

THE UNITED NEWSLETTER

LOCAL 15-175 NYSUT LOCAL 3072 AFT

October 2018

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“The State of Our Union”

Good Day Members:

Workplace Safety is a **top priority** within our **United Staff Association (USA) Union** and, it is an area that is always front and center in our minds.

We fully expect to come to work and perform our duties in a safe and supportive environment.

Through our ongoing New York State United Teachers (NYSUT) regional and local educational conferences and workshops, our USA Union Board Members continually receive education on the importance of safety in our classrooms.

It is our employer’s responsibility to commit to a safe working environment, as work-related injuries can reduce productivity, not only to ourselves, but to our students and staff. Teachers or Staff injured or made sick on the job have important rights and benefits (hospitalization, workman’s compensation insurance, etc.). However, in order to access these, certain procedures must be adhered to and followed.

As USA Union Members, here are several suggestions to take quick action to address and/or possibly prevent an unsafe act, hazard or condition:

Follow your Department’s Guidelines to report an injury.

If applicable, complete an Incident Report.

Notify your immediate Supervisor.

If you are not receiving a satisfactory resolution, follow-up with your USA Union Building Representative.

Or, directly contact a USA Union Board Member, as we can speak up on your behalf and work with Administration.

Let’s all do our part and share the benefits of a healthy and safe workplace.

Thank you for being such a valued Union Member!

Doug Andreotti
President - United Staff Association Union



Why Union? Why NYSUT?

Learn more about the value of union membership.

For Your Benefit

The union offers contract protection, higher earnings, access to affordable health care, retirement security - and more.



For Your Profession

NYSUT gives you a voice with lawmakers and policymakers to improve your workplace and profession.



For Your Future

NYSUT offers programs and resources for professional growth, support for cutting through the bureaucracy, and specialized training.



For Your Rights

The union is your partner in advocacy and legal representation.



For a Better World

As a union member, you are part of a community dedicated to each other and to making the world a better place



Need more information:

<https://www.nysut.org/resources/special-resources-sites/union-value/why-union>

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.

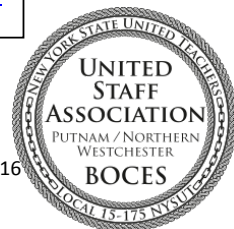
Call (914) 997-1576 to schedule an appointment.

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





Welfare Fund Information Reminder of Availability of HIPAA Notice of Privacy Practices

Dear Member:

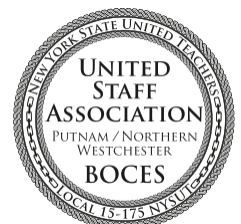
As you know, the United Staff Association Welfare Fund issued a HIPAA Notice of Privacy Practices (“Privacy Notice”) describing how health information about individuals covered by the Fund may be used and disclosed. The HIPAA Privacy Rule requires that, every three years, the Fund notify currently covered members of the availability of the Privacy Notice and how to obtain a copy of it.

You may obtain a copy of the Fund’s Privacy Notice by writing to the Fund’s Privacy Officer, at the United Staff Association Welfare Fund, P. O. Box 403, Amawalk, New York 10501.

United Staff Association Client Representative at Daniel Cook Associates

Paige Law at Daniel H. Cook Associates is the client representatives specific to the United Staff Association 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 Paige.

Paige Law
plaw@dhcook.com
914-250-0700, extension 439



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 as needed during the months of July and August. 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-\$70.00) .

COMPREHENSIVE LEGAL PROGRAM

There is a separate booklet available that describes your Legal Services Fund benefits. Booklets may be obtained by contacting the Fund Administrator or by contacting/writing to a USA Welfare Fund Trustee at the USA Welfare Fund Box: P.O. Box 403, Amawalk, N.Y. 10501.

The booklet is also available on-line at www.teacherslegalfund.com . To schedule an appointment with a legal service plan lawyer, call (914) 997-1576.

www.teacherslegalfund.com

(914) 997-1576

LIFE INSURANCE

All members of the United Staff Association Welfare Fund who work over 15 hours are eligible for life insurance coverage on the first day of the first month following appointment by the Board. The 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.

To update or assign a beneficiary, please contact the Fund Administrator at 914-250-0070 or a Trustee of the Fund.

United Staff Association Welfare Fund
c/o Daniel H. Cook Associates, Inc.
253 West 35th Street, 12th Floor
New York, New York 10001



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

Carol Franks-Randall, was a Hearing Impaired Teacher at BOCES and a former Director of Special Education. Her latest book, "Playground Heroes", has recently been published.



Cathy Prior enjoyed a wonderful two week trip to Porto, a coastal city in Portugal for an art course this summer. Participants were represented throughout the world and Cathy really enjoyed the experience. When Cathy returned, her son and daughter in law welcomed a new baby boy in Brooklyn. Her daughter, Kerry, and her three daughters live in Brewster. Cathy uses her online skills to explore online condo auctions. Sounds interesting.

Linda Bonavist is going on a Transpacific cruise on September 21-October 22. Linda will fly to Vancouver and sail down the Pacific Coast to the Hawaiian Islands then on to New Zealand, and ending in Sydney.

Retiree Sympathy

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

Judy Williams a Teacher Assistant and Social Worker Assistant at Pines Bridge passed away in June. We extend our sympathy to her son, daughter, and family.

In October, Ron Logan, Colorado Springs, CO, reported that John Nexter of Hudson, FL, former PE teacher at Walden School passed away at 87 years old. In early 1960, John was one of the earliest members of the United Staff Association. John was know for his fantastic sports dinners served by many staff members and highlighting each students strengths and unique abilities. It was a community effort to get the sports dinner prepared and students and their parents enjoyed the evening.



**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



USA Retiree Healthcare

A message from Vito Rinaldo, former USA Officer, retired

It has come to our attention that retirees may not be getting the proper reimbursement for the Medicare Part B premium. Retirees should contact Hallie Hirsch immediately at 914-248-2313 or hhirsch@pnwboces.org and send her the required paperwork from their most recent Social Security statement, typically dated sometime in November of 2017. The first page of that statement shows not only your Social Security monthly benefit, but also the amount being deducted for the basic Medicare Part B coverage. Retirees are entitled to be reimbursed for that deduction and receive a check/direct deposit quarterly. It is very likely you did not receive the correct amount for the first quarter of 2018, so every retiree should submit proof of their payment ASAP so this can be corrected before the next quarterly payment at the end of June 2018.

Beginning in November 2018, BOCES will ask retirees to submit a copy of the same page of the Social Security mailing, to verify the Medicare Part B premium for 2019. This will become part of the annual mailing requesting every retiree to verify and update their personal information. If you do not provide the information, BOCES cannot reimburse you the proper amount.

It is recommended that you send the November 2017 statement immediately if you have not already done so. Failure to do so may result in an incorrect reimbursement for the 2nd quarter of 2018.



Best wishes to Elisa Longo for her retirement in June.
Welcome Catherine Armisto to our Executive Board!

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 Orłowsky
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:	Paige Law plaw@dhcook.com (914) 250-0700, EXT 439
Legal Fund:	(914) 997-1576 www.teacherslegalfund.com

Upcoming Meetings

Upcoming
Executive Board Meeting

Tuesday, November 6, 2018

3:00 P.M.

Pinesbridge Conference Room

Upcoming
General Membership Meeting

January 2019
Date and Time TBD



A Bouquet from Us

Our Sympathy to...

Alyssa Cavorti-loss of her Grandfather.



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.

