

To my OSTA brothers & sisters,

My name is Phil LaJoye. I'm currently a Trooper assigned to the Portsmouth post. I started my career as a cadet dispatcher at the Batavia post in 1987, and graduated the academy in 1989 with the 118th class. I've served at the Gallipolis post, and the Georgetown post before transferring to Portsmouth in 1993.

My career was very ordinary. I was a hard worker and didn't know a whole lot about the union that I belonged to since my graduation. In fact, I really didn't know anything about the union or how it worked. As a 21 year old trooper, I was very naive about alot of things and took everyone for their word. I never thought I would ever need the assistance of my union. Over the years I have learned one thing - don't butt heads with people, even if you're right!

In 2003 I was terminated. I'll save the drama and not go into the details. However, myself and my post personnel were all shocked and surprised that I was getting terminated for what I did. But non the less, it was time to file a grievance. So, I contacted my district union Rep. Wayne McGlone. I recall being very nervous and unsure of what kind of service I was going to find with OSTA, because after all they could just turn their back on me, I was terminated! My own family had turned it's back on me, and let me mention, my wife and I had eight children at the time with my income being the sole family income. I needed help!

I will never forget the first time I walked into the OSTA offices after being fired. I had never been there before and didn't really know anyone. Much to my amasement, everyone there knew me and all about me. They were more than friendly and hospitable. They sat down with me for hours to hear me speak and tell my side of the story. I witnessed true professionals at work and saw them build a war machine right before my eyes. It was fueled with the hardest investigative efforts of Wayne McGlone and inspired by the entire OSTA team of Herschel Sigall, Elaine Silveira, Jim Roberts, Dennis Gorski and moore. This machine was finely tuned and held ready for the big showdown - my arrbitration hearing!

On the day of my hearing, representing the state were three people. Then, the OSTA war machine entered the room being driven by our attorney, Herschel Sigall and navigated by our other attorney, Elaine Silverira. In addition to myself, Wayne McGlone was present as was Dennis Gorski. We had muscle! Domination is too soft a word to describe the performance of the OSTA war machine that day. We won and won big! I learned that day that in all my years with the division, I have never seen an attorney as smart or as fierce as Herschel Sigall or Elaine Silveira, and both of these tigers work for OSTA! Their hard work through this process humbled me and I feel eternally indebted to them.

Two years later, and now with nine children, I again got terminated. Again, myself and ever one at the post couldn't believe I was being terminated for this alleged policy violation. OSTA, again was there for me every step of the way and I had the pleasure of watching the OSTA war machine eat lunch, again! Thanks again to OSTA's hard work, I'm back!

Brothers and sisters our union is OSTA, and I'm telling you that no other union can do for us what OSTA can do please don't be blinded by a managerial trick. The management knows that united we stand, and divided we fall!

Sincerely, your brother,



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