden	Deer Park Library
Kelly Garfield	Brody	City of Westfield	Marie Russo	James	Franklin Square SD
Katherine Giannone	Juliana	Valley Stream SD	Diane Severino	Reese	Trumbull BOE
Teresa Gibbons	Mikayala	Islip SD	James & Suzanne	Joseph	Northport-ENpt SD & Elwood SD
	Gibbons-Conti		Stockman		
James Hanamy	Clare	Hewlett-Woodmere SD	Christina Thomassen	Karin	Sachem SD
Joseph Hartrum, Jr.	Karissa Adickes	Town of Saugerties	Anastacia Ulrich	Lillian	Guilford Public Schools
Andrea Hughes	Sydney	Mahopac CSD	Jennifer Vitale	Nicholas	Marlboro CSD

Member \$500 Awards

<i>Member</i>	<i>Employer</i>	<i>Member</i>	<i>Employer</i>
Shaquaisha Andrews	Town of Trumbull	Jessica Merkle	Sachem SD
Jamie Brower	Town of Islip	Lauren Morin	ES BOCES
Alisha Cooper-Wilson	OHM BOCES	Angelica Padilla	Town of Woodbury
Taylor Desjardins	Plainfield Police	Michael Trotta	Village of Lynbrook
Alycia Fahrenkrug	Hewlett-Woodmere SD	Jean Williams	City of Springfield
Jaymie Gerlach	Oneida County		

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.

Hard Fought Tentative Agreement Nearly Unanimously Approved by (MAESS) Madison Association of Educational Supportive Services

At the stroke of midnight, after five negotiation sessions and a long night with mediator Mike Ricci, the MAESS negotiating committee and the District reached a tentative agreement for a successor collector bargaining agreement. A month later the committee's efforts were recognized when the membership nearly unanimously ratified the agreement.

Although hard work is its own reward, the committee's hard work was rewarded with substantial contract improvements for the unit. Non-economic improvements included improved bulletin board language, improved recall period language, improved discipline language and improved resignation language. The contract was also improved by deleting unnecessary language about the negotiation process, adding new language about clarifying early dismissal day policy and cleaning up outdated language.

There were economic rewards as well. Improvements were made to out-of-classification work pay, nurses won additional paid prep days, the hourly rate for paraeducators who sub was increased, existing stipends were increased and new ones created, and all members received an additional personal day. On the wage front, many employees who had not received step increases for years received them, and all employees received above market wage increases. The Board's many proposals to either eliminate or reduce benefits were rejected by the committee, with only a slight increase in employee health care cost share percentage agreed to.

MAESS Unit President Carla Marino summed up the difficult negotiations in an e-mail to members saying, "It was truly a fight and Matt Geer's negotiating skills and vast knowledge of the economic realities of municipal contracts were indispensable...A journey of a thousand miles begins with a single step (pun intended). Thank you all for coming out and showing your support and for all the important work you do in your positions every day."

UPSEU Regional Director Matt Geer said, "I would like to again thank the negotiating committee consisting of Carla Marino, Susan Evans, Lynn DeMarco, Maura Culter, Barbara Gulick, Elizabeth Solin, Cynthia Tracy, Heidi Dennison and Eileen Schurk for their leadership during this process, as they worked closely with me during our negotiations with the District. Their advocacy on behalf of the entire membership is paramount to our success."

Township of Mahwah DPW Employees Approve New Contract



L to R: Mahwah Shop Stewards Sean Templin, James Erbe and Jeff Smith

Mahwah UPSEU members approved a new four year agreement that increases wages annually and, as well increases the step guide in each year of the contract. A new health plan that will reduce employee's costs while maintaining benefits, was also included under the terms of the new agreement. Other improvements included increases in the boot allowance, tool allowance, vision reimbursement, and a new "Direct Response Charge" stipend for the Water Department.

Another major language change bolsters the "continuation of contract provisions" clause. After the New Jersey Atlantic County/Bridgewater Decision. Many employers have taken the position that guide increments are not automatic after the expiration of the contract. New contractual language further supports the union position that the step increases must continue after the contract expiration.

UPSEU's Jim Gangale thanked the negotiating team that include Sean Templin, Jim Erbe and Jeff Smith for their outstanding work throughout the process.

Westbury School District Security Unit Unanimously Approves Agreement



Top Left: Tony Hollie, UPSEU Director of Organizing Randy Tillman and Labor Relations Representative Bob Lazzaro; Bottom Left: Kevin Lewis and Unit President Jennifer Doyle

A new four year agreement providing annual wage increases was unanimously approved by the bargaining unit. A New York State appointed mediator assisted in the talks that led to the agreement after a long bargaining process. A central issue throughout the negotiations was the district's proposal to significantly reduce the contractual workers' compensation full pay benefit. UPSEU and the unit protested to the Board during the negotiation process, stressing the importance of the benefit. In the end, the district agreed to withdraw its proposal which resulted in an agreement.

Special thanks to Unit President Jennifer Doyle who led the negotiating team of Zanetta Dean, Kevin Lewis and Tony Hollie, who were steadfast in their determination to bring about a successful resolution to the negotiation impasse.

East Rockaway Monitors and Security Aides Ratify CBA



The East Rockaway Monitors and Security Aides recently ratified a four year Collective Bargaining Agreement which includes annual wage increases over the life of the agreement. (L to R): UPSEU Labor Relations Representative George Mignosi, Diane Drakopoulos, Lidia Artusa, Shop Steward Christine Del Valle, Rose Mary Bottiglieri, Bridget Saporito, Theresa Romano, Kelli Halatas, Antoinette English, Lisa Coscia, Mary Ellen Haggerty and Theresa Parente.

NJ Township of Wantage Blue Collar Unit Members Approve New Pact

A new multi-year agreement was reached on behalf of UPSEU Township of Wantage, New Jersey Blue Collar Unit members that will improve wages annually. A central issue in negotiations, the town's desire to reduce the health plan was resolved with a new plan that leveled up those employees in a lesser plan, while ensuring long term employees were provided similar benefits afforded with their previous plan.

The unit was split 50/50 in different plans requiring significant work ensuring both new and long-term employees secured equal and comparable levels of benefits. UPSEU's George Mignosi commended the team of Richard Fairweather and Timothy O'Brien for their work in addressing both sides of the issue amongst unit members while ensuring fair wage increases for all unit members.



Wantage Shop Stewards Richard Fairweather (L) and Tim O'Brien (R) tally the ratification vote.

Paraeducators of Stamford Association Members Vote Nearly Unanimously to Ratify New Contract

Paraeducators of Stamford Association (POSA) members voted overwhelmingly to approve the terms of a tentative agreement for a successor collective bargaining agreement. The negotiating committee fought to secure both substantial language changes for cleaning up the contract and above market economic improvements. Their hard work resulted in a tentative agreement that the unit was proud to ratify.

During negotiations, significant time and effort was dedicated to improving contract language. The negotiating committee was able to improve job evaluation language, personnel file language, reduction in force language and FMLA language. They also eliminated the District's ability to withhold wage advancement for unsatisfactory job evaluations and introduced much needed voluntary transfer language, as well as language requiring the District to provide each member with a safe and secure location to store personal belongings while working.

Economic improvements secured by the committee included codifying the practice that the days before Thanksgiving and Christmas are scheduled shortened days but are paid as full work days, as well as codifying the practice that employees are dismissed fifteen minutes after students in the event of an early dismissal or late opening due to inclement weather. Further improvements included benefits such as not docking employees for lunch breaks if they are on a field trip and cannot take their break, permitting participation in dental coverage without participation in the medical insurance, doubling life insurance, increasing stipends for subbing, establishing a benefit to compensate paraeducators injured on the job due to accident or assault, increasing sick days available for family illness days, establishing a tuition reimbursement plan, and incorporating annual stipends into the salaries of positions allowing those monies to be added to members' pensions.

In addition to all the above, the negotiating committee was able to achieve above market wage increases and minimize any increases to members' health insurance costs.

POSA Unit President Paulette DeLeo noted, "For many years our association had come away from negotiation sessions feeling as if we had lost the battle. The attorney representing our members was also the attorney for the Administrative Unit. We felt his voice was not in our best interests. Matt and Nephty Cruz from UPSEU were a breath of fresh air. We are still standing strong after one battle and feel confident and secure in moving into the next negotiations with Matt and Nephty. They not only hear us, but are on our side. The new sheriff in town has just begun to move us into a positive and secure membership."

The Negotiation Chair for the POSA bargaining unit, Elyse Pastore commented, "After many years of sitting through negotiations, I noticed a huge difference since our group affiliated with UPSEU. Matt Geer and Nephty Cruz met with our team, listened to our concerns and we collectively came up with a plan that would benefit our membership. Matt and Nephty were available to answer our questions throughout the entire process, day or night."

UPSEU Regional Director Matt Geer stated, "I would like to thank the Executive Board consisting of Paulette DeLeo, Elyse Pastore, Debra Gibb, Linda Uva and Deena McKee for their leadership during this process, as they worked closely with Nephty Cruz and myself during our negotiations with the District. Their continued advocacy on behalf of the entire membership continues to be paramount to our success."

NEW Voluntary DENTAL BENEFIT PROGRAM Becoming Available

A **NEW** voluntary plan will be available February 1, 2020 for UPSEU members in part-time positions without access to contractual dental benefits in New York and Connecticut, and for current and future retirees from a UPSEU unit.

These benefits will be offered through Healthplex. More information will be available in your shops and via communication through UPSEU. In the meantime, if you are interested, you can contact Healthplex at 1-800-468-0466, option 4. Advise them that you are a member of UPSEU and are a part-timer, retiree or prospective retiree to get information about the plan offered. Members will deal directly with Healthplex in connection with these voluntary plans.

Annual COPS Division Training Seminar



COPS TRAINING SEMINAR ATTENDEES

L to R: Brett Croneiser-Lewis County Sheriff's Dept., Matt Montanino-Troy PD, Jude Baker-Troy PD, Thomas Bevevino-Troy PD, John Becker Jr.-Troy PD, Mike Slack-Herkimer County Sheriff's Dept., Jason Vandenburg- Whitehall PD, Douglas Barnes-Herkimer County Sheriff's Dept., Dean Thomas-Schodack PD, Jonathon Reichert-Schodack PD, Matt Erwin-Ogdensburg PD, Melissa Haynes-Herkimer County Sheriff's Dept., and Robert Westcott-Ogdensburg PD.

UPSEU COPS Division held its annual training seminar in Colonie, New York. The morning session consisted of an interactive lecture given by Labor Attorney Mark Walsh who covered '*Officer Involved Shootings*' and '*Critical Incident Management*' from a union perspective. Mark covered in detail the rights of officers including Garrity, the physical and mental health issues relating to deadly force incidents, the components of both the administrative and the criminal investigations, officer accountability issues, peer support programs for officers affected by such incidents, and much more. Mark answered questions and discussed at length the impact that such an incident can have on police personnel, as well as other first responders, and the proper way for an officer and union representatives to handle incidents, while making sure the officers rights are protected. We received nothing but positive reviews about his lecture from all who attended. Mark has firsthand experience in these types of incidents, which makes his lectures not only informative but interesting as well.

Following Mark in the morning session, was a fellow UPSEU member. Lt. Jon Reichert of the Schodack Police Department. Jon is an accomplished career police officer who was personally involved in a shooting while on the job, that resulted in the death of the suspect. It was not only educational but inspirational and proof that we have come a long way working as a team when dealing with this type of incident. John is articulate and brutally honest about his experience and commands the attention of his audience by his willingness to tell how that incident affected him and his fellow officers. He stressed the importance of the union representatives in helping the officer navigate through the endless red tape and emotional roller coaster that follows an incident like this. Jon was instrumental in making this COPS seminar a success.

The afternoon session consisted of an interactive lecture from Compensation Attorney Alex Dell on 207C and other compensation benefits. Alex gave a comprehensive presentation covering all of these topics and answered countless questions from those in attendance. Alex has a way of explaining and making sense of some very difficult and complicated topics and is always well received. His terrible lawyer jokes are always a hit as well. Alex's continuous contribution to our COPS training always proves to be invaluable.

UPSEU's COPS program is committed to providing its law enforcement members with the best training possible. We look forward to our next seminar which is scheduled to take place sometime this winter. Please feel free to reach out to our COPS coordinator Paul Iachetta in the Albany office if you have any ideas or suggestions for our next training seminar.

Red Hook Officer Involved Shooting

On November 15, 2019 at approximately 1:15 pm Red Hook Police Officers Travis Steritt and Natalia Telles were dispatched to a civil complaint involving ownership of a trailer. Upon arrival, officers encountered a subject holding a pitbull behind a tree. The subject was uncooperative and failed to comply with the officers' commands to show his hands. Without warning the subject brandished a weapon from his coat and opened fire on both officers from a distance of approximately fifteen feet. Both officers immediately retreated in search of cover. Officer Steritt, despite being fired upon, was able to return fire, causing the subject to cease his attack and flee on foot. Because of Officer Steritt's quick decisive action, both officers survived the attack unharmed, after having taken eight rounds from the perpetrator.

UPSEU COPS Division was notified and instantly implemented their "Rapid Response Initiative." Within two hours of the incident UPSEU Labor Representatives were on the scene, along with Criminal Defense Attorney George LaMarche III of Lamarche Safranko Law. UPSEU COPS Division recently partnered with the law firm to respond to OIS after a March 2019 union training pertaining to "Officer Involved Shooting and Critical Incident Management."

Mr. Lamarche III provided legal representation to both officers during interviews with New York State Police Investigators at Red Hook Police Headquarters. Because of the valuable training provided by UPSEU Labor Attorney Mark Walsh, both members were well represented, both criminally and from a labor standpoint.

UPSEU Wins 3 Day Suspension Arbitration Case for Springfield Unit Vice President

Springfield Unit Vice President Tim Woodward was wrongly issued a three-day suspension after he discovered what appeared to be a violation of the collective bargaining agreement, which resulted in a loss of overtime opportunities for members in his department. Tim immediately addressed the labor matter with his fellow members and with management. He was passionate about the situation and raised his voice while addressing the issue. The City accused him of disrupting the office and gave him a three-day suspension on October 12, 2017. UPSEU had filed a separate grievance in regard to the lost overtime. The union and the City reached a settlement on that part of the issue, but not on the three day suspension. After going through the contractual steps, the suspension case went before an arbitrator in January 2019. (after numerous delays by the City)

Union attorney Lan Kantany presented the union's case, assisted by Labor Relations Representative Roger Stolen and Unit President Sylvia Cotton. The union argued that the unit vice president had the right to address such an important labor matter immediately and that he had the right to address the issue in the open office. The arbitrator ruled that there was no disruption to the office, due to the fact that the work was all completed without any delay, and there were not members of the public present, as the City claimed. The City also claimed that his use of loud and vulgar language was part of the reason for his suspension. The arbitrator ruled that his words were legally protected speech. Attorney Kantany stated that "There were a lot of factual disputes in this case, where it was evident to the union that the City was misrepresenting the alleged disruption Mr. Woodward caused. I am glad that the arbitrator agreed with us and that while labor discussions can get tense and confrontational, bargaining unit members and officers are still entitled to legally protected speech."

This was a great win for all unions because the arbitrator supported the legal rights of union officers to address important workplace issues without fear of management retaliation. Unit President Sylvia Cotton said, "I am very happy to have this win for our UPSEU team. It goes to show that we work hard to get our members what they deserve. This is another example of yet another UPSEU victory. Great Job!"

Making a Difference Everyday

Columbia County Human Services Employees Speak Out in Support of their Department and the Mental Health Community



John Lyons
*Care Coordination
Program Administrator*

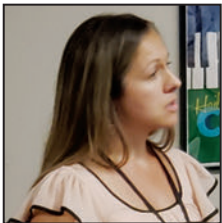
Over the course of the summer and fall, UPSEU Regional Coordinator Kathy Wright-Muzio and UPSEU members at the Columbia County Department of Human Services have been working tirelessly to save the County's Mental Health Center. The County Board of Supervisors had expressed concerns over the multi million dollar deficit and was considering offering the Clinic up for sale.

Once the employees and UPSEU became aware of the Board's intentions, Muzio and the employees attended several Board of Supervisor meetings, educating the Committee on the much needed services the department provides to some of the most vulnerable members of the community. Muzio shared, "At some points during these presentations it was very emotional listening to how vested the staff are in ensuring the health and well being of the people they serve."



Amber Kline
*Sr. Psychiatric Supervisor
Adult Team*

UPSEU members John Lyons, Amber Klein, Jennifer Sass and Patrice Lyons immediately stepped up. "They met with and/or spoke with their counterparts and administration on their own time in other country clinics, researching ideas on how to generate revenue," said Muzio. They were a constant source of advocacy and pressure on the current department leadership to take initiatives that would ease the financial crisis.



Jennifer Sass
*Sr. Psychiatric Supervisor
Children's Team*

Muzio, along with Lyons, Klein, Sass and a new program administrator Sandy Richardson-Coon with input from all of the staff, worked closely to craft a strategic business plan that was presented to the Board on November 19, 2019. This multi faceted plan is an innovative approach that provides significant and real financial savings along with enhancing services to the community. Notably so, it also far exceeds what had been offered by the department's less than enthusiastic involvement in saving the clinic from privatization. "The feedback from the County thus far is positive and there is no longer an action on the horizon for the Board to put the clinic up for sale," said Muzio.



Patrice Lyons
*Sr. Psychiatric Supervisor
Crisis Team*

Special recognition and kudos are necessary to everyone who participated in supporting this effort but most particularly to John Lyons, Amber Klein, Jennifer Sass and Patrice Lyons whose passion and commitment for the work the department does and respect for their colleagues is unparalleled; to Sandy Richardson-Coon for stepping up without question in her new role and pitching in; to MaryJo Burger for being the one to count on when word was needed to get out or information needed to flow; and to all of the UPSEU members of the Department's Labor/Management Committee for their unwavering support and advocacy; and to all of the department staff who took the time to support our efforts, come to the meetings, provide their input and support this important effort... THANK YOU!

Members in the News

Member Earns Amateur Golf World Title!



Congratulations to UPSEU member William Welch, Town of Islip Mail Clerk, who just won the 2019 World Amateur Golf Championship in Myrtle Beach! Welch of West Islip, shot a net 69 (gross 85) to win the Flight Winners' Playoff at the 36th Annual PlayGolfMyrtleBeach.com World Amateur Handicap Championship at Barefoot Resort's Dye Course.

Socks of Sunshine

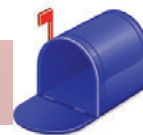


UPSEU members from the Town of Islip, UPSEU Liaisons Frank Correia and Ellen Pleasant coordinated with Girl Scouts Keira McCaffery and Avery Kerrigan to collect socks to send to our Troops in Afghanistan. The scouts thanked our membership at the Town of Islip and the UPSEU staff for helping make their "Socks of Sunshine" project a success.

Town of Islip Employee Appreciation Barbeque



Islip Town Board Member James P. O'Connor, UPSEU Liaison Frank Correia, Town of Islip Supervisor Angie Carpenter, UPSEU Liaison Ellen Pleasant, and Islip Town Board Members Mary Kate Mullen and John C. Cochrane Jr. at Town of Islip Employee Appreciation Barbeque. Desserts and raffle prizes were graciously donated by UPSEU. The Town Board generously personally donated food, soda and water.



Dear Kim,

Sorry for the delay, but I want to especially thank you for advocating for me as I navigated through the hardest time in my career at ESM. You had my back and I will never forget the awesome person you are! Much love and respect!

Carmen Ruvola, LPN

Eastport South Manor Nurse Unit

Dear UPSEU,

Thank you for your generosity in funding the UPSEU Children's Scholarship. I was honored to be selected as a recipient of this award. I am majoring in Biomedical Engineering at John Hopkins University. My first year at school was filled with many interesting classes and a lot of hard work. I was thrilled to achieve the Dean's List; this was a nice reward for my efforts. Additionally, I was selected to join a Biomedical Design Team and our hip replacement project was a finalist at the UC Davis Institute for Innovation and Entrepreneurship. Thank you for helping me achieve my educational goals by providing this scholarship. College is expensive and I am grateful for the financial assistance from the United Public Service Employees Union. After graduation, I hope to help students who are struggling financially reach their educational goals, the same way your organization helped me. Thank you again for your generosity.

Evan Bender

Dear Kathy,

Thank you Kathy, and thank you so much for all your help through this process. You always looked out for me, and I appreciate it so much. Awesome! I am super excited and ready for my new journey.

Thank you.

SP

Dear UPSEU,

How does one sincerely say thank you! I have never needed to call my union delegate for any problem that I deemed necessary but today I placed a call to delegate Ellen Pleasant, as I felt I needed reassurance regarding my position. Ellen Pleasant has always answered my calls, always visited my office, always kept in touch with my questions, however small they were! Ellen is a true spirit, ready to help, honestly and fairly! So thank you UPSEU for having someone like Ellen Pleasant on your staff, she cares and I feel so very thankful she represents me!

Barbara Stanton

Town of Islip Safety Office

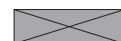
Dear Scholarship Committee of UPSEU,

Thank you so much for the Scholarship Award. I am very grateful to have been selected. Your generosity is very much appreciated and will help with my college expenses at Binghamton University, where I am majoring in Computer Engineering. Thank you again for providing this scholarship opportunity.

Michael P. DeSantis



Making a Difference in the Workplace



UNITED PUBLIC SERVICE EMPLOYEES UNION

3555 Veterans Highway, Suite H, Ronkonkoma, NY 11779

187 Wolf Road, Suite 204, Albany, NY 12205

288 Genesee Street, Utica, NY 13502

3139 State Route 11, Malone, NY 12953

29 Liberty Street, Unit 210, Batavia, NY 14020

130 Research Parkway, Suite 201, Meriden, CT 06450

1 West Main Street, Clinton, CT 06413

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20 Maple Street, Springfield, MA 01103

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