
A NEW YEAR

By ISRAEL MIRANDA

Sisters and Brothers. The year of 2007 had many challenges to our membership and this local. With the City and the Local currently in negotiations for an acceptable and fair Collective Bargaining Agreement, tensions may be running high. Unfortunately, without struggle and unity our goals will be much more difficult to achieve. We have much to accomplish in the year 2008. With the re-introduction of our twenty year no age retirement benefit which will be pushed forward very aggressively among other legislative issues. We must come together as one family to overcome the hurdles we will encounter, so we can continue to drive this Union in the same positive direction this administration has taken under the leadership of our President. On another note, management has continued to believe in the concept of eating their young. They have used new members provisional or probationary status as an intimidating factor against said employees. With no compassion, separating them from the service at 4:59 p.m. on a Friday and holiday weekend. They show a pattern of waiting until provisional or probational status is almost over to inform these employees of their termination. We,

senior union members must take these new employees under our wing and protect them if possible in the field. A bad evaluation or minor incident has different ramifications for a new employee, compared to a tenured employee. Many of these young men and women will be the future of this service and union. We must be our brothers keeper.



In closing, when looking at things, there is a thin line between good or bad and this I call perception. Stay strong, focused and pro-union.

In Solidarity

Israel Miranda
Vice President

IN 2008—ATTEND UNION MEETINGS

By ANTHONY MIRANDA, *Executive Board Member*

Hello, my brothers and sisters! The holidays are upon us and I want to wish everyone a Happy and Healthy one.

There are many things planned on the union's agenda. We are working hard to negotiate a contract and hope to have one as soon as possible. It may be up to the arbitrator if we cannot come to an agreement with the city.

We had a motion put out at a membership meeting for a change in compensation for Officers, Executive Board Members, Borough Coordinators and Administrative Staff for salary increases. Full-time release officers can't work overtime. They don't get more

wages applied to their pension for the time that they are in office. This is an unfair burden taken on them. They work very hard for all our members to better our work environment. It is only fair that this change happens not only for the people in office now but for the future officers of this union. In the January membership meeting there will be a vote on this. We all must attend and vote yes on this issue.



Again, I stress the importance of attending the General Membership Meetings. A strong union must be unified and informed.

AMENDMENT TO THE CONSTITUTION CONCERNING DUES

Article IV, Section 3, of the Constitution of this Local Union is hereby amended so as to increase the rate of dues payments. As amended, Article IV, Section 3, shall read as follows:

The membership dues of the local shall be \$36.68 per biweekly pay period with periodic increases as mandated by the International Constitution and the District Council 37 Constitution.

[Language in italics is new. The remaining language is currently in the Local Constitution.]

UNION CONNECTION

By LESTER MUATA GREENE, Labor Liaison

In keeping with the mission of the Labor movement and this column, I would like to bring 2007 to an end by talking about Labor Terms that we heard and read about, because in order to build an active membership which is the future of the union and the labor movement, we must understand the following terms.

Agency Shop: a provision of the collective bargaining agreement which states that non-union employees must pay a fee which is equal to union dues.

Arbitration: method of settling labor-management disputes, which utilizes a third neutral party to render a decision.

Closed Shop: a union security clause which states a person must belong to a union before they can be employed.

Collective Bargaining: the process by which union and management agree on wages, hours, working conditions and benefits of the union members in the bargaining unit.

Covered Title: job title for which a contribution is made to the benefits fund. This determination is made through collective bargaining by bargaining units.

Executive Order 49: This order recognized and encouraged collective bargaining by municipal workers.

Executive Order 75: This order concerns issues of "Union Activities" release time and non-release time.

Grievance Procedure: used to appeal an improper action by management and is part of the collective bargaining agreement.

Jurisdiction: limits or a territory, which a union may exercise its bargaining power.

OCB: Office of Collective Bargaining—a tripartite agency which is the neutral in labor relations for those unions and employees associations which fall under the New York City Collective Bargaining Law.

OLR: Office of Labor Relations—the office which represents the Mayor's office in labor relations matters for all mayoral agencies and non-mayoral agencies which have elected to come under the New York City Collective Bargaining Law.

The above stated terms are part of the legal guide lines that city unions operate under. But always remember that a unions real power comes from an active and educated membership from the Rank & File members to the Delegates up to the Executive Board and Officers.

"TO ALL MY UNION BROTHERS & SISTERS HAVE A HAPPY & SAFE HOLIDAY AND AN ENLIGHTEENED NEW YEAR."



PROTECT YOUR FAMILY

By OREN BARZILAY, Executive Board Member

My brothers and sisters, another year has come and gone, a year of great times and great achievements, we also had our share of sorrow.

As the locals bereavement officer I have come across a few times where our members unintentionally left their families without security or information of benefits they are entitled to upon their death.

To protect your family it's imperative you do the following:

- Take a few minutes and talk to your spouse and children about your benefits.
- Inform them where important files are kept.
- Give them contact numbers of people you trust.
- Inform them the union will assist them in their time of crisis.
- Make sure you have the right beneficiary with NYCERS.

(Example: Some members remarry and never changed the beneficiary to their current spouse. Something to think about.)

- Life insurance companies are extremely competitive, premiums are at an all time low. Consider taking a policy to secure the welfare of your loved ones.
- These are just a few steps you can take to protect your family.

Please feel free to contact me for any additional help that you may need or anything that you want to add that might help our members.

In closing I would like to thank all of you for the great job you do. Wishing you all happy holidays and a healthy new year.

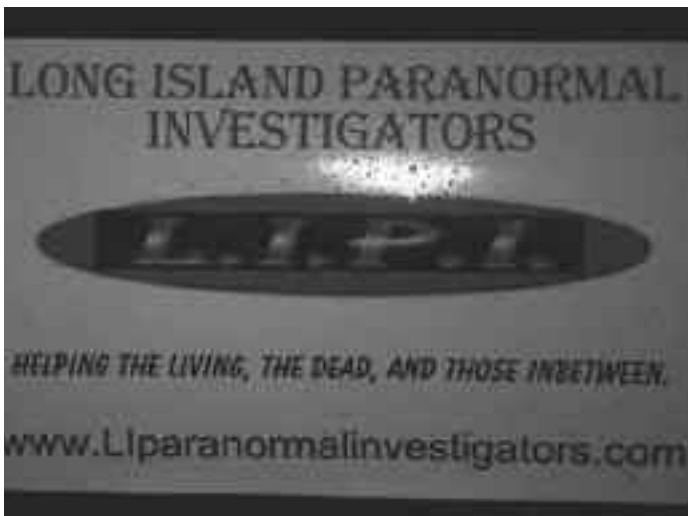


Important Numbers

Bereavement Officer: 646-824-2217

DC-37: Membership Records: 212-815-1570; Health & Security: 212-815-1234; Pension Counseling: 212-815-1200
NYCERS: 347-643-3000

Long Island Paranormal Investigators at Bureau of Training



Visit us online at local2507.com

Fire Inspectors—Manhattan Bridge Standpipe Inspection



BOSTON EMS



A big thank you to Boston EMS for showing their support during our time of sorrow. Boston EMS is our greatest EMS ally, they have always been there for us as we will be there for them. Thank you for your great support from all of us at NYC EMS.

10-13 For EMT Daniel Fink



STAND-UP AND BE HEARD

By **JULIUS SQUILLARO**, *Executive Board Member*

Dear Brothers and Sisters,

The holidays are approaching us. As 2007 is drawing to a close, I would like to take this opportunity to thank all of the members of Local 2507 and Fire Protection Inspectors for your help and courage to stand up for what is right, which has brought change for the better. Not only has this given us better opportunities, which will be benefit for all of us in the future. The goal "Our Goal" is for anyone who becomes a New York City Fire Inspector to be proud of his or her position. To be able to make a salary that will enable any

of our members to support themselves and their families without having to work two or more jobs. We all have to work as a team, together, as one! This will keep us strong and allow us to achieve these goals in the future. To quote the famous author Nora Roberts:

"If you don't go after what you want, you'll never have it. If you don't ask, the answer is always no. If you don't step forward, you're always in the same place."

It is an honor and a privilege to serve as your Executive Board Member. I would like to thank all of you again for your hard work and courage, and wish you and your families a Happy and Healthy Holiday Season.

ADDRESSING THE NEEDS OF FIRE INSPECTORS

By **FITZROY BENJAMIN**, *Citywide Borough Coordinator*

Hello Brother and Sisters,

My name is Fitzroy Benjamin and I have been appointed as the Citywide Borough Coordinator for the Fire Protection Inspectors of the Uniformed EMTS, Paramedics and Fire Protection Inspectors of the F.D.N.Y. – Local 2507.

My responsibility will include choosing a diligent and dedicated active member as delegate that will be responsible for recording and/or handling grievance issues that may be brought by any member. The delegates primary responsibility would be to bring any grievance concerns to my attention so that I can resolve those issues with management of the New York City Fire Department under the direction of Local 2507.

All assigned delegates and myself will be required to attend all Delegates meeting the 3rd Wednesday of every month, for the

purpose of receiving union dues, but to bringing citywide concerns that our members have to our Local and to be kept up to date with anything that may impact in anyway on our Brothers and Sisters.

Remember, I can only diligently serve the delegates and members of the Fire Protection Inspectors with the support of our members and delegates.

Remember — "United We Stand — Divided We Fall." We collectively have merged with a Local that has a reputation of getting things done. Let me be the first to tell you that their strength lies within the loyalty of the members. We must learn to adopt the same mentality to become successful.

Stay dedicated to this union so that we can serve you well in return. If you have any questions or issues, please do not hesitate to page me directly at 1-800-424-3676 and ask the operator to page Fitzroy Benjamin.

UNITY & DIVISION

By **DARRYL CHALMERS**, *Executive Board Member*

The Division game has always played upon us & has been a tool for years in the lives of our families, business, our personal lives, & Always with Unions. It is one of those games that management & sometimes our own members play. Uniformed EMT'S, Paramedics and Fire Inspectors, Supervisors and Deputy Chief Inspectors, have always had an integral part in the New York City Fire Department. The labor that our members perform is beyond understanding, but in most cases always overlooked by this Department (FDNY). Our members work arduously for this Dept and for the citizens of New York City. Unfortunately division is similar to cancer, it separates the good cells from the bad & without warning it is full blown, leaving only

destruction behind. Our union members are familiar with such destruction. Their leadership experiences the same pain and works hard to relieve it, yet often cells spread bad data causing confusion amongst the ranks despite their personal experience with being treated poorly by management. There are those who have received fair treatment or are merely complacent, and fearful of creating waves. This is the mindset that management preys upon and wants our members to retain, thus causing the Union to solidify Division. We owe it to the department and ourselves to not to allow this to happen. Unity is the only way we win. Check what history teaches us, 90% of the time when union members stick together in a cause they overcome. Please don't fall for the tricks and crumbs they try to feed us, let's stay together because in UNITY WE WIN.

**UNIFORMED EMT's, PARAMEDICS & FIRE INSPECTORS—F.D.N.Y.
LOCAL 2507, DC 37, AFSCME AFL-CIO
718-371-0310**

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UEP Bulletin

CONTRACT TALKS

BY PATRICK J. BAHNKEN

To my Fraternal Sisters and Brothers,

By now many of you have heard that the negotiating session scheduled for November 30th was cancelled. This is the second time that our bargaining session was cancelled and given the fact that we have not met with the City in nearly two months; we are left with no alternative but to seek a neutral party in order to reach an agreement.

It is no secret that we would prefer to negotiate rather than arbitrate a settlement. Negotiated settlements allow us to have greater control over the terms of an agreement as opposed to arbitration where the terms are dictated to both parties.

The first step in this process is the formal declaration of impasse, which will be filed by our attorneys with the Board of Collective Bargaining. The city Office of Labor Relations will be given the opportunity to respond in which, they will argue against impasse.

The Board of Collective Bargaining will appoint a mediator whose job will be to try to move both sides to an agreement. If the

mediator feels that this is not possible, they will report to the BCB that an impasse does in fact exist.

Upon the recommendation of the mediator, the BCB will provide both the City and the Unions with a list of possible arbitrators. Both sides will cross off names until both parties arrive at a mutually acceptable hearing officer.

It is our hope that we will be able to reach an accord during mediation, as was the case with the previous contract.

In closing, I apologize for failing to reach a negotiated settlement. After nearly a year of negotiations, several postponements to accommodate other unions and little in the way of good faith efforts from the city negotiators, we are simply left with no other alternative.

In Solidarity

Patrick J. Bahnken
President

