

THE UNITED NEWSLETTER

LOCAL 15-175 NYSUT LOCAL 3072 AFT

February 2019

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“The State of Our Union”

Good Day Members:

“You Never Know”

Union Membership can sometimes be equated with Insurance.

Most of the time, you go along your day doing your job and then suddenly out of nowhere....**BAM!** a problem arises. Perhaps a Supervisor needs to see you and you don't know why. Who do you turn to? What do you do?

With a **non-union** organization, you are on your own, with no protection and no representation.

Ah, but **you are a Union Member**, a Union with over 600,000 proud Members in New York State alone.

You have a Program Representative right down the hall from you. You can bring your issue or concern directly to them and they will gladly step in and offer their assistance.

Remember that Insurance analogy? Well that tree in front of your house that has been there for well over 100 years, just decided to give into gravity and totally destroy your car. But because you have insurance, no worries, no stress, as a rental car is on its' way and, you can go shopping for a new car.

That's the difference: Be protected from life's bumps in the road, or, you can be left on your own.

Your Union is always here for you. Just like Insurance, your Union provides a form of risk management to help protect and shield you against a potential eventuality.

Knowing that regardless of circumstances, someone will be there for you, standing up for you.

This is what I truly believe a Union is:
Members caring for other Members!

So, the next time a questionable situation is presented to you, don't hesitate to reach out and contact your Program Representative. Taking these steps might help alleviate any undue stress or anxiety, because **“You Never Know”**.

Thank you for your continued Membership!

Douglas Andreotti
USA President



Probationary Periods: Certified Employees (Unclassified) and Classified Employees (Civil Service)



Putnam | Northern Westchester
BOARD OF COOPERATIVE EDUCATIONAL SERVICES
200 BOCES Drive
Yorktown Heights, NY 10598-4399
(914) 248-2306 FAX (914) 248-3626
E-MAIL: mskerritt@pnwboces.org

Michael Skerritt

Director of Human Resources & Professional Development

United Staff Association (USA) Members – Probationary Period Information

CERTIFICATED EMPLOYEES (also known as Unclassified)

Employment of certificated staff members requires the receipt and maintenance of a valid New York State Education Department certificate in the area of service being performed.

USA Positions Include: Teachers (Classroom and Related Services, including those commonly referred to as Speech Language Pathologists); School Psychologists; School Social Workers; School Counselors; Teaching Assistants

Primary Laws: NYS Education Law §3014; Regents Rules Part 30 & Part 30-3; NYS Education Law Chapter 56 of the Laws of 2015

Probationary Period: 4 years standard (for those appointed after July 1, 2015. 3 years prior to that date)

Probationary Notes: Tenure period may be reduced by 1 year if the employee had prior tenure in another district or BOCES. This is known as “Prior Tenure” credit. Classroom Teachers must also have been rated “Effective” or “Highly Effective” in final year of service in previous district.

Tenure period may be reduced for up to 2 years for consecutive substitute service in the same position immediately preceding a probationary appointment. Service must be for at least 1 year to receive credit, and is known as Jarema Act credit.

Combining credit is not allowed. Larger amount is applied if employee is eligible for both.

A classroom teacher seeking tenure needs to attain an “Effective” or “Highly Effective” rating for at least 3 of the 4 years (do not need to be consecutive). A teacher rated ineffective in the 4th year cannot receive tenure at that time.

A Board can agree to extend the probationary period an additional year (Juul agreement).

After Probation: An employee earns tenure rights and any discipline requires BOCES to follow NYS Ed Law 3020(a) procedures.

CLASSIFIED EMPLOYEES (Commonly referred to as Civil Service):

Employment of staff members in “Classified” service is governed by the laws of Civil Services. Positions in the USA contract fall into two categories: “Competitive” and “Non-Competitive”.

Competitive Class positions are those that require an exam/rating process to be completed by Civil Service. Candidates must ultimately earn at least a passing score (70) to be placed on a list of eligible candidates, which BOCES must use. To be eligible for a probationary appointment, the candidate must be in the top 3 after canvassing.

Non-Competitive Class positions are those that do not require an exam/rating process to be completed by Civil Service. For these positions, the BOCES is entitled to hire employees at their discretion, provided that the employee meets the Civil Service minimum qualifications for the position.

BEDFORD BREWSTER BRIARCLIFF CARMEL CHAPPAQUA CROTON-HARMON GARRISON HALDANE HENDRICK HUDSON
KATONAH-LEWISBORO LAKELAND MAHOPAC NORTH SALEM OSSINING PEEKSKILL PUTNAM VALLEY SOMERS YORKTOWN



Probationary Periods: Certified Employees (Unclassified) and Classified Employees (Civil Service)



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Director of Human Resources & Professional Development

Competitive Class

- USA Positions Include:** Occupational Therapist; Physical Therapist
- Primary Laws:** Civil Service Law section 44; Civil Service Law section 17
- Probationary Period:** 52 weeks is standard for our BOCES (Can be 12-52 weeks at the discretion of the district)
- Probationary Notes:** If the employee was not appointed from a certified Civil Service list, it is still possible to be hired in a "Provisional/Temporary" status if the conditions below are met:
- There is not a binding Civil Service list of 3 or more eligible candidates interested in the position after canvassing.
 - The candidate meets the minimum qualifications (as established by Civil Service), and after an official request for pre-approval, is authorized by Civil Service take the exam the next time it is offered.
 - The candidate agrees to complete the exam/rating process the next time it is offered.
- If the employee is Provisional/Temporary and completes the exam/rating process and obtains a score that places them in the top 3 of eligible candidates after canvassing, they are eligible to begin a probationary period.
- After Probation:** The employee is granted "Permanent" status within Civil Service. This allows the employee to use their first day of work in the position as their Civil Service seniority date. This is important during possible layoff and recall scenarios.
- Possible discipline of a "Permanent" status Competitive Class employee would require BOCES to follow Section 75 of NYS Civil Service Law procedures.

Non-Competitive Class

- USA Positions Include:** Teacher Aide; Registered Professional Nurse; Licensed Practical Nurse; Lifeguard
- Primary Laws:** Civil Service Law section 42; Civil Service Law section 17
- Probationary Period:** 52 weeks is standard (Can be 12-52 weeks at the discretion of the district/BOCES)
- After Probation:** The employee is granted "Permanent" Status within Civil Service. This allows the employee to use their first day of work in the position as their Civil Service seniority date. This is important during possible layoff and recall scenarios. The completion of a probationary period does not earn the employee section 75 termination hearing rights.
- Unlike Competitive Class positions, employees in a Non-Competitive title must work 5 years before earning section 75 hearing rights. BOCES can terminate an employee without a section 75 hearing at any point prior to the completion of 5 years of service.
- Upon the completion of 5 years of continuous service, possible discipline of a Non-Competitive Class employee would require BOCES to follow Section 75 of NYS Civil Service Law procedures.

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Delayed School Opening Clarification

A message from PNWBOCES Human Resources

Our PNWBOCES Superintendent determines delayed opening and closure based on information from Westchester and Putnam County Authorities to determine whether roads are safe to travel on.

If PNWBOCES were to open on a 1, 2, or 3 hour delay, school building staff reports 1, 2 or 3 hours later than their normal reporting time.

If an employee is not able to report on the 1, 2, or 3 hour timeframe they would be charged personal leave from the start of the school day to the time they report to work.

For example, BOCES opens at 8:45 am, 1 hour delayed opening, the staff member reports to work at 9:45 am, they are charged 2 hours of personal leave.



United Staff Association Welfare Fund Benefits Summary

Members of the United Staff Association are eligible for Welfare Fund benefits at no cost. Limited benefits are available to your spouse, domestic partner, and eligible dependents. Select legal fund benefits are available to parents and parent-in-laws. If you work over 15 hours per week, you are eligible for full benefits. If you work 15 hours or less per week, you are eligible for half of the self-insured benefits and are not covered for life and long term disability insurance. All members are eligible for Legal Services benefit.

DENTAL BENEFIT: (member only):\$3000 maximal benefit per calendar year

preauthorization is required for expenses greater than \$600

**Family Dental Coverage is offered for an annual premium of \$950/year with restrictions on enrollment and utilization of benefits if you do not enroll for Family Dental upon hire or within 60 days of a status change

SPOUSAL/Domestic Partner DENTAL BENEFIT: Limited to routine cleanings, office visits and x-rays up to \$200 maximal per calendar year

OPTICAL BENEFIT: \$450 for member per calendar year
\$300 for dependents (spouse, eligible children) per calendar year

VARIABLE BENEFIT: \$600.00 maximum per family per calendar year to assist in certain out-of-pocket expenses. Submission of this benefit is allowed only when the amount is \$25.00 or more. This is a supplemental benefit and therefore items or procedures not covered under the primary plan are not covered by this benefit. This benefit can only be used to supplement the Dental and Optical benefits covered by the Fund.

Claim forms can be obtained via the secured website – www.dhcook.com, in the main office of your building, from building representatives, or by calling (914) 250-0700

LIFE INSURANCE: Benefit is 100% of your salary rounded to the next higher \$1,000 with minimum coverage of \$5,000 and maximum coverage of \$150,000. First Unum Life Insurance Company, 99 Park Avenue, 6th floor, New York, NY 10016. To update or review your beneficiaries contact the FUND Office at (914) 250-0700 or email at support@dhcook.com.

LONG TERM DISABILITY INSURANCE: Maximum per week (60% of salary). First Unum Life Insurance Company.

LEGAL SERVICES BENEFIT includes representation in civil matters as well as general legal matters. Benefits include but are not limited to legal defense, matrimonial proceedings, adoption, personal bankruptcy, change of name, homeowner's rights (real estate transactions), general consultation, document review, will, living will, health care proxy, power of attorney, planning for elderly, probate and estate administration, personal injury, arraignment assistance via telephone, consumer protection, identify theft protection, estate planning, and prenuptial agreements.

Certain legal service benefits are also extended to parents and/or parent-in-laws of covered members.

Consultations and select legal services are at no cost with very low fees for other covered benefits. The attorneys are available for consultation on the first Monday of each month during the school year and by appointment during the summer months.

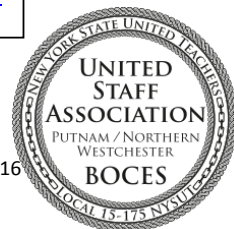
Call (914) 997-1576 to schedule an appointment.

Legal fund website:www.teacherslegalfund.com

Refer to your USA Welfare Fund Benefit Booklet for more specific information.

Actively employed members may decline coverage of Welfare Fund Benefits (dental and optical) for themselves and/or any enrolled dependents at any time by completing a Declination of Coverage form, which can be obtained by writing to the United Staff Association Welfare Fund at P.O. Box 403, Amawalk, NY 10501

01/01/2016



Westchester Putnam Teachers Legal Services Fund

The Westchester Putnam Teachers Legal Services Fund provides a Legal Services Plan Benefit to all members of the United Staff Association Welfare Fund. The attorneys are available for consultation on the first Monday of each month during the school year and by appointment during the summer months. The plan includes, but is not limited to, preparation of Wills, Health Care Proxies, Living Wills, Powers of Attorney, and representation in Real Estate Transactions. Certain legal benefits are extended to parents and/or parent-in-laws of covered members.

If you need to update/create a Will, if your parents need to update/create a Will, if you are buying/selling a home, etc....please take advantage of this benefit by calling the attorney today to schedule an appointment. Consultations and select legal services (e.g. Simple Wills, Document Review, Identify Theft Protection Benefit, Living Will/Health Care Proxy) are at no charge to members with very low fees for other services (e.g. Simple Personal Bankruptcy - \$75.00, Change of Name - \$45.00, representation in Real Estate Transactions for primary residence - \$60.00, Uncontested Divorce - \$60.00, Uncontested Legal Separation - \$45.00- \$75.00) .

The Legal Fund Booklet is available on-line at www.teacherslegalfund.com

To schedule an appointment with a legal service plan lawyer, call (914) 997-1576.

The trustees of the Welfare Fund are available as a resource and can be reached at their BOCES email: Dawn Galvin, Deirdre Toolan, Karina Rodrigues, Jessica Fytros, Jenna Larkin, Doreen Trani, Maria Pontbriand, and Doug Andreotti.



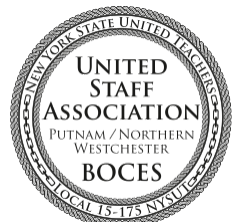
Silvanna Padilla at Daniel H. Cook Associates is the client representative specific to USA Welfare Fund.

She is the point of contact for active, retired, and COBRA members. Should any issues arise pertaining to your claims, eligibility and/or COBRA/Retiree Payments, please send an email to Silvanna.

Silvanna Padilla
silvannapadilla@dhcook.com
(914) 250-0700, EXT 438



IMPORTANT



Westchester Putnam Teachers Legal Services Fund Comprehensive Plan

Westchester Putnam Teachers Legal Services Fund Comprehensive Legal Services Plan (Updated October 2018)

All covered members of the Westchester Putnam Teachers Legal Services Fund (“Fund”) are eligible for the following benefits from the Fund’s comprehensive legal services plan (please refer to your Benefits Booklet or the Fund’s website - www.teacherslegalfund.com for detailed description of each):

- General Consultation
- Document Review
- Uncontested Divorce
- Uncontested Legal Separation
- Uncontested Annulment
- Prenuptial Agreements
- Adoption
- Personal Bankruptcy
- Change of Name
- Legal Defense
- Homeowner’s Rights
- Arraignment Assistance/Telephone Consultation
- Consumer Protection
- Identify Theft
- Simple Will
- Health Care Proxy/Living Will
- Agent to Control Disposition of Decedent’s Remains
- Designation of Person in Parental Relation
- Counseling of Unemancipated Children
- Planning for the Elderly
- Estate Administration
- Estate Planning

Note – A covered member’s spouse, parent(s) and parent(s)-in-law are covered for simple wills and a covered member’s adult children are covered for health care proxies and durable powers of attorney, provided the adult child appoints the member his/her representative/proxy.

If you wish to make an appointment to consult a lawyer, call your Local Organization or the Fund’s panel law firm directly at (914) 997-1576 and identify yourself as a Fund member.



WESTCHESTER PUTNAM TEACHERS LEGAL SERVICES FUND

SUMMARY OF BENEFITS
(Updated October 2018)

The following is a highlight of the Legal Services Fund benefits. The amount payable by the member, or deductible is set forth in brackets following the explanation of benefit.

SIMPLE WILL- entitling the covered member, his/her spouse, parent(s) and parent(s)-in-law to each have simple wills prepared and executed. (Once per year) (No Charge) [**Note – The expanded geographic area covered by the Will Benefit includes the ten northern counties in New Jersey (Bergen, Essex, Middlesex, Union, Hudson, Monmouth, Mercer, Somerset, Morris and Passaic)**]

LIVING WILL/HEALTH CARE PROXY BENEFIT/POWER OF ATTORNEY - entitling the covered member, his/her spouse, his/her parent(s) and/or parent(s)-in-law to have a living will, health care proxy and durable power of attorney prepared and executed. **Health care proxies and durable powers of attorney are also covered for adult children of members, provided the adult child appoints the member his/her representative/proxy.** (No Charge)

GENERAL CONSULTATION BENEFIT - entitling the covered member to consult an attorney and seek his professional advice concerning any legal problem whatsoever. (No Charge)

DOCUMENT REVIEW BENEFIT - entitling the covered member to have an attorney review and interpret legal documents such as guarantees, leases, loan and installment contracts, insurance policies, contracts of sale, etc. (No Charge)

UNCONTESTED DIVORCE PROCEEDING BENEFIT - entitling the covered member to representation in an action for uncontested divorce where you are either the plaintiff or defendant. (\$60.00)

UNCONTESTED LEGAL SEPARATION BENEFIT - entitling the covered member to legal representation in seeking a separation from his/her spouse, either by means of a negotiated separation agreement or relief through the court by an action for an uncontested legal separation. (Uncontested or cooperatively agreed - \$45.00; settlement after extensive negotiation-\$75.00)

UNCONTESTED ANNULMENT PROCEEDING BENEFIT - entitling the covered member to legal representation in a uncontested annulment proceeding. (\$60.00)

PRENUPTIAL AGREEMENT BENEFIT – entitling the covered member to all necessary legal services, which the negotiation and preparation of a Prenuptial Agreement may require. (Uncontested or cooperatively agreed to Prenuptial with minimal negotiation - \$70.00; Prenuptial Agreement with extensive negotiation - \$250.00)



ADOPTION BENEFIT - entitling the covered member to legal representation in formal adoption proceedings (limited to those services normally rendered by any attorney to formalize an adoption. (\$65.00)

PERSONAL BANKRUPTCY BENEFIT - entitling the covered member to the legal services necessary to file a petition for personal bankruptcy, negotiate and finalize same. (Simple Personal Bankruptcy - \$75.00; Complex Personal Bankruptcy-\$100.00)

CHANGE OF NAME BENEFIT - entitling the covered member to all legal services required to effect a legal change of name. (\$45.00)

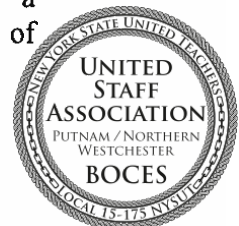
LEGAL DEFENSE BENEFIT - entitling the covered member named as a defendant, to legal representation in any civil action brought against him/her, and which does not fall within any of the other specified benefits listed herein. Excluded from this benefit are the defense of criminal or quasi-criminal matters, Family Court matters and appeals. (Pre-Litigation-\$15.00; Litigation-\$35.00)

HOMEOWNERS RIGHTS BENEFIT - entitling the covered member to legal representation in the purchase or sale of any home, condominium or co-operative as a primary residence, or the purchase of any unimproved property for the purpose of building his/her primary residence, or the refinancing of mortgage on a primary residence; (\$60.00); mortgage foreclosure proceedings; (pre-litigation negotiation - \$15.00; Litigation - \$125.00) **[Note – The expanded geographic area covered by the Homeowner’s Rights Benefit includes, Ulster County, all areas of Connecticut and ten northern counties in New Jersey (Bergen, Essex, Middlesex, Union, Hudson, Monmouth, Mercer, Somerset, Morris and Passaic)]**

ARRAIGNMENT ASSISTANCE-TELEPHONE CONSULTATION BENEFIT - entitling the covered member or dependent who is a defendant in a criminal proceeding in Dutchess, Rockland, Westchester, Putnam, New York, Queens, Richmond, Kings, Bronx, Nassau and Suffolk counties to the legal defense cost of the assistance by an attorney where the member/dependent is charged as the defendant in a criminal matter. The Fund has arranged for this benefit to be provided on an emergency 24-hour basis. A Hotline telephone number will be available for 24-hour coverage. Excluded from this benefit is the cost of legal representation beyond the arraignment consultation. (\$75.00)

CONSUMER PROTECTION BENEFIT - entitling the covered member to legal representation needed to pursue an action against fraudulent practices by merchants, department stores, home repair contractors, public utilities, automobile dealers, appliance dealers, etc. (Small Claims Court litigation - \$50.00; Litigation in other courts or Federal Agencies - \$100.00; Lemon Law litigation - \$250.00)

IDENTITY THEFT PROTECTION BENEFIT – entitling the covered member to a consultation with an attorney if the member believes he/she has been the victim of an act of identity or personal information theft. (No Charge)



APPOINTMENT OF AGENT TO CONTROL DISPOSITION OF REMAINS BENEFIT – entitling the covered member, his/her spouse, parent(s), and/or parent(s)-in-law to have an Appointment of Agent to Control Disposition of Remains document prepared and executed under the supervision of an attorney from the panel law firm. (No Charge)

DESIGNATION OF PERSON IN PARENTAL RELATION BENEFIT – entitling the covered member to have a Designation of Person in Parental Relation prepared and executed under the supervision of an attorney from the panel law firm. (No Charge)

COUNSELING OF UNEMANCIPATED CHILDREN BENEFIT – entitling the covered member to consultation and document review services for his/her unemancipated child. An unemancipated child is any dependent child (as defined by the rules of your local benefit fund) who is over 18 years of age and fully dependent on you/the member for support. (No Charge)

PLANNING FOR THE ELDERLY - entitling any covered member, his/her spouse, parent(s) and/or parent(s)-in-law the opportunity to consult with any attorney on matters involving placement of elderly family members in nursing homes, available Medicare entitlements and health planning for the elderly, including preparation of powers of attorney. (No Charge)

ESTATE PROBATE AND ADMINISTRATION BENEFIT - entitling the covered member or eligible dependent to all legal services required in connection with the handling of an estate from its inception (probate of a will or Petition for Letters of Administration). The panel law firm has agreed to provide legal representation in these matters with a 25% reduction in usual hourly rate.

ESTATE PLANNING BENEFIT – entitling the covered member, his/her spouse, parent(s) and/or parent(s)-in-law with the opportunity to have estate planning trusts prepared and executed under the supervision of an attorney from the panel law firm for 20% off the firm’s usual and customary fee. (Consultation - \$150.00; firm’s usual and customary fee for Irrevocable Life Insurance Trust, Revocable Grantor Trust, Supplemental Needs Trust and Marital Trust - \$3,250; firm’s usual and customary fee for Qualified Personal Residence Trust - \$3,700 and firm’s usual and customary fee for Medicaid Planning Trust - \$6,000)

Court costs and disbursements will be the responsibility of the member.



Legal Services Plan Annual Utilization Report - October 24, 2018

The Trustees of the Westchester Putnam Legal Services Plan met on Wednesday October 24, 2018. The Westchester Putnam Legal Services Plan (WPTLSP) is the vehicle through which prepared legal services are provided to the members of the USA bargaining unit and to those retirees who have elected to continue the benefit through the USA Welfare Fund. The WPTLSF is a consortium of nine local benefit funds and is overseen by a Board of Trustees, who are representatives of each fund.

An attorney from the law firm comes to BOCES on a monthly basis, the first Monday of each month based on appointments. Appointments can be made for other times and a lawyer is available for use in Connecticut.

Call **914-997-1576** to schedule an appointment.

Please consult your legal booklet or visit www.teacherslegalfund.com for a complete description of all the benefits provided by the legal fund. These benefits are provided by the law firm of Mirkin & Gordon, PC.

Utilization Benefit Review:

On an annual basis the panel attorneys provide a report on the utilization of the benefit to the trustees. There has historically been an ebb and flow to the utilization rates from year to year. Below lists some of the many benefits available through the plan and the number of members who utilized that particular benefit during 2017-2018:

2017-2018 utilization for USA members was 150 contacts:

Last Will and Testament - 22 members

General Consultations (in person and by telephone) - 46 members

Health Care Proxy and Living Will - 47 members

Power of Attorney - 25 members

Homeowner's Rights (Real Estate Transactions) - 7 members

Matrimonial Proceedings - 1 members

Consumer Rights - 2 member

Other topics discussed

•Post Janus:

- Discussed multiple approaches to coping with threat of union defection and limitations to re-entry, the anti-union campaigns, defectors and retiree eligibility, anti-free rider Taylor Law Amendments

◦New Sexual Harassment Law:

- Requires employers to adapt policies and train employees



Welfare Fund Dental Plan Information

United Staff Association Welfare Fund

C/O Daniel H. Cook Associates, Inc.
253 West 35th Street, 12th Floor
New York, NY 10001
914 – 250-0700

Important Notice

From: Board of Trustees
United Staff Association Welfare Fund
To: All Participants
RE: Dual Coverage – Primary Payers
Date: July 2015

If you are covered by two dental plans

When you are covered by two dental plans, this is called "dual coverage." This does not "double" your coverage. However, it may reduce your out-of-pocket costs.

Dual coverage works the same way whether you and your spouse are both covered by the United Staff Association Welfare Fund Dental Plan or by the USAWF Dental Plan and another insurance company. If you are the patient, the USAWF will **always** be your **primary payer**. You will then submit the explanation of benefits from USAWF to your secondary carrier for coordination of benefits. Please see below for a further explanation regarding your dependent children, if covered under the family dental plan.

Which plan pays first

The plans set forth rules to determine which plan pays first, ("primary") and which plan pays afterwards ("secondary"). The general rule is that the plan that covers you as an enrollee is the primary plan and the plan which covers you as a dependent is the secondary plan.

For your children's coverage, generally the primary insurance company is determined by the birthday rule (i.e., coverage of the parent whose birthday —month and day, not year — comes first in the year is considered to be your children's primary coverage). A divorce agreement or other court ruling may supersede the birthday rule.

Dual coverage saves money for you and your group by sharing the total cost of dental benefits between two carriers. The Board of Trustees of the United Staff Association Welfare Fund continues to contain costs and make improvements to your dental plan.



Retiree News

Elizabeth Bowler-My husband, Peter, and I have been traveling this fall. We went on a wonderful 10 day tour in Spain. The architecture and history were fantastic. We then left 20 days later to join our nephew and niece at their time share on Maui, Hawaii. It was beyond magnificent! The scenery, the water, the volcanic rock.. what a wonderful trip. We now head to Naples for the winter and hope to hear from any retirees that head that far south.

Dan Gottfreid- When I retired my hope was to find a way to bring more music into my life. My spirit has always been moved by music and I feel it brings us together in our common humanity. Over the last two weeks I have been to seven concerts, including hearing John Prine, Tony Trishka, Man About a Horse, Francis Falls and Eric Lee, among others. This Saturday is the second Voices in the Heights concert, featuring Sophie Buskin, Dan Whitener, and my son Jeremy Aaron. I am looking forward to sharing the joy of music with all of you.

Cindy Flynn-Dennis and I just got back from Yosemite and the Bracebridge Dinner. Spent 9 days checking out some National Treasures along the way and thought I'd share pictures for the next newsletter. Use what you want!! Lovin' retirement!! Just returned from an EPIC trip to Yosemite National Park for the Bracebridge Dinner. Stopped along the way at Arches Nat'l Park, Capitol Reef, Grand Staircase-Escalante, Bryce Canyon. PEOPLE!!! Get out and see this beautiful country we call home. Let me tell you, we have been blessed to travel a lot and there is NOTHING that compares to the beauty of Yosemite. And go this time of the year...NO crowds in any of the parks. Some things are closed but there is so much to see, you won't be disappointed. There was a lot of burn area from the Ferguson Fire this past summer.



Charlotte Sperling has relocated to the new independent living at the Knolls in Valhalla after 30 years at her condo in Peekskill.

Ed Fowler and Tom Horton went to the Marist vs Manhattan basketball game over mid winter break in Poughkeepsie. They sat mid court (the students were all on break) and had a great time. Tom is an alumni of Manhattan College; Ed follows his college, Dayton.

Before the game, Ed won a gold putting contest 50' putt for a golf date this spring at Vassar College Golf Course.

Barbara and Art Burnap celebrate with retired teacher assistant Lenore Wittrock at her 90th birthday celebration. Lenore is now living in Heritage Hills full time since the passing of her husband in FL last year.



Retiree Sympathy

We extend our Sympathy to the family members and friends of deceased USA member:

John Keck taught for BOCES for over 30 years as a speech therapist traveling the itinerant trail of Lenny Tudor's classes and developing the gifted handicapped classes for ED students with great academic potential. John also taught graduate special education classes for the BOCES Teacher Center and local colleges. He also developed the Mentor Teacher program with the Teacher Center and United Staff Association. John was a great singer. He was trained in musical theater and sang with the BOCES trio at many service dinners of the years with Jean McCabe and Marion Kisch. John was an officer with the Union and served as Vice President for 9 years. John, despite his physical disability, worked hard and loved being with people. He started a retreat program called Handicapped Encounter Christ (HEC) for all to experience spirituality and the love.

We try to include as much as possible from the retirees.

If you have news to share, please send it:

Wynnie McCarthy
36 Cheshire Lane
Yorktown, NY 10598
wam48@aol.com



Union Representatives

Putnam/Northern Westchester BOCES
Yorktown Heights, NY 10598
914-607-6736

Executive Board:

President	Doug Andreotti
1st Vice President (Special Education)	Catherine Armisto
2nd Vice President (CTE)	Stephanie Buckhout
Secretary	Judy Gillet
Treasurer	Sharlene Orlowsky
Membership Chairperson	Stacey Chiarella
Grievance Co-Chairperson (Special Education)	Lisa Giacomini-Essell
Grievance Co-Chairperson (CTE)	Larry Marino
Negotiations Chairperson	Al Cotoia
Program Rep Chairperson	Magaly Almonte

Program Representatives

Administrator

Jim Bellucci
Michael Sowul
Steve Lowery
Nicole Murphy
Csilla Mate/Michael Sowul
Csilla Mate/Pinesbridge
Lisa Hammel
RSE/TASC/Patti Slobogin

Representative

Lisa Tobin
Taheera Mushatt
Marie Russo
Nate Ball
Danielle Iammatteo (CLASS Transitions)
Deirdre Toolan
Margo Schepart
Stephanie Wozniak

United Staff Association Welfare Fund

c/o Daniel H. Cook Associates
253 West 35th Street, 12th Floor
New York, New York 10001

Chairperson:	Dawn Galvin
Secretary:	Deirdre Toolan
Treasurer:	Doreen Trani
Trustees:	Doug Andreotti Jessica Fytros Maria Pontbriand
Alternate Trustees:	Jenna Larkin Karina Rodrigues
Consultant:	Flo Laicher
Administrator:	Daniel Cook Associates www.dhcook.com
Contact for USA Members and Retirees:	Silvanna Padilla silvannapadilla@dhcook.com (914) 250-0700, EXT 438
Legal Fund:	(914) 997-1576 www.teacherslegalfund.com

Upcoming Meetings

Upcoming Executive Board Meeting

Tuesday, March 5, 2019

3:00 P.M.

Pinesbridge Conference Room

Upcoming General Membership Meeting

June 2019
Date and Time TBD



A Bouquet from Us

Congratulations to...

Nicole Galderisi - birth of daughter
Rebecca Roper-Eckstein-birth of daughter
Jenna Longobardi - birth of son.



Send items for A Bouquet from Us to
Karen Carey at kcarey@pnwboces.org



To schedule an appointment
with the lawyers at
Mirkin & Gordon, Members
should call (914) 997-1576.

IMPORTANT:

Grievance Co-Chairpersons are:

Larry Marino (CTE)

lmario@pnwboces.org (914) 248-2480 (ext.480).

Lisa Giacomini-Essell (Special Education)

ligiacomini-essell@pnwboces.org (914)248-2264 (ext. 264)



We are on the Web!

pnwb.ny.aft.org



Thanks to All:

Thank you to everyone who contributes to this Newsletter by submitting articles, important information, bouquets, or helping with the printing and/or distribution throughout the school year.

Please send Retiree News for the Newsletter to Wynnie McCarthy, wam48@aol.com or
36 Cheshire Lane Yorktown, NY 10598.
We want to reach out to more Retirees.

Please send Newsletter worthy information to
Meredith Markolovic (Tech) at mmarkolovic@pnwboces.org.

