



Town of Amenia Highway Department Joins UPSEU



L to R: Town of Amenia Highway Unit Steward Paul Voorhees together with Motor Equipment Operators Darren Peterson, Jay Spock, Sr., Preston Vincent and John Williams.

The Town of Amenia Highway Department, in preparation for their first union contract elected Paul Voorhees as the Steward and Negotiating Member. “Working with the Town Supervisor, their Labor Counsel and the Highway Superintendent on the first contract went very smooth,” stated Labor Relations Representative Michael P. Kutski. “We were able to negotiate through this pandemic, putting together a five year contract which included annual wage increases for the department, along with compensatory time and longevity improvements, amongst other items the department sought. Thanks to Paul and all his dedication and time working on this first contract for the unit. Great job by all!”



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



Now that it looks like we are turning the corner of COVID-19, I thought it might be good to talk about some of the issues our members face in which our representatives can make a difference for you. For example, we spend a great deal of time ensuring compliance with CDC guidelines, making sure that personal protective equipment was available and where applicable “reasonable accommodations” were provided for members. Members contacted us to express concern that even though the CDC guidelines were being followed and personal protective equipment was provided, they still feared for their safety due to their medical conditions and being at a higher risk for serious illness due to comorbidities. We were able, in most instances, to utilize the Americans with Disabilities Act to ensure accommodations were made for them.

The ADA defines a disability as a physical or mental impairment that “substantially” limits one or more “major life activities”, a person who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment. A substantial impairment is one that “significantly” limits or restricts a major life activity such as hearing, seeing, speaking, walking, breathing, performing manual tasks, caring for oneself, learning or working. The regulations also cover mental or psychological disorders such as emotional or mental illness and specific learning disabilities.

Many members came to our UPSEU representatives to express concern about their disabilities and the impact of the work environment on them during the pandemic. In most instances, the members did not realize that they could be covered under the ADA. With the assistance from our staff listening to their concerns and discerning how ADA could be applicable, we were able to arrange for “reasonable accommodations.” For example, in some instances this meant allowing someone with a disability that effects their major life function of breathing (such as asthma), to be moved to another work area, alter their work schedule, or work from home, depending on the severity of the disability and their ability to perform the essential functions with accommodations. In another instance, it meant moving an employee with compromised health to a singular office and installing a door with a viewable window to provide greater separation from potentially infected persons. Another instance involved preventing a member from being moved to a larger building due to the heightened risk from their disability. The variations of disabilities and reasonable accommodations differed greatly but allowed employees to continue being able to perform their essential functions.

All of these examples are why we repeatedly tell members to call our representatives to discuss their concerns. Sometimes it may be an ADA situation, or perhaps it falls under “past practice.” A past practice is generally considered a working condition or benefit that is provided with the knowledge of both the employer and the union, consistently over a long period of time. This covers things which are not expressly in the contract. Our UPSEU representatives have successfully used this in a wide variety of instances.

One example that comes to mind is an employer that provided water coolers in the offices and then wanted to eliminate them. They decided it was a cost saving measure and reasoned that “if the water fountains are good enough for students, they are good enough for employees.” UPSEU was able to threaten an improper practice charge based on the past practice being altered without notice to or negotiation with UPSEU.

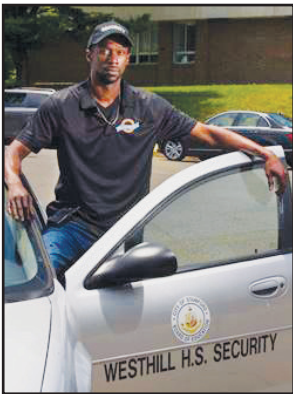
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The Advocate

President's Message Continued

In another instance, the employer decided that the air conditioners could not be turned on until June 1st even though the temperature reached 90 degrees. Again, we threatened charges, and given the amount of time it would take for the charge to make its way through the Employment Relations Board, we also used the ADA. We argued that we had members with disabilities affecting major life functions such as heart or breathing concerns, and we were able to make a reasonable accommodation request. They quickly provided the means to turn on the air conditioners. As a reminder, it is also important to call your UPSEU representative in the event you are called into an investigatory meeting with management. Don't think you can go it alone! (Compare it to being brought in for questioning by the police. Wouldn't you ask for legal representation before you say something that gets you in a heap of trouble?) If your employer starts asking questions that could lead to disciplinary action, ask for your UPSEU representative. In those instances where the employer continues questioning, your answers might be excluded from the evidence since your rights were denied.

The bottom line is this: your UPSEU representatives are well trained professionals with years of experience and extensive knowledge of local, state, and federal law. You would not perform your own surgery, so don't think you could effectively represent yourself. It may not be a fatal mistake like surgery, but it could be quite costly to your future employment!



Keith Rosedom, a security guard at Westhill High School, is being hailed as a hero for his actions on campus last month.

UPSEU Member Hailed as Hero

Keith Rosedom was sitting in his car in the Westhill High School back parking lot monitoring a pair of athletic games when he sprang into action. The 31 year old security worker at the district's biggest school noticed something curious out of the corner of his eye: a car moving in reverse and a man standing next to it trying to stop the vehicle. The man, who Rosedom said was likely in his 40's, grabbed the steering wheel, and in the process, his legs got stuck under the driver's side door. In a split second, Rosedom thought about driving his car behind the other vehicle in order to stop the vehicle's progress, but he quickly decided against it, instead running out and trying to stop the car himself.

"When I finally realized what was going on, I jumped out of the car," Rosedom said. He went to the same side of the car the man was on and tried his best to push against the momentum of the vehicle, in order to stop it. A nearby student got behind the car as well, and eventually, the pair were able to bring the vehicle to a halt. The incident took place about a month ago, and Rosedom was recently singled out of for his "heroic action" at a Stamford Board of Education meeting.

Since the incident, Rosedom said he has received praise from people in the community for his quick thinking and action. "Keith Rosedom has been a wonderful addition to our security staff," said Michael Rinaldi, principal of Westhill. "He's also a very modest, unassuming young man. Just what you want in a hero." The man who was stuck under the car "was in shock," Rosedom said, and had a few minor scrapes on his legs. If not for Rosedom's help, the car would have likely rolled into a line of parked cars. And the incident could have been a lot more serious if the man had lost his grip on the steering wheel. "Keith was on top of this and stopped something more severe from happening," said Olympia Della Flora, associate superintendent for school development, who also oversees school security. "He was in the right place at the right time." The man thanked Rosedom and then went on a walk around the track. School staff were unable to identify or locate the man, but Rosedom said he believes he is someone who lives in the neighborhood. Efforts were made by administrators to find the student, including a message over the intercom, but no one stepped forward.

Rosedom, who is originally from Stamford and now resides in Bridgeport, has had a varied career in Stamford Public Schools. The Westhill alum was first hired as a para-educator in 2009 at Cloonan Middle School. In 2016, he became a security worker at Dolan Middle School. Last year, he was one of the 12 security workers who had their position slashed as part of a massive cut of 136 positions across the district, due to COVID-19 related budget reductions. Rosedom was able to remain a Stamford Public Schools employee, however, as he transitioned back to a para-educator position at Scofield Middle School. Then, when the security worker positions were reinstated in April, Rosedom returned to his previous job, this time at Westhill. Rosedom's mother is also a security worker for the district. When she found out about her son's heroics, her reaction was that of a proud mother. "That's my son," she said, Keith Rosedom recalled. "Good job."

As appeared in The Stamford Advocate

New CBA for Carle Place Building and Grounds Unit



UPSEU members of the Carle Place School District Building and Grounds Unit ratified a new six year Collective Bargaining Agreement following hard-fought negotiations. The new pact includes step increases, wage increases, a uniform allowance increase, additional personal days and binding arbitration among the achieved proposals.

Carle Place School District Building and Grounds Unit members Rob Di Bernardo, Marcin Wiczolek, Unit President Vinny Oppido and member Kenny Luecken.

Massachusetts Roundup

Several towns in Massachusetts have negotiated with UPSEU and agreed to contract settlements for our members. UPSEU has negotiated four town contracts in Southwick for Clerical, Library, DPW, and Dispatchers. Each agreement was for three years and added a holiday and raises in each year of the agreement. The agreements were overwhelmingly approved by the members in each unit.

UPSEU negotiated for West Springfield Town Custodians and DPW Units a one year rollover of the contracts with raises, and a few other changes were agreed to and approved by the membership. The Wilbraham Town Municipal Unit also agreed to a one year agreement with a salary increase. Talks are still ongoing in several new town units that joined UPSEU this year, and we are confident that our professional negotiating staff will secure excellent contracts for them as well. This past month we were pleased to add another unit to the UPSEU family, as the Hadley Dispatchers unanimously voted to join UPSEU after many years of Teamster representation. "This was a challenging year for negotiations with most negotiations being done virtually, which was a new concept for most of our negotiating teams, but everyone adapted well," stated Labor Relations Representative Roger Stolen.

Troy Nurses, Occupational & Physical Therapists Unanimously Ratify First UPSEU Contract

The nurses and therapists were part of another labor organization that the NYS Public Employment Relations Board agreed to fragment. The District and UPSEU then entered into professional, productive negotiations that garnered numerous improvements, especially new salary schedules which drastically increased their wages. Other gains in the five year agreement included a new mentor stipend, reduced prescription drug costs and beneficial contract language changes. Chief Negotiator Executive Vice President Gary M. Hickey praised the negotiating team members Michelle Gladd, Holly Lockrow, Jessica Maloney, Ani Mooney, Monica Scattareggia and Labor Relations Representative Rosa Lomuscio for their persistence and patience. "The unit remained united throughout negotiations and it proved fruitful," said Hickey.



Front row: Troy CSD Superintendent John Carmelo, Labor Relations Representative Rosamaria Lomuscio. Back row: Ani Mooney, Jessica Maloney, Michelle Gladd and Monica Scattareggia. Not pictured: Executive Vice President Gary Hickey and Holly Lockrow.

Upstate NY Negotiations

The pandemic proved that life and negotiations must go on. Many upstate New York short term contracts were settled with overwhelming support of our members. One year deals were reached in the Village of Coxsackie, Village of Dolgeville, Village of Red Hook, Lewis County, Saratoga County, Fayetteville-Manlius School District and Herkimer County. Oneida County employees also ratified a two year extension.

ESNA Unanimously Approves Tentative Agreement for Successor Contract

After a long, difficult and ultimately successful negotiation, the Enfield School Nurses Association (also known as “ESNA”) unanimously approved a tentative agreement for a CBA. This was ESNA’s first negotiation with UPSEU representation, and the results speak for themselves. The negotiating committee led by UPSEU Regional Director and Chief Negotiator Matt Geer and the entire negotiating committee took on the enormous task of reorganizing and substantially improving the existing contract. After at least eight years with no step movement on the wage grid, UPSEU was able to secure step increases in each year of the contract, as well as above market general wage increases on behalf of the members. UPSEU was successful in limiting the employee health insurance cost share percentage over the life of the contract.

In addition, numerous other positive language changes were made, including adding language regarding non-discrimination and defining the workday, adding a bereavement leave provision which previously did not exist, enhancing evaluation language, implementing progressive discipline language and much more. UPSEU also focused on making positive language changes, and a rational reorganizing of the contract’s structure to make it easier to follow.

Nancy Netherwood, one of the most experienced negotiating committee members, commented on these negotiations, “Matt Geer and Masjo Ward, our representatives from UPSEU, were excellent to work with during these negotiations. They listened to our concerns and secured a great contract for us.”

Unit President Jessica Spera said, “Contract negotiations are a fine art of give and take and are usually done face to face, but given the times, that wasn’t an option for our group. Our UPSEU representatives Matt Geer and Masjo Ward walked us through this more difficult process of zoom meetings for contract negotiations. It was especially helpful to have their guidance and leadership as our negotiation committee was composed of a majority of nurses that were hired in the last four years, and the last contract was negotiated in 2013 without a union and in dire need of significant updates and improvements. They provided exceptional guidance in regard to helping prioritize our requests and ensuring that their BOE representatives took into account our needs for an updated contract. Despite negotiations taking longer than normal due to COVID, Matt and Masjo kept us well informed of the BOE responses to our requests and helped us secure a better wage scale and step increases, something that had not been done since 2012. Now that our contract is finalized, the ESNA nurses feel as though we are better represented and valued within the school system.” UPSEU appreciates and reciprocates these sentiments.

Matt Geer commented, “I appreciate the dedication of the negotiating committee members who gave their precious time, even amidst the COVID-19 pandemic, during these negotiations. The entire negotiating committee, consisting of Melanie Alaimo, Nancy Netherwood, Kelly Flanagan, Jessica Spera, and our alternate Tammy Sylvest, were fantastic to work with. They were always prepared to advocate on behalf of the entire membership.” “While we achieved many desired items during these negotiations, we will continue to work with the same intensity in future negotiations,” said Masjo Ward.

Finally, UPSEU would like to thank Alyssa Lord for inviting our organization into the ESNA family and providing crucial leadership at the start of this process. She has since left employment in the District, and we wish her the best in her future endeavors. UPSEU is proud to represent the Enfield School Nurses Association, and we look forward to continuing a long partnership with them.

UPSEU Fighting and Winning

Thank You Essential Members



UPSEU members Olga Yagnych, Dora Abarca, Rosa Orellana and Floriselda Lazo de Zuniga sanitize Uniondale High School following a positive COVID-19 incident.



UPSEU members of the East Rockaway School District Buildings and Grounds Unit work diligently and safely to keep the district operational during the pandemic. L to R: Alex Loveras, Lewis Licursi, Larry Faas, Michael Mercadante, Antonino Profeta, and Jimmy Lores.

UPSEU Achieves Significant Wage Increase for New Member

Nelson Cannon is the newest member of the Hamden Board of Education Supervisors bargaining unit in Connecticut. Mr. Cannon worked as a Junior Desktop Support Specialist, a non-union position for a couple of years, and then approached UPSEU seeking to have his position included in the bargaining unit. The BOE did not object to UPSEU's request and the Connecticut State Board of Labor Relations process to modify the recognition clause was completed. Mr. Cannon signed his membership application that same day. Thereafter, Kristen Sweet, UPSEU In-House Counsel/Labor Relations Representative, began negotiating with Human Resources to create a job description, as there was not one in existence, and to advocate for a wage increase for this new bargaining position.

For several reasons Mr. Cannon requested that the union aim for negotiating a significant wage increase. As his position was already established in the district, a sizable increase would need compelling support, especially in a year marked with significant unanticipated additional employer costs due to the COVID-19 pandemic. Endeavoring to establish details to support the desired wage required many conversations with Mr. Cannon, followed by an analysis of his current job duties and requirements, as compared to existing job descriptions for other information technology positions in the bargaining unit.

A lengthy negotiation process led by UPSEU, marked with starts and stops outside the control of both the BOE and the union, eventually led to results that Mr. Cannon found well worth the required patience. While the BOE put forth effort to show Mr. Cannon was fairly compensated, the union was able to clearly demonstrate that was not the case. While Mr. Cannon may have started his employment performing duties that would align with a Junior Desktop Support Specialist, his current abilities, combined with the work he regularly performed, aligned with that of the Desktop Support Specialist position. Thus, UPSEU and the BOE agreed that Mr. Cannon would be promoted to a Desktop Support Specialist. The negotiated increase included both the promotion and a large general wage increase, with both the promotion and wage increases retroactive to January 1, 2021.

Upon receiving the news, Unit President of the Hamden BOE Supervisors George Rostkowski wrote, "Kristen, this is fantastic news. A job well done. Thank you so much for your persistence. Mr. Cannon, congratulations! Thank you for your patience." Mr. Cannon said he is very glad he became a UPSEU member and wrote, "Thank you Kristen for advocating for me in this salary negotiation. This is a much better outcome than I could have possibly hoped for. I really do appreciate all of the hard work that went into this." Kristen Sweet stated, "I am really pleased with the outcome achieved here for Nelson. When members bring matters to our attention, UPSEU strives to bring about positive results for our members. The result of the work done here was particularly rewarding for me."

Members in the News

City of Shelton Honors School District Nurses



Shelton School Nurses Judy Lambert, Lauren Reynolds, Jessica Sciamanna, Theresa Hellauer, Karen Kellog and District Nursing Supervisor and COVID-19 Liaison Adrianna Collins were among those honored at the Shelton School Board Meeting.

The City of Shelton's School Nurses' dedication and professionalism during the pandemic was recently formally acknowledged by both the city and district. Mayor Mark Lauretti praised work that "reached a new level of dedication and professionalism," deserving of special recognition and read a proclamation at the Board of Education meeting saying so.

District Nursing Supervisor and COVID-19 Liaison Adrianna Collins recalled how in March 2020, the COVID-19 pandemic stopped the country, but when the schools shut down, Shelton school nurses continued working in the hospitals, nursing homes, COVID-19 testing sites and, most recently vaccination clinics. "When the new year began, our school nurses took on unprecedented responsibilities, including contract tracing and symptom screening and ensuring that pre-pandemic duties, like administering a child's routine medications, happen safely," Collins said. School nurses' roles in the pandemic increased day by day, according to Collins, as they began working around the clock with administration enforcing quarantine regulations for students who were out sick and calling families who might have been exposed and quarantining classrooms when necessary. Collins' role as COVID Liaison became a 24-hour 7-day a week position, she said. She would spend most of her day and evening consulting and educating families and staff on procedures for the district. "Myself, as well as the nursing staff have established close relationship with our administration which have fully supported us along the way as well as the staff at Naugatuck Valley Health to ensure open lines of communication within the district and the continuity of care throughout the valley," Collins said.

"Blessed are the givers... and grateful are the receivers," Mayor Lauretti said, reading from a proclamation, read as part of National Nurses Month, presented in honor of the nurses. "Your contributions have not gone unrecognized as the city appreciates your hard work in keeping our students and staff healthy and safer from COVID-19."

In addition to Collins, the district's nurses are Melissa Dos Santos and Bridgette Cordova, from Shelton High; Theresa Hellauer and Noelen Peterson, from Perry Hill School; and elementary school nurses Stephanie Elliot at Sunnyside, Judy Lambert at Elizabeth Shelton, Jessica Sciamanna at Booth Hill, Karen Chappa at Long Hill and Briana Workman at Holy Trinity Catholic Academy. "Our Shelton Public Schools nursing staff has always been a vital part of our school environment," said Superintendent Ken Saranich. "During this pandemic they have stood out for their dedication, patience, guidance and kindness. Their willingness to work the front lines and to keep our Shelton School families safe and well has reminded us of all of the value they add to our community," he said. Lauretti's proclamation stated school nurses are essential in normal times, but the onset of the pandemic made their jobs even more vital. "The hours you devoted to handling contact tracing, answering many questions and volunteering to get the staff of our public schools vaccinated has made a huge difference in the lives of our children, their families and your co-workers," Lauretti said.

"This year was not easy for anyone, but there is a light at the end of the tunnel," Collins said. "As vaccine rollout picked up, we sketched out the logistics of our school-based sites to vaccinate our teachers and staff and moved forward with immunization clinics for our students and the community. It is such a great feeling to finally see the many months of hard work and perseverance by our nurses, teachers and staff finally paid off," Collins stated. "We made it through a pandemic."

As appeared in Shelton Herald, May 30, 2021

Town of Islip Graduates Eleven from Police Academy

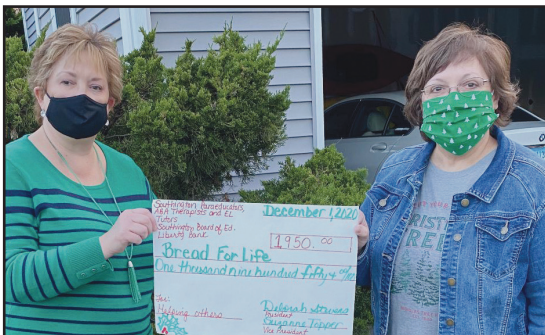


The Town of Islip graduated a total of 11 Park Rangers and Fire Marshals from its in-house Peace Officer Academy. The Class of 2021 marks the fourth graduating class from the town's New York State certified program, taught by qualified instructors. "Our Peace Officer Academy better prepares recruits for service here in our town, teaching procedures and codes directly, as well as providing invaluable opportunity to interact with both our public safety commissioners and other town personnel," said Islip Supervisor Angie Carpenter.

The six week academy is taught by Town Public Safety Commissioners Anthony D'Amico, Craig Cain, Thomas Hill, Anthony Ricciardi and Dave Taormino, along with Cathy Herbst, Rob Iberger, Brendan Kearns, Anthony Lagrasta, Amanda Lerch, Anthony Musumeci, Jeffrey Panasci, Jonathan Rivera and Robert Valletti. Congratulations to Park Rangers: Jonathan Alfieri, Joseph Casano, John Cicala, James Quigley, William Sledge and Danielle Walter. Congratulations to Fire Marshals: Brian Bruno, Matthew Marshall, Reese McGuire, Walter Reutlinger and Alexander Weber. Special thanks to Gerald Quigley for his beautiful rendition of the National Anthem. On hand for the graduation ceremony were Deputy Commissioner of Public Safety Tony Prudenti, Town Councilwoman Trish Bergin, Councilman John Cochrane, Jr. and Councilman James O'Connor.

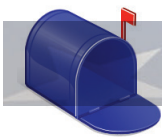
"On behalf of myself, the Islip Town Board and all of us here at the Town of Islip, please know that as you head into your day-to-day duties, you have our deepest gratitude for all you do, and will do. We truly appreciate your efforts," said Supervisor Carpenter.

Southington Unit Fundraiser for Local Food Bank



Southington Unit President Debbie Stevens and Vice President Suzanne Topper

Southington sponsored their annual Dress Down Day for their local food bank, Bread for Life. The unit raised almost \$2,000 this year (an all time record) and Liberty Bank will also contribute 25% to their fund-raising total to partner with the unit and the Southington Public School District. The local food bank prepares hot lunch and dinner meals Monday through Saturday, meal delivery for the home bound, a mobile food pantry, senior services, snacks for district students and much more. Their mission is "to provide food, fellowship and a sense of dignity to those in need." Together, we can make a difference one step at a time!



UPSEU Mailbox

Dear Kim,

I opened your letter in which you expressed your appreciation to the nursing body of Bay Shore School District on Nurses' Week and I reflected on my role and position as a nurse at BAS! Thank you for sharing and encouraging others in our community of educators and colleagues to continue to embrace and work together to impact the generation of tomorrow! Have an amazing day.

*Myrna DeLaRosa-Matos, RN
Brook Avenue School*

Dear Matt,

I hope you are doing well during these trying times. It isn't often we are recognized for the hard work and effort we put into our jobs. I wanted to take this opportunity to let you know how pleased I am in how Cory handles our negotiations. I believe that our entire unit would agree that Cory did an excellent job. He was very professional and kept the Town side focused on the real issues of the contract. As you may know, the process started in January 2020, six months prior to our contract expiring. The effect of COVID -19 halted all negotiating including our vision for fair wage increases and insurance adjustments. I think to be able to ratify this contract approximately one year later is a true testimony to Cory's skills. Cory made a difficult process easier, and as President I look forward to his continued presence as our representative. Thank you!

*James A. Grappone, P.E.
Town of Southington*

Dear Liz,

I can't express enough how thankful I am to you. Thank you for having my back. Thank you for fighting for me. Thank you for supporting me. I work hard and these teachers can vouch for me. I appreciate what you did for me. Thank you.

*Kari Willis
Hamden*

Dear Kim,

The virtual retirement seminar was the best one yet. It was nice having all the questions typed instead of spending so much of the meeting with the same questions being asked in a different way. And every time I attend I receive more information. Thank you so much for arranging this seminar. Have a great day.

*Evelyn Overton
West Hampton Beach Schools*

Good Morning Mr. Boyle,

I hope this e-mail finds you well. I wanted to let you know that the ADA Complaint Form and supporting documents are ready to send. I wanted to acknowledge Kristen's help in putting the material together. She has been extremely supportive.

I cannot, however fail to acknowledge the fact that without your help and support, I may not have even explored this option at all. It is not lost on me, that the president of a large union, took the time to not only contact me, but personally involved yourself in a matter, that although seems monumental to me, is I'm sure a minor issue compared to the extremely important matters that require your attention every day; that is beyond commendable and I am truly impressed with your commitment to your members.

I hope you know how grateful I am. Of course, I'm hoping for a win for myself, but a win for the union as well; an amazing example of why unions are so important. Again, thank you so much, please be well.

*Cathy Guzzardi
Cromwell BOE Administrative Assistant*

Dear Matt,

Awesome job! Thank you for always being the Paras' biggest supporter and champion for its' contract, the nuances that have arisen from it and for holding downtown accountable and not giving up!

*Debbie Gibb
Stamford*



Dear Mike,

For many years now you have ably served as advisor and representative of the employees of the Village of Valatie through the United Public Service Employees Union. During this time, you have provided wise counsel and been a trusted friend and ally. I have enjoyed and appreciated our association through the years.

Most especially, I appreciated your efforts during my dispute with our former local government. What could have been a very tragic event was transformed into a turning point which ushered in the best years of my employment with the Village. I cannot overstate the part you played in this. I remain grateful for your diligence, kindness, and courtesy throughout the ordeal.

Since then, I have enjoyed nearly ten additional years with the Village, working with the finest officials and colleagues to date. On May 4th, I left the Village and entered my new life as a retiree (a.k.a. bum). I owe a great deal to you for the part you played in allowing this day to come for me. And, I know I leave my former workmates in the best possible hands. Please know that you carry with you my gratitude and very best wishes for continued success in all you chose to undertake.

Paul Warner

Village of Valatie

Dear Kim,

Thank you so much for the fast response. Thank you so much for the booklet. I will look at it and if need more answers I will sign up for the May 1st one. You rock.

Beth Trombley

Franklin County

Good afternoon Kevin,

Happy New Year! I have to start by thanking you for your donation to the Bay Shore Football program. Your generosity is definitely appreciated more than you know.

I'm not sure if you remember but our relationship started when I reached out to you during some not so good times. You addressed all the issues that were brought to you and for that I'm grateful. Not only am I the unit leader now but I'm a very big advocate for our union now, as well. So, since I emailed you when things were going bad, I felt it was only right that I do the same when things are going great.

First off, Bob Lazzaro has been amazing to say the least. He is open and honest and always gives us all information that is needed. Not only does he visit the schools often and regularly, but he also has an open line of communication now, which is what we were severely lacking. It honestly feels like he is one of us. Between you assigning Bob to our unit and as well as you spearheading our contract negotiations, this has been the best relationship and morale for our unit with regard to the union. So I just wanted to send you a little something just to say Thank you for EVERYTHING! I know myself along with probably 99% of our unit appreciate you both for all that you do.

Looking forward to continuing to work with you both.

Michael Brown

Bay Shore Schools

Mr. Boyle,

As you may know, I am currently staying on the Executive Board of the HWSU as Vice President, as my term as Shop Steward ends this July 1st. I want to take this opportunity to officially thank Brandon Nasierowski for all of his support, guidance and hard work during my term as Shop Steward. He has always been and remains available to answer any of our questions, give guidance in every circumstance or issue that our unit members have had, and support my ideas on proceedings with our district. I know I speak for the entire HWSU when I say we appreciate all he has done and will continue to do for our unit under our new Shop Steward, Debbie Horvath. He is asset to UPSEU, and most certainly an asset to us!

Thank you.

Diane Chemick

Hewlett Woodmere Shop Steward

NEW Benefit for UPSEU Members

Aflac for United Public Service Employees Union (UPSEU) Members



Your enrollment is almost here — giving you the chance to choose the products and services that best meet your financial needs.

Health insurance pays doctors and hospitals. Aflac helps pay the bills health insurance doesn't cover.

The following Aflac insurance plans will be available on a guaranteed-issue basis (no health questions or pre-existing condition limitations) during your enrollment, June 23 - August 31, 2021:

Group Accident Insurance helps pay costs that arise from covered accidents such as fractures, dislocations and lacerations. This plan provides 24-hour coverage, which means you're covered at home and at work.

Group Critical Illness Insurance helps pay the expected and unexpected expenses that arise from diagnosis of a covered critical illness such as cancer (internal or invasive), heart attack, stroke, end-stage renal failure or a major organ transplant. This plan includes a \$50 Health Screening Benefit.

Group Hospital Indemnity Insurance helps pay the costs associated with a hospital stay including benefits for hospital confinement and hospital admission. The plan also provides a benefit for a rehabilitation facility.

To enroll, contact the call center at 866-770-6414 to speak with a Benefit Counselor.

You will need to enter personal information, including your name, date of birth, Social Security number, mailing address, etc.

Scan the QR code for rates, product brochures, and more.



*Wishing you and your family
a Safe and Happy Summer!*



Making a Difference in the Workplace



UNITED PUBLIC SERVICE EMPLOYEES UNION

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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
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