



UNITED PUBLIC SERVICE EMPLOYEES UNION

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THE ADVOCATE

Making a Difference in the Workplace

Fall 2006

Rensselaer County Employees Overwhelmingly Ratify New 4 Year Contract

UPSEU's 1300 member Rensselaer County unit overwhelmingly approved a new four year agreement that will increase wages and improve many areas of the contract.

In addition to annual wage increases that exceed all surrounding County units, the group will see improvements in areas such as: longevity, on-call pay, sewer stipend, rotating shift stipend, dental coverage, new flexible spending plan, pay adjustments for direct care staff in the County nursing home, salary upgrades, NYSPAN increases, shift differential increases, weekend differential increases and numerous other improvements.

Attempts at cost containment in the County PPO plan were achieved by the County and the union with some plan modification. Employees' previous premium share will remain unchanged.

UPSEU President Kevin E. Boyle Jr. commenting on the negotiations stated, "While the process was at times frustrating, in the end the County addressed many of the concerns of our members over the life

of the contract. The overwhelming ratification tells me that UPSEU and the negotiating team did its job."

It has been widely reported that Rensselaer County, like almost all counties in the state, is experiencing fiscal stress due to the many unfunded mandates it must provide. Medicaid alone, is costing Rensselaer County taxpayers millions of dollars.

Boyle concluded, "It is in this financial climate that the negotiating team secured a very fair agreement. The unit membership obviously appreciates the team's hard work, and reflected that appreciation in the massive affirmative ratification vote."

Thanks to the leadership of the negotiating team of John Murnane, Vickie Halse, Gary Hebert, John Barna, Jamison Facticeau, Deborah Papale, George Keenan, Thomas McBain, Ronald Bump, Lee Hildebrand, Mark Burton and Susan McAvoy for seeing to it that the goals of the members were met. The County Legislature currently has the agreement for ratification.



RENSSSELAER NEGOTIATING TEAM

(L to R) UPSEU Regional Coordinator Kevin Reilly, Deborah Papale, Vickie Halse, Thomas McBain, UPSEU President Kevin E. Boyle Jr. Jamison Facticeau, Mark Burton, John Murnane, and Lee Hildebrand



Best wishes from UPSEU for a Healthy and Happy Holiday Season to all our Members and Families!



United Public Service Employees Union
3555 Veterans Highway, Suite H, Ronkonkoma, NY 11779
1707 Central Avenue # 202, Albany, NY 12205
288 Genesee Street, Utica, NY 13502
1 Prestige Drive # 210, Meriden, CT 06450
4 Post Office Square, Clinton, CT 06413

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Our Mission

United Public Service Employees Union is committed to being the preeminent labor 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.

“We are making a difference in the workplace”



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Randy Tillman
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Recording Secretary/ Trustee

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www.upseu.org

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United Public Service Employees Union
3555 Veterans Highway, Suite H
Ronkonkoma, NY 11779
631-738-8773
1-800-833-3588
Fax 631-738-7236
Linda Pickwick, *Editor*

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PRESIDENT'S MESSAGE



UPSEU President
Kevin E. Boyle Jr.

In thinking about my message for this edition of our newsletter, I thought about the work that our members do not just in their jobs, but during and outside their regular work hours. These members provide vital services outside the scope of their regular jobs for the children, parents, residents, and taxpayers in their communities whether it be in their schools, towns, villages, counties or libraries.

I was struck by a letter that one of our members wrote to his school board during a recent contract dispute we were involved in. The letter, I believe, demonstrates what public employees do day in and day out beyond the great service they provide during their regular workday. Here is one of their stories.

“My name is James A. Hoffman and I am the head custodian at Fifth Avenue Elementary School. I’ve worked for Northport Schools for eighteen years. During that time, I have seen principals come and go; some retired, some didn’t get tenure, some were interim, and one great guy died of cancer after one year. As you can see, there were times when it could be very unsettling. One of the constants in those times, was that whoever came to do that principal’s job, knew that I was the one to go to. I helped each and every new principal get acquainted in the new position. My opinion mattered to these highly educated people. I’ve always been proud of that. They always made me feel like part of the team.

Being an ex-athlete, I’ve always dove in head first to help. Some of the things I’ve done include: playing Santa, a one-eyed purple people eater and Humpty Dumpty in student plays; taking the time to read to many classes; teaching after-school intermursals at Ocean Avenue; volunteering for Special Olympics because the children that I was helping were in my school; working on the asbestos team for fourteen years; dressing as a fireman during Fire Prevention Month assemblies; raising money for children’s cancer by attending St. Baldrick’s Day and getting my head shaved; and attending the Ride for Life Charity event. I also helped with a tense situation at Fifth Avenue; when a man with a shotgun was in the woods, and the principal and I evacuated the children to safety while the police subdued the man. Another time I helped a scared first grader with separation anxiety, to attend his class when others couldn’t get him to go. One of my most gratifying moments aside from the birth of my children was when I saved a little boy’s life in the cafeteria by doing the Heimlich maneuver.

A mother of a fifth grader who was graduating, said at the graduation ceremony, “Mickey and Aurora aren’t just custodians here. They’re our children’s guardian angels.” Well, I don’t know about that, but I do know I was that kid’s guardian angel on that day. As you can see, I think my job entails more than just cleaning floors or clearing snow.

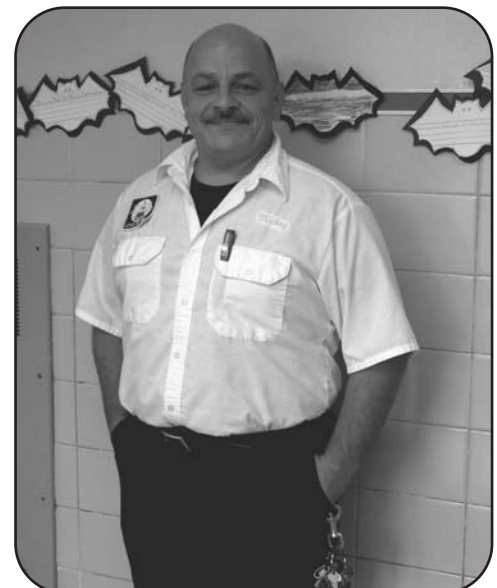
This letter is just about one of the members of our Union. There are a lot more just like me. I hope you will consider all of this, when you think whether we are worth the money that you pay us. I thank you for your time, and the opportunity to work in your great district. Like always, I’ll continue to do my job to the best of my ability. I hope you give me the tools to do so.”

Thank you Mickey, for allowing us to report your letter. It spoke volumes for our many members who could tell a similar story.

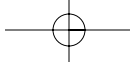
Wishing all of you and your families a Happy and Joyous Holiday Season!

Fraternally yours,

Kevin E. Boyle Jr.



Head Custodian James “Mickey” Hoffman



UPSEU WELCOMES NEW MEMBERS!

New Paltz Joins UPSEU Family

The Public Employment Relations Board recently certified UPSEU as the bargaining agent for the New Paltz Town Hall employees. New Paltz joins several other Ulster County area units in the UPSEU family.

Regional Coordinator Kevin Reilly stated, "The New Paltz Town Hall employees had encountered members from our units in the Town of Gardiner and Orange-Ulster BOCES. As a result, they decided to ask UPSEU for representation, rather than the Teamsters, who currently represent the Town Highway Department."

City of Paterson Dispatchers Vote to Join UPSEU in PERC Election

In another UPSEU victory over AFSCME, the City of Patterson dispatchers voted to join UPSEU in a Public Employment Relations Commission election.

AFSCME, despite continued delaying tactics was not able to stop the inevitable; another lost unit. AFSCME only received 2 votes in the election.

At a PERC conference, AFSCME could only account for 21 of the 67 eligible unit members. Yes, AFSCME thought only 21 employees were in the unit. "Had they taken the time to stop by from time to time they would have known how many members they had," stated UPSEU's Gary Favro.

"During the campaign AFSCME stated that UPSEU was run by 'the 75 year old Kevin Boyle', who was a teamster organizer in the mid 1950's. While I know I've aged a bit, I hope I don't look 75, and since my Mom and Dad were married in 1957 and had me in 1959, the math just didn't add up," stated Boyle. The information was put out by AFSCME's research team in Washington. "Quite the crackerjack team they have," added Boyle.

UPSEU is currently in negotiations with our negotiating team and looks forward to serving our new City of Patterson members!

Two Dispatcher Units Join UPSEU

Dispatchers in the Towns of New Milford and Watertown voted unanimously to join UPSEU in elections held by the Connecticut State Labor Relations Board.

New Milford dispatchers which were represented by AFSCME for many years and Watertown dispatchers, formerly with IBPO/SEIU, had both become dissatisfied with the representation from these unions.

UPSEU's Ron Suraci worked with both units. UPSEU welcomes our newest Connecticut members!

Hawthorne Library

UPSEU would like to welcome members in one of our newest New Jersey units, the Hawthorne Library.



Thanks to the efforts of the employees of Hawthorne Library, UPSEU has filed a petition and is currently awaiting recognition. UPSEU will be meeting with members on proposals for their first ever union contract. Welcome aboard Hawthorne Library staff!

UPSEU Welcomes Branford Firefighters

While maintaining their affiliation with the IAFF, the Branford Firefighters decided they needed the day to day representation and negotiation support that they had previously contracted for with an outside source.

UPSEU will be providing the Branford Firefighters with the member services, representation, and negotiation support under an agreement with UPSEU. UPSEU represents several Branford units including Town Hall, DPW, Police Department and Sewer Treatment facilities.

Welcome Branford Firefighters!



Southampton Teacher Aides Approve 1st Agreement

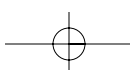
Previously unrepresented, the Southampton Teacher Aides came to UPSEU seeking representation. As with any initial agreement, negotiations included developing a complete agreement detailing working conditions and conditions of employment.

After numerous sessions, including mediation, a fact-finding took place. UPSEU put forth its proposals to improve pay substantially and to achieve health coverage which wasn't previously offered to unit employees.

The fact finder concurred with UPSEU that wages needed to be increased beyond norms by granting the unit above average increases.

Additionally, the District while adamantly opposed to any health coverage; in the end, granted the unit's request for health coverage. While not at the levels the unit sought, the District will now have to contribute to health coverage for unit employees. Other gains were also achieved that developed a building block for future negotiations.

Sincere thanks to member Peggy Clark of the negotiating team for her assistance throughout the process.





NEW YORK

Town of Marlboro Contract

After seeing their friends and relatives at Marlboro Central School District achieve above average area agreements with UPSEU, the Highway and Water Department at the Town of Marlboro decided they too should join UPSEU. Their "me-too" attitude to secure a better life for them and their families definitely helped throughout negotiation.

The negotiating team of John Alonge, Harry Eckert, Gary Lazaroff, Al Radek, Labor Relations Representative Kevin McCloat and Executive Vice President/Regional Director Gary M. Hickey held firm in their position and now realize gains they too can be proud of.

This first contract for these members provides for new call-in pay, new overtime holiday pay for actual/observed holiday, increased personal leave, 100% Town paid health, dental and vision insurance, retroactive annual wage increases, additional annual water license compensation increases, new longevity benefit, extended Section 75 entitlement, increased bereavement leave, new Labor Management Committee and strong contractual language.

"John, Harry, Gary and Al deserve credit for holding fast to what they believe. On behalf of their fellow workers, thanks!" Hickey concluded.

Castleton Ratifies Agreement

With improvements in wages, health insurance contribution and the addition of dental coverage, the Village of Castleton-on-Hudson bargaining unit overwhelmingly ratified its most recent contract.

Negotiating Team member David Sager stated, "This contract is the third negotiated by UPSEU for Castleton workers. With each new agreement, we significantly improve our compensation and working conditions."

UPSEU Regional Coordinator Kevin Reilly added, "Until recently, the employees of the Village of Castleton endured an administration determined to weaken their salaries and benefits. Thanks to a rock solid contract, we were able to fend off attempts to harm Castleton workers. Though the current administration is much more employee-sensitive, our collective bargaining agreement continues to stand ready to guarantee that terms and conditions of employment are protected."

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Rome Security Agreement Raises Bar in School District

In September, the members of the Rome City School District Security Department unanimously ratified a new four year contract. The negotiating committee of Lori DeMarco, Paul Perry Sr., Labor Relations Representative Robert Stephens and Executive Vice President/Regional Director Gary M. Hickey persisted throughout the summer months, refusing to settle for an average settlement. Their reward was the highest compensation package of the District's five other contracts.

The highlights were annual salary increases (including retroactivity), increased longevity pay, increased Sunday overtime pay, new longevity steps, new call-in pay, improved overtime procedure language and contract language improvements.

Executive Vice President Hickey thanked the committee for their dogged persistence to achieve such an incomparable settlement. "Lori, Paul and Bob continually pushed for more, and got it. Their co-workers were obviously pleased."

Sachem Library Custodial Unit Members Overwhelmingly Approved New Three Year Agreement



SACHEM LIBRARY NEGOTIATING TEAM
John Dina, Ann Marie Pintauro, UPSEU's John Calabrese and Robert Downs

The Sachem Library Custodial Unit's new three year agreement will provide substantial wage increases for both full time custodians as well as the part time library cleaners. Additional increases were achieved for the supervising custodian as part of the overall agreement.

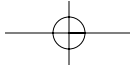
Labor Relations Representative John Calabrese who led the negotiations, commenting on the process stated, "The unions negotiating team stood strong to secure an agreement that addressed the critical issues important to the membership." Additionally, Calabrese adds, "Without the commitment of a dedicated team, the process would have been far more tedious and lengthy. Added thanks to Ann Marie Pintauro, John Dina and Robert Downs for a job well done!"

UPSEU Secures Significant Gains for Roosevelt Security

A new agreement will significantly increase the wages of Roosevelt Security Unit Personnel and provides the unit with an outstanding contract victory! The 27 member Security Unit's wages will climb significantly as a result of UPSEU's efforts to lift the unit's wage position to above the median in Nassau County. Other gains included six new sick days, bereavement leave and other leave entitlements, in addition to contract language to protect them on the job.

"The District certainly respected the professionalism of the Security Unit and in the end responded positively to UPSEU's efforts to provide the unit with the wages and benefits of a professional security unit," stated UPSEU's Randy Tillman who headed up the unit's negotiating team. "The negotiating team of Kelly McPhail, Adrienne James and James Thomas were as a committed team as I've ever experienced," concluded Tillman.

The Advocate



NEW YORK



TOWN OF POESTENKILL HIGHWAY DEPARTMENT

(L to R) Matthew Weaver, Bruce Moody, Keven Dorr, Timothy Sluus, Dennis Knauer, and Michael Marro

Poestenkill Ratifies New Contract

When Town of Poestenkill bargaining unit members first put together their contract proposals, a priority was to achieve a base rate upgrade. With the ratification of their latest agreement, they not only gained the upgrade they sought, but reductions in health insurance costs, greater longevity pay and guaranteed salary increases throughout the term of the contract.

“Though the Town of Poestenkill has developed over the years,” stated UPSEU Regional Coordinator Kevin Reilly, “the workforce has remained the same. It was imperative for the union and the negotiating team to convey to Town officials that these workers are a tremendous asset. It took very little convincing.”

In addition, the parties agreed to improve the vacation schedule, increase the boot allowance, expand the bereavement leave and add an hour to the minimum call-in pay.

Mohawk Valley Staffer Returned to Work



Member Richard Woolheater and Labor Relations Representative Bob Stephens holding Woolheater's Arbitration Award

Labor Relations Representative Bob Stephens recently announced that Mohawk Valley Community College custodian Richard Woolheater would be returning to work at the college. Stephens and UPSEU attorney N. Newberger successfully argued at arbitration that Woolheater did not engage in any behavior that could rise to the level of a “just cause” termination.

Stephens stated, “Clearly, Richard should never have been suspended pending review for discharge. MVCC overreacted, and, as a result, the union brought the case before an arbitrator. When cooler heads prevail, justice is served.”

COHOES HOUSING AUTHORITY UNIT INKS NEW CONTRACT

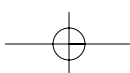
Though it took over a year, members of the Cohoes Housing Authority recently achieved their goals, and unanimously ratified a successor agreement. Highlights were increases in salary, longevity, on-call pay, tool allowance and call-back pay, as well as improvements in the workday and paid leave. The agreement was difficult to craft largely because of the cutbacks to public housing instituted by the federal government.

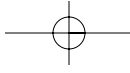
UPSEU negotiating team member Steve Surprenant said, “Each year, the maintenance staff here at Cohoes Housing is expected to do more with less because of HUD budget cutbacks. It's refreshing that at least our salary and benefits are improving. We appreciate the effort of everyone involved in hammering out this contract.”

“Public housing,” added UPSEU Regional Coordinator Kevin Reilly, “can't survive if this trend of budget slashing continues. Fortunately, the staff at Cohoes Housing is highly skilled and versatile. Simply through their ability and good sense, the Authority has been able to save money. As a result, we were able to craft a Collective Bargaining Agreement that fairly compensated them for their endeavors.”

Surprenant concluded, “I can only imagine what shape we'd be in if we hadn't organized. Because UPSEU visits us at our worksite regularly, it keeps its finger on the pulse of what's happening here. That kind of attention helps a lot. When negotiations turn tough, they're ready for it.”

Congratulations to Susan Jones from the Rensselaer County Health Department. Susan is the first person to graduate from Hudson Valley Community College with an Associates Degree and to have done so by completing all of her courses online. Way to go, Susan!





SPOTLIGHT ON NEW JERSEY

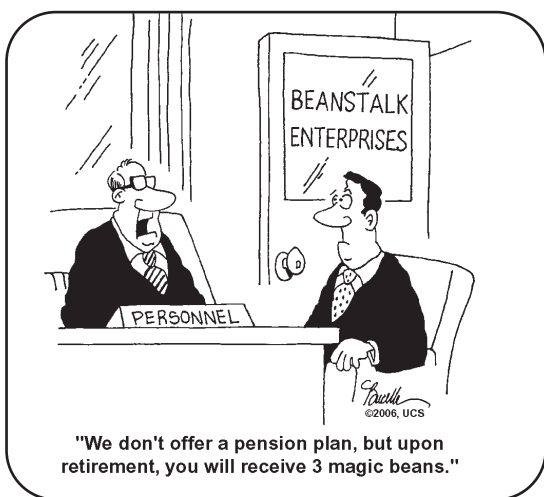
UPSEU NJ Activist Retiring

When UPSEU first began its New Jersey organizing, six or seven activists led their units in changing unions to UPSEU. All had been active in their previous unions but had become disenchanted with the union due to corruption and a lack of representation. Together these activists sought a change and contacted UPSEU. The rest is history, as today UPSEU represents 25 New Jersey bargaining units.

One of these initial activists is now set to retire. Jane Messenger or Norma Rae as UPSEU President Kevin E. Boyle Jr. refers to her, was a catalyst in the beginning of UPSEU's efforts. For Borough of Ramsey employees, Jane has been a leader for many years, and since becoming part of UPSEU she has championed her unit's efforts and the efforts of UPSEU.

Over the past couple of years Jane has been instrumental in assisting UPSEU with its growth in New Jersey. UPSEU President, Kevin E. Boyle Jr. summed up Jane's work in stating, "You won't find a more committed person fighting for the issues important to her co-workers than Jane. She has tremendous leadership qualities, a commitment to detail, and a willingness to do whatever it takes to get her unit's goals and the goals of the union met. She will be sorely missed by her co-workers and UPSEU but we all wish her a happy and healthy retirement."

Despite retiring, Jane will be part of the new upcoming negotiating team, given her many years of unit involvement.



Boro of Hawthorne Signs First UPSEU Contract



(Seated L to R) Hawthorne's Shop Steward Mike Nelson, Gary Tamburro, Mayor Patrick Botbyl, Douglas Morgan. (Standing) Boro Administrator Eric Maurer, UPSEU Regional Director James Gangale and Victor Tamburro

The Boro of Hawthorne's Blue Collar Unit three year contract includes improvements in wages, overtime provisions, bereavement and promotion language. This was UPSEU's first contract after the Blue Collar Unit voted to change representation from Service Employees International Union (SEIU).

Bergen Prosecutor Unit Members Nearly Unanimously Ratify New Pact

With only one vote against the contract, the sixty five member Bergen County Prosecutors Unit approved a new five year agreement. The new agreement maintains fully paid health insurance for active and retiree members while providing excellent annual increases. Additional gains were achieved in areas such as vision, dental, longevity including a new step, evening/ night differential and increased new hire progression rates. An increase in mail order drugs was included with employees now being required to pay \$7.50/ \$15.00 for a ninety day supply of generic/ non generic drugs.

Special thanks to the Bergen negotiating team of Brian McNulty, Carmen Candella, Elaine Ferry, Arthur May, Diana Brady, Robert LaRivieri and Karen Cook for their outstanding efforts.

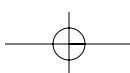
Ringwood Members Unanimously Ratify Contract

A new agreement with annual wage increases and numerous improvements highlighted UPSEU's first contract on behalf of the unit which joined UPSEU last year. After three mediation sessions with a PERC mediator several issues still were left unresolved, leaving fact-finding as the next process. While awaiting the fact-finding process, negotiations continued with an agreement finally being forged.

Longevity, a sticking point in negotiations, as the unit gave up their longevity a number of years ago, was resolved with a new ten year longevity step. Another deal breaker, a request by the Borough to have employees in the traditional plan begin paying a portion of their coverage was resolved as well with those employees continuing to receive 100% Borough paid traditional insurance. These benefits were given up by the Teamsters in another Borough negotiation, but were retained by UPSEU for its members. Crossing guards will receive an additional adjustment in the second year of the agreement and as well will receive two snow days annually, a first time eligibility for vision coverage and increased uniform allowance. Other economic and non-economic improvements were secured as well.

UPSEU President Kevin E. Boyle Jr. thanked the negotiating team of Michael Hirschman, Peggy Conway, Katherine Quinn and Florence Sullivan for their unwavering commitment to delivering an excellent contract for their co-workers during the long difficult bargaining process.

Flo is retiring at the end of this year, and we all wish her much happiness and health in retirement.



SPOTLIGHT ON CONNECTICUT

New Contract for Orange Town Hall Employees



ORANGE TOWN HALL UNIT OFFICERS

Meg Lupo, Diane Gregoire and Unit President Stasia Packard.
Missing from photo is Unit Vice President John Stewart.

The thirty five member Orange Town Hall unanimously voted to approve their new contract where employees scored significant gains. In addition to wage increase, their gains included a new 403 b IRC supplement, retirement plan for employees, and union leave time for unit officers. Other benefits were the inclusion of several important contract clauses regarding sick and vacation leave guarantees.

UPSEU is now in the process of conducting a wage and job description study to further benefit Orange Town Hall members. Many thanks to the Orange negotiating team of Stasia Packard, John Stewart, Meg Lupo and Diane Gregoire for their efforts in achieving these gains.

Cheshire Ratifies Four Year Agreement

UPSEU Cheshire BOE Custodial and Maintenance Unit recently ratified a new four year agreement by a vote of 18 to 1. Gains that the unit achieved included: wage increases each year, a codified work week, increased shift differentials, credit for all unused vacation at time of separation, increased sick leave accumulation, improved bereavement leave, new union-business leave days, negotiation and grievance leave, maintenance of caps on insurance co-pays for employees, major increases in license adjustments for maintenance workers, addition of a new longevity category, increased safety shoe allowance, night shift summer differential and the addition of a prior rights clause for the employees protection.

Regional Director Wayne Gilbert applauded the negotiating team of Scott Clausen, Hal Afholderbach, Scott Bengood, Jim Pepides and William Kacyuski for their perseverance in achieving an excellent contract for their co-workers.

Unanimous Approval of New Caanan BOE Food Service Workers Agreement

UPSEU's New Caanan Food Service Workers approved a new four year agreement that will provide significant improvements in a number of contract areas in addition to annual wage increases.

The unit joined UPSEU this past spring after years of AFSCME representation. Areas where UPSEU scored gains in addition to wages included: increased dental coverage, increased longevity, increased uniform allowance, payment of accumulated sick leave, an additional paid holiday, and improved language protections

"For a long time AFSCME treated these employees as if they were lucky to have a job. I found them to be a great group of hard working, dedicated people providing a great service to New Canaan's school children," stated UPSEU Regional Director Wayne Gilbert. He continued, "We have taken the first steps in taking a very poor contract and making it much better." Gilbert, who headed up the negotiating team of Joann Pascarelli and Ivana Di Federico, commended the team on their outstanding work.

Fall 2006

C.O.P.S. DIVISION NEWS

Following a year long dispute with the City of Norwich over a unilateral change in prescription co-payment amounts, UPSEU/ C.O.P.S. Division negotiated a settlement whereby the member's benefits would return to those prior to the dispute along with a monetary return of \$2,370.

UPSEU/ C.O.P.S. Division recently won an arbitration for Branford Police whereby the Town denied an officer certain private duty pay, claiming that the officer was merely continuing an assignment on his scheduled shift thereby precluding him from the additional private duty pay.

Thanks to the efforts of Executive Director Ron Suraci and Labor Relations Representatives Craig Manemeit and Mark Ciarcello, police departments in the towns of Norwich, Clinton and Branford are currently in the process of recalculating overtime under the FSLA. Settlements are pending for UPSEU/C.O.P.S. Division members.

The New Milford Police Department, New Milford Dispatchers, and Watertown Dispatchers are currently in negotiations with the towns for new collective bargaining agreements.



NEW CAANAN NEGOTIATING TEAM

Ivana Di Federico and Joann Pascarelli are all smiles due to their new contract



NEGOTIATION NEWS



East Quogue Custodial Unit Members Unanimously Approve 3 Year Agreement



EAST QUOGUE MEMBERS

(Front l to r) Frank Hudson, Howard Hurcomb
(Back row) Donald Nunemaker, Michael Carpenter
(Not pictured) Ricky Brown and Walter Grzywinski

UPSEU's East Quogue School District's custodial unit unanimously approved a new three year agreement that provides wage increases as well as no increased contributions to health insurance. The agreement also includes double time for Sunday work and less notification time for call in of absences. Additional increases were also achieved for the lead custodian as part of the overall agreement

John Calabrese who led the negotiations, commented, "The process and team were well in tune, the combination of two different titles at the bargaining table gave us the ability to have an overview of all the issues and negotiate a settlement that ultimately was approved unanimously.

Special thanks to the negotiating team of Donald Nunemaker and Mike Carpenter for a job well done!

Sayville Food Service Members Unanimously Approve New Five Year Agreement

A new five year agreement for Sayville Food Service Workers will lock in above average wage increases with the ability for additional increases depending on the cost of living in each year of the agreement, beginning in the second year of the contract. The agreement was reached prior to the expiration of the existing contract.

Additional increases were achieved for leads, assistant cooks and the head cook under the agreement. Significant longevity increases were added in each year for the unit members. Other gains were achieved including: an improvement in employee eligibility for higher classification work, clothing allowances, increased dental and vision contributions, sick leave accumulation and payout at retirement and an additional holiday for part-timers was added as well.

Kim Nowakowski who led the negotiations, commenting on the process stated, "The District's team and the negotiating team put forth a strong effort to secure an agreement that addressed the critical issues important to the parties." Kim commended the team of Cheryl Heckle, Larijean Leigh-Manuell and Pamela Kennard for their outstanding efforts in negotiating an excellent contract for their co-workers.

UPSEU Sayville Operations/ Maintenance Members Secure New 5 Year Agreement

UPSEU's 50 member Sayville School District Operations and Maintenance members will see several improvements in a new five year contract overwhelmingly approved by the unit.

UPSEU President Kevin E. Boyle Jr. commenting on the results stated, "Our negotiating team was committed to delivering an excellent contract for their members and the results spoke for themselves."

Annual wage increases with the possibility of additional wage increases depending on the Consumer Price Index, two new steps, shift differential and position differential increases annually are guaranteed under the new agreement. In addition substantial gains were achieved with the ability for the accrual of additional sick days and a 25% increase in the payout of unused days at retirement. Longevity was increased by 40% and contributions toward dental and vision coverage were increased annually, in addition to other gains. Employees will pay more for health coverage but this was more than offset by the additional steps. Retirees will now contractually receive a retiree healthcare agreement upon retirement.

President Boyle thanked the negotiating team of Steven Hintze, Ken Reilly, Robert Kempf, Paul Kelley, Craig Martin, James Duffy and Leonard Cromwell for their tremendous efforts in securing an excellent contract for their co-workers.

Northport- East Northport School District Members Overwhelmingly Ratify Pact

A new four year agreement was ratified by UPSEU Operations, Maintenance and Transportation Unit Members.

By a vote of 81 to 8 UPSEU members approved an agreement that increases wages annually, adds two new longevity steps, provides holiday pay to part-time drivers, increases district contributions for healthcare coverage for part-time drivers and increases the payout of annual sick leave at retirement, amongst other gains. Employee health coverage contributions were increased slightly over the term of the agreement to equalize contributions with all other district bargaining units.

Negotiations were contentious throughout the process with unit members attending several Board meetings and as well picketing a Board member's place of employment. After mediation a fact finder report was approved by the Board of Education and rejected by UPSEU and its negotiation team. Super conciliation proved to be the process that brought about an agreement.

Special thanks to the negotiating team of Allen Ancewicz, Christine Ancewicz, Edward Bach, Scott Butler, Alfred Cowie, Robert Jones, Christopher Koulermos, Bernard Krueger, Edward Lincoln, Donald Mark, Patricia Nolan, Allen O'Hara, Kevin O'Hara, Paul Quinn and Gary Spoering for their hard work and dedication throughout the difficult process.

UPSEU Fighting and Winning for You

Oneida Caseworker Issues Finally Addressed

As a result of the diligent efforts of the Oneida County Department of Social Services casework staff, and Labor Relations Representative Linda Kirnan, the Caseworkers are finally making head way in getting what they need to help keep the children and families of Oneida County safe.

As you may recall, the Spring Edition of The Advocate ran an article regarding the difficulties these workers were experiencing that had the potential to someday cause a catastrophe similar to the Nixmary Brown abuse case.

Since then, UPSEU stepped up the media coverage and letter writing campaigns to the members of the Board of Legislators. In addition, UPSEU assisted with putting together speakers, such as two former caseworkers (who are now professionals in other fields), the Director of the Foster Parents Association, and a Family Court Judge, to speak before the Oneida County Legislative Board at their evening meeting on April 26, 2006.

As a result of the media coverage and the pressure put on the County, Majority Leader James D'Onofrio invited Labor Relations Representative Linda Kirnan to attend the Board of Legislators' Human Resources Committee meeting of June 12, 2006; and requested that Linda select a representative group of casework staff to attend as well.

For those who may not know, Legislative Committees have been created to address issues in specific areas relating to departments, such as the Department of Public Works, Economic Development, etc. It is at these committee meetings that issues are brought up, decisions are made, and often actions taken, before being brought to the full Legislative Board for final resolution.

So when the invitation was received to attend the Human Resources Committee meeting, which deals specifically with the Department of Social Services, it was apparent to Linda that the caseworker issues were finally going to be heard by those who are in a position to make the necessary changes. *This* was truly meaningful progress.

Between the time the invitation was received and the date of the meeting, Linda wanted to get as much bare facts information about what the Caseworkers realistically needed, and had to do so as quickly as possible, as such, a short survey was developed and distributed to each affected worker. After a brief summary of the current status, the question simply asked was, "What do you feel would help you to do your job better and make the work flow more efficiently?"

As a result of a nearly 100% response, Linda was able to put together a comprehensive package of information to present to the Human Resources Committee members for their consideration. The package not only included what issues were problematic, but also contained logical, cost-effective resolutions to many of the issues.

Within little more than a week after the Human Resources Committee meeting, Grade B Caseworker Supervisors Laurie Szmurlo and Aira Humphrey informed Linda that they had their first meaningful meeting with the DSS Administration. When asked how this was different than any other meeting, they responded that the workers were asked how many transporters they felt they needed, what support staff they needed, and what the support staff duties would involve. They discussed changing the layout of the desks more effectively in



ONEIDA COUNTY COMMITTEE MEMBERS
L to R: Laurie Szmurlo, Kathleen Paciello and Aira Humphrey

the fall, equipment needs, painting and cleaning the office areas, and numerous other meaningful issues.

All-in-all the casework staff are pleased about the progress that our efforts have made. Some of the caseworkers who attended the Human Resources Committee meeting have joined forces with Interim DSS Commissioner Lucille Soldato to form an Employee-Management Committee specifically designed to address work-related and employee-related matters.

If it were not for the employees who persisted each time we seemed to hit a dead end or faced adversity, we would not have gotten this far. It is to those who hung in there through good and bad that we would like to extend our kudos and sincerest congratulations on a job VERY well done!!

We got results because....

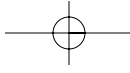
WE STAYED UNITED AND FOUGHT THE GOOD FIGHT!!

COLUMBIA COUNTY PAY\$ THOUSAND\$ IN BACK PAY

The Columbia County Highway Department Road Foremen received a backpay settlement recently as a result of a US Department of Labor investigation into the payroll practices of the County.

"The investigation started as a result of UPSEU filing a complaint last August on behalf of another classification of an employee," said Kathy A. Wright, Regional Coordinator. She continues, "From there, the DOL expanded the investigation into other classifications and addressed the issue with the foremen."

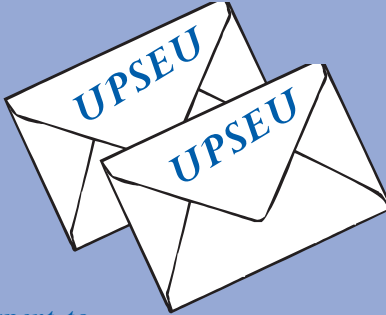
After an extensive investigation by the DOL, it was determined that the road foremen were not properly compensated for overtime for working beyond their regular schedule, and the County was therefore ordered to make good on the money owed the employees. In late September, 2006 the employees finally received their checks from the County. "We, as well as the employees, are very pleased the matter got resolved and that the employees got their back pay," concluded Wright.



MAILBAG/SNAPSHOTS



UPSEU Mailbag



Dear Ron and Claudette,
 Thank you for your successful efforts to retain the benefit of free flu shots for UPSEU members. When the District did not offer them last year, I finally managed to obtain one from a local doctor towards the end of the flu season. However it was after several weeks of research and a lot of anxiety. I sincerely appreciate the time and energy you spent to protect us. You are great!
 Ev Klopfer-Scher
 Ward Melville High School

Dear Kim,
 It has been a privilege working with you and Kevin. I have learned so much from you both and have great satisfaction in the accomplishments we have created as a team. Thank you for everything.
 Janet Chereskin
 Hewlett Woodmere School District

Dear Kathy,
 Many thanks for your unwavering support and guidance these past few weeks. Your advice and advocacy efforts helped me to understand the true value of being part of a strong union, which I will not take for granted in the future. Thanks for all you do.
 Sara Salitan-Thiell
 Rensselaer County

I just wanted to say that since leaving CSEA and joining UPSEU I have found Brian Honahan, your union representative for Uniondale to be extremely helpful and knowledgeable in the numerous times I have contacted him. He has returned every one of my calls within a few hours of calling. I am very pleased with your union, having had my doubts. Although it is still early in the changeover, I'm eagerly looking forward to a rewarding experience with your union. Keep up the good work.
 Doug Cummo
 Lawrence Road MS

Dear Linda,
 Thank you so very much for what you did for me. I know it was above and beyond what you were required to do, and your efforts probably saved my job. Again, a big thanks.
 Bob

Dear Mr. Boyle,
 I would like to thank all of the UPSEU representatives for the information, dedication and time that they have expended to the Town of Fairfield employees in its union efforts. All of UPSEU members can take comfort in the knowledge that your representatives are working hard to protect and assist you in every way possible. Having been an AFSCME member for almost eight years, I feel that this is the first time I truly belong to a union. I must add that Ron Suraci has remarkable patience.
 Betty Gabriel
 Town of Fairfield Town Hall

Dear Kevin,
 On behalf of the Custodial Unit for the Sachem Public Library, we would like to take this opportunity to express our gratitude for the outstanding contract negotiated on our behalf by John Calabrese. Mr. Calabrese's professionalism and unique understanding of labor negotiations enabled us to obtain a phenomenal three year agreement with our employer. We look forward to having John and all UPSEU staff represent us in the future.
 Sincerely,
 John Dina and Robert Downs
 Sachem Public Library

MEMBERS AT WORK



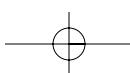
COLUMBIA COUNTY PINE HAVEN
Letha Graziano

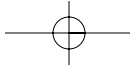


ONEIDA COUNTY AIRPORT MEMBERS



RENSELAER COUNTY PROBATION DEPARTMENT
Rondene Cannon and Nicole Miano





UPSEU 2006-07 SCHOLARSHIP WINNERS

Paul T. Burch \$1,000 Award Winners



Christina Plante
Education Major
Daughter of Edward Plante
Franklin County

I plan to further my education at the State Univeristy of Plattsburg, where I hope to be a member of the student government committee, helping to improve college life and safety. I hope to continue Mr. Burch's legacy by helping people change their lives for the better. I believe that if you are going to change things that you feel are not right, then you must take an active role in whatever that is.



Samantha Furlani
Child Study/Speech Communication
Daughter of Janet Furlani
Three Village School District

I will be attending St. Joseph's College where I hope to have a career as an elementary school teacher. Like Paul T. Burch, I would rather go unnoticed than to be acknowledged for doing acts of kindness for others. I just feel assisting others is the right things to do. I really want to make a difference in a child's life.

\$500 Member Awards

- Anne Green
- Kasey Hull
- Lynn Lepkowski
- Kelly McDonald
- Nilsa Michaels
- Tammie Murphy
- Barbara Spiegel

\$500 Dependent Children Awards

- Holly Adamo's son Samuel
- Joanne Alcabes' son Thomas
- Tom Angustio's son Gregory
- Christine Anne's daughter Jennifer
- Christine Cortese's son Joseph
- Roberta Crill's daughter Jo-elle
- Charlene Dzialo's daughter Maria
- Scott Hanley's daughter Alexis
- Michael Hirschman's son Ryan
- Michael Holmes' daughter Bridget
- Bernice Holmstrom's daughter Diane
- Lynne Lepkowski's daughter Tracy
- Sharron Lewis' daughter Ann
- Joyce Lockery's daughter Emily

- Corinne Marrone's son Nicholas
- Julie Madsen's son Dane
- William McCaffrey's daughter Amanda
- Timothy McCarthy's son Tim
- Pat Moskaluk's daughter Charming
- Janette Mowatt's son Shauar
- Marcia Preusser's son Michael
- Jeffrey Rein's son Patrick
- Brian Sabonis' daughter Jennifer
- Frances Simeti's son Gaspare
- Jody Sperling's daughter Lindsay
- Gary Tamburro's daughter Jessica
- Lynn Tallarino's son Samuel
- Clare Visk's son Michael



Special thanks to the 2006-07 Scholarship Committees:

Carol Jensen, Kathy Martilotti, Kathleen O'Brien, John Murnane, Linda Kirnan, John A. Gualandi, James A. Kinney, Michael Kutski, Bernadette Hulst and Maureen Grace.

The Scholarship Committees are chaired by Vice President Kim Nowakowski and Regional Coordinator Kathy Wright.

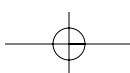
"What sculpture is to a block of marble, education is to the soul."

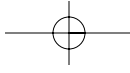
Joseph Addison

Each year UPSEU has scholarships that are available to UPSEU members and their dependent children under the age of 23. For details on eligibility and an application go to our website at: www.upseu.org and click on Member Benefits.



"Making a Difference in the Workplace"





UPSEU UPDATE

WEST HEMPSTEAD TEAM SPIRIT!

UPSEU's WHOSA unit was one of 18 teams participating in the First Annual Relay for Life event at West Hempstead High School to raise funds for the American Cancer Society and to honor cancer survivors and caregivers. UPSEU's WHOSA team raised over \$2,000 and the total event took in over \$100,000. It was a very rewarding and inspiring experience for all who participated.



ALL FOR A GOOD CAUSE

Liz Russell, Unit Co-President Annette O'Keefe, Lynne Pirro, Pam Margaroli and Unit Co-President Maria Eberhardt as captured by District Photographer Steve Orlando.



WHOSA VOLUNTEERS

Suzanne Pica, Rita Bozzi and Beth Sarro sold glow-in-the-dark necklaces as an additional fundraiser during the event.

CHECK OUT SOCIAL SECURITY ONLINE SERVICES

www.socialsecurity.gov

- Retire online - Apply for retirement or spouse's benefits
- eNews - Sign up for our free online newsletter and get the latest information about Social Security
- Benefits Planners - Information about your benefits at a glance
- Online Calculators - Estimate how much your Social Security benefits will be
- Social Security Statement - Get help understanding your statement or request one online
- Multi-Language Gateway - Get Social Security information in Spanish and 14 other languages

OFFICIAL NOTICE

TO ALL UPSEU MEMBERS REGARDING THE NOMINATION OF OFFICERS

At the next general membership meeting in March there will be nominations of officers for the United Public Service Employees Union Executive Board for a term of three years. Nominations are for President, Executive Vice President, Vice President, Secretary/Treasurer and Recording Secretary/ Trustee.

Members must be in good standing for a minimum of 2 years in order to be nominated for the Executive Board and must have attended union meetings during the 24 month period preceding the nomination meeting.

ADD UPDATE

All UPSEU members are entitled to the \$10,000 Accidental Death and Dismemberment Benefit at no cost.

For employees who have joined UPSEU after April 1, 2006 there is a new form for your ADD entitlement Your window for enrollment is through April 1, 2007. The benefit is effective April 1, 2007.

If you have not received your form and completed your beneficiary assignment, please call our Headquarters at 1-800-833-3688. Forms can also be downloaded from our website at www.upseu.org.

Completed forms should be sent to :
UPSEU, 3555 Veterans Highway, Suite H, Ronkonkoma, NY 11779.

General Membership Meetings are held the Third Monday of March and October at our Headquarters at 3555 Veterans Highway, Suite H, Ronkonkoma and the Third Wednesday of March and October at our Capital Region Office at 1707 Central Avenue, Suite 202, Albany.

