

The **WORK FORCE**

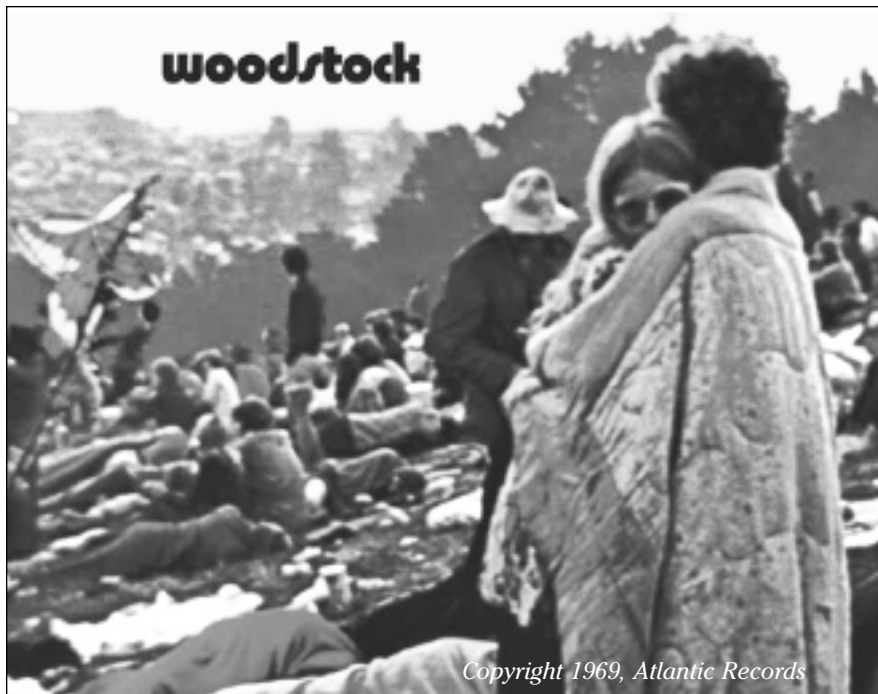
Child care's new day



***CSEA
gains
tentative
agreement
for 25,000
new
child care
members
— Page 3***

Photo by Jill Asencio

Photo of the Month



Copyright 1969, Atlantic Records

CSEA member Nick Ercoline, right, and his wife, Bobbi, embrace in an image taken at the Woodstock Festival in August 1969. The image was later used on the cover of a live album from Woodstock. The Ercolines eventually married and are still together. See story, Page 7.

Still time for web deals!

Visit <http://www.csealocal1000.org> and follow the home page link for Summer Specials for deals at Six Flags Great Escape.

From the Office of President Danny Donohue

CSEA
NEW YORK'S
LEADING UNION

ALERT

CSEA President Danny Donohue to meet Southern Region members on Oct. 20.

CSEA President Danny Donohue will visit the CSEA Southern Region on Oct. 20 to meet with members.

The meetings will be held at the Southern Region office, 568 State Route 52, Beacon. Donohue will meet with union members from 1 to 7 p.m. Please call the Southern Region office at (845) 831-1000 or 1-800-757-CSEA for an appointment and directions.

Donohue will visit all six CSEA regions this year.



CSEA fights illegal furloughs

CSEA is fighting against an illegal tactic being used more in local governments where workers are furloughed instead of laid off.

The furloughs typically result in an unpaid day off for workers during the workweek, which means CSEA members are losing a day's pay despite what has been negotiated in their contract.

"The problem we have with furloughs is that they are illegal. None of the contracts where we've experienced this contain any language allowing the employer to impose a furlough," said CSEA President Danny Donohue.

"The bigger problem with have with this, and with layoffs, is that CSEA has made concrete proposals to employers on how they could be saving money, but the reaction of the employer is to disregard our suggestions and take their financial problems out on the workers," Donohue said.

Putnam County has threatened CSEA with 30 to 50 layoffs if the union does not accept a furlough.

Albany County Executive Michael Breslin has also proposed furloughs for county workers. The union has countered by offering to help bring in a Canadian prescription drug buying program, which has saved more than a dozen municipalities across the state hundreds of thousands of dollars.

Furthermore, CSEA members in Albany County are making contributions to their

health insurance that county management isn't making, costing the county more to provide insurance to its managers.

"These counties should be addressing money-saving alternatives, not irresponsible, illegal tactics aimed at the workers," Donohue said.

Spa City fight



City of Saratoga Springs CSEA members demonstrate outside a state Conference of Mayors function in the Spa City. The workers were demonstrating over stalled contract talks with Saratoga Springs Mayor Scott Johnson.

Officer training, resources available

CSEA is undertaking training sessions across the state for newly and re-elected local and unit officers. As schedules become available they will be printed in the *Work Force* and posted online.

Newly and re-elected CSEA officers can also access specific resources and training schedules by signing into the members only area of the CSEA web site, clicking on "My Apps," and then clicking on "My Officer Resources."

Among the resources are new forms and worksheets for treasurers, and local and unit structure forms for secretaries.

Orientation kits are being mailed to all officers through the month of August as well.

2009 SECRETARY AND TREASURER TRAINING SCHEDULE

Long Island Region

Executive Board & Leadership Conference

Oct. 24, 2009
Sheraton Long Island Hotel, Hauppauge, N.Y.

Metropolitan Region

(Secretary training only.)
Oct. 5 & 6, 2009
Region Office, 125 Maiden Lane, 5th Floor, Manhattan

Southern Region

Officers' Weekend

Oct. 17, 2009
Tropicana Casino & Resort, Atlantic City, N.J.

Capital Region

Annual Workshop & Executive Board Meeting

Aug. 29, 2009
Honors Haven Resort, Ellenville, N.Y.

Central Region

Fall Conference

Aug. 28, 2009
Radisson Hotel, Corning, N.Y.

Western Region

Sept. 29, 2009 TBA

and

Sept. 30, 2009

Marriott Airport, Rochester, N.Y.

Oct. 13, 2009

Clarion, Fredonia, N.Y.

Oct. 14, 2009

Radisson, Corning, N.Y.

VOICE/CSEA and CCPT-NY reach historic agreement

More than seven years after child care providers approached CSEA and began their fight for a union in 2002, and after 18 months of negotiations, they have secured a landmark two-year deal, the first of its kind in New York.

The agreement gives providers a standard reimbursement rate and also expands access to affordable health insurance benefits. It provides support for professional development and program improvement grants among many other items that providers need to maintain quality care.

Early learning and care is a new focus of advocacy for CSEA as the union prepares to celebrate its 100th anniversary next year.

"It has been inspiring working with this group of dedicated child care providers to secure this historic first contract. Quality jobs in family child care translate to programs that give children the foundation they need to succeed in school and life," said CSEA President Danny Donohue.

VOICE/CSEA, Local 100A brings



VOICE/CSEA and CCPT-NY child care providers show their approval for a contract agreement at a recent negotiating session.

together 7,500 registered family and licensed group family child care providers across the state of New York and nearly 17,000 other child care providers as Child Care Providers Together-NY (CCPT-NY), Local 100B. CSEA negotiated the agreement with the Office of

Children and Family Services (OCFS). CSEA coordinated its negotiations with the United Federation of Teachers (UFT), which represents about 28,000 child care providers in New York City.

"It has been a long struggle for

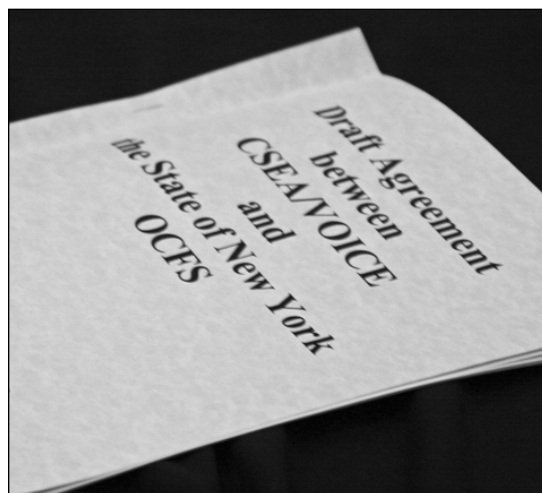
family providers to earn this respect and these improvements," said Pam Wells of VOICE/CSEA in Washington County.

The tentative agreement benefits children, families and the providers who nurture their development.

"CSEA helped us come together and organize across the state. This tentative agreement is just one of the ways that VOICE supports me to provide quality early learning and care that the families I serve rely on every day," said VOICE/CSEA member Damaris Samolinski of Suffolk County.

"Children and families in our state will be better off because of this agreement. New York's family child care providers, people who care for our children and allow us to go to work and keep this state moving, deserve these rights, benefits, and economic improvements," Donohue said.

— Jill Asencio



Tentative agreement highlights:

- Health insurance: Coverage will be phased in over time with access through a newly created Voluntary Benefit Association, which will allow providers to participate in the Family Health Plus state program.
- OCFS will work to help providers find liability insurance policies.
- Adult-child ratio changes for more flexibility with enrollment.
- Provider program grants: \$3 million will be available to providers each year to pay for supplies and make upgrades to their facilities.
- Professional development fund: \$500,000 for CSEA to create new learning opportunities for child care providers and offer better training. As additional training funding becomes available, the state has agreed to add more to this.
- Dispute resolution process for inspection and payment disputes.
- Technology upgrades to county subsidy reimbursement systems to deliver more timely, accurate payments.

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IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Child care agreement is historic

At a time when CSEA is celebrating our nearly 100 years of history, it's appropriate that we continue to *make* history. The recent agreement between CSEA and New York state on a contract for 25,000 family child care providers across New York is a ground-breaking achievement in many ways.



Most importantly, it is a breakthrough for those 25,000 workers (with similar accomplishment for another 28,000 providers represented by the United Federation of Teachers in New York City) and reinforces the faith they had in organizing with CSEA for fairness and respect. That faith and determination, coupled with CSEA's resolve and expertise, have achieved real benefits, rights and protections for these providers for the first time. The results will also benefit working New Yorkers and invest in one of our most important resources — our children.

Securing this agreement will also make CSEA stronger by adding 25,000 new and motivated members to our ranks. We welcome these VOICE-CSEA and Child Care Providers Together (CCPT) members. We are inspired by their example of standing up for what's right and not backing down.

It was not easy and it was not business as usual to achieve this success. CSEA and our child care providers often had to be creative, find new approaches and bold solutions because we were doing many things that had never been done before. What we have in the end is a model that marks a new direction for CSEA in both advocacy and collective bargaining.

It is an exciting way to welcome our approaching centennial year. Throughout the past century, CSEA has grown and changed to meet new circumstances. It is remarkable that we have such a dramatic event at this time to lead us forward.

Danny

Policies, understaffing at hospital concern CSEA

“Nurses are not afforded sufficient time between shifts and are compelled to work overtime.”

EAST MEADOW — CSEA Nassau County Local members, along with their supporters from across the Long Island Region, recently demonstrated in front of Nassau University Medical Center against hospital administrators' policies and practices.

CSEA contends that many of the hospital's administrators' mandatory policies and procedures will eventually jeopardize the safety of patients and employees.

Critical areas, including nursing, intensive care and

psychiatric units, are also understaffed with no relief in sight. CSEA members provide the front-line health care at the hospital.

The medical center is also violating its contract with CSEA by forcing nurses to work with less than the required 12 hours between shifts.

“Nurses are not afforded sufficient time between shifts and are compelled to work overtime, which has created a precarious situation that could compromise patient care,” said Nassau County Local President Jerry Laricchiuta. “We organized this



Long Island Region members, including Long Island Region President Nick LaMorte and Nassau County Local President Jerry Laricchiuta, demonstrate in front of the Rat, which has been in front of the hospital since July 17.

demonstration to make Nassau County residents aware of these facts.”

— Richard Impagliazzo

Celebrate Labor Day!

CSEA members are celebrating Labor Day by participating in parades, picnics and other events across the state on and around the holiday.



Long Island Region activist Rich Acevedo fires up the crowd at the 2008 New York City Labor Parade.

Join your union in kicking off our 100th anniversary by showing your CSEA pride at these events! We urge all members to attend events in your regions.

Labor Day events are listed in the Calendar of Events on page 19. For more information about events in your region, contact your region's communications specialist (see page 4) or visit the Labor Day page at CSEA's website at:

www.csealocal1000.org/labor_day_09.php

Training helps save worker's life

NORTH SYRACUSE — State Department of Transportation Syracuse Local member Dick Metott is alive after his heart stopped beating, thanks to quick action by his co-workers.

DOT had installed more than 250 Automatic External Defibrillator (AED) devices in its residencies and trained staff to use them. Those trained workers include CSEA members Chuck Weiland, a highway maintenance worker, and John DeBottis, a tree pruner supervisor.

When Metott slumped over while eating lunch, workers yelled for help. When a supervisor alerted DeBottis of the situation, he grabbed the AED device and ran to Metott's aid with Weiland following.

“Dick was having a very hard time breathing, with no ability to let us know what



Chuck Weiland, left, and John DeBottis display the AED device they used to save co-worker Dick Metott's life.

was going on with him, he was out of it,” Weiland said. “Ten seconds later, his eyes rolled back in his head and he was done. No pulse, nothing.”

DeBottis administered a shock through the AED. He and Weiland then began cardiopulmonary resuscitation until an ambulance arrived. Metott was stabilized and taken to the hospital.

Doctors and emergency

responders said the workers' quick action saved Metott's life. “I think Dick was lucky that we were here,” said DeBottis.

“If it had happened out on the road, it would have been a totally different story,” Weiland said. DOT officials said it was the first time that any of the AED devices were used to save a worker.

A month later, Metott returned to the residency to thank his co-workers. “We felt great,” said DeBottis. “Unbelievable, ecstatic,” added Weiland.

Many of the other workers at the residency who said they felt helpless later received AED and CPR training. Metott, who now has a pacemaker, has made a full recovery and is back at work.

— Mark M. Kotzin

CSEA blasts abrupt town layoffs

NEWBURGH — A round of unexpected layoffs in the Town of Newburgh in late June, which included five CSEA members, has drawn stinging criticism from community members and legal action from CSEA.

Two outspoken CSEA activists, one of whom is former unit President Katherine Otis, were included in the layoffs. An improper practice charge filed with the Public Employment Relations Board, citing anti-union animus, is pending.

"I was outraged to find out that five CSEA members were let go from their jobs with only minutes of notice," said Southern Region President Billy Riccaldo. "These are people with rent or mortgages to pay and children to support. The way these layoffs were carried out demonstrates a clear lack of respect for the town work force."

That sentiment was reinforced by the strong turnout at the July 20 Newburgh Town Board meeting. CSEA members, along with community supporters and friends in the labor community, packed the meeting room to address the layoffs.

"The layoffs have also raised the question of how the work is going to get done," said Town of Newburgh Unit President William Healey. "Residential and commercial growth has exploded in the Town of Newburgh in recent years, yet the town work force has gotten smaller. We've been doing more with less, but we can only be stretched so far before the work isn't getting done in a timely manner. We'll really see the impact later this year when we don't have enough drivers to plow the snow."

— Jessica Ladlee



CSEA activists demonstrate outside Newburgh Town Hall. Former Unit President Katherine Otis, one of the town's layoff targets, is third from right. (Photo courtesy of The Sentinel.)

"The way these layoffs were carried out demonstrates a clear lack of respect for the town work force."

CSEA history on display



CSEA activist Betty Lennon greets a visitor to the CSEA table at the recent Clinton County Fair. CSEA's history banner was on display for the fair and will soon be heading to SUNY Plattsburgh for display to the public.

CSEA will celebrate its 100th anniversary in 2010 and has created a graphic traveling history display to mark the occasion. The three-panel display measures 11 feet wide and 7 feet tall and will be displayed at work sites in each region between now and October 2010. Please call your region's communications specialist to have the display presented in your area. (See page 4.)

United States Census 2010

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CSEA member an icon of Woodstock

MIDDLETOWN — Ask CSEA member Nick Ercoline about the moment the famous photo was taken and you'll hear him chuckle. He's heard this question before.

"We didn't know when the moment was, because you'll find me and my wife like that now," said Ercoline, a member of the Orange County Unit. "Maybe without a blanket."

Talk to anyone who partook in the Woodstock festival in August 1969 and chances are they have a story to tell. Nick Ercoline's story just happens to be a bit more well-known. So well known, in fact, that he and wife Bobbi have been flown to Germany to appear on a German TV music show, featured in *Life* and *Smithsonian* magazines, and filmed in a two-hour documentary on Woodstock that debuted last month.

Forty years ago this August, photographer Burk Uzzle focused his lens on a couple huddled underneath a battered quilt. That early morning shot, of CSEA member Ercoline and then-girlfriend Bobbi, is likely the most iconic photo to come out of Woodstock. The photo is so famous, it hangs in the Smithsonian and is part of the Library of Congress.

But Ercoline wasn't seeking international attention when he hopped in the back of a borrowed 1965 white Chevy Impala station wagon, en route to Bethel, that sticky, hot August weekend. He was just going to see what the fuss was all about.

Today, the main reminder of Woodstock in the Ercolines' lives is the large print of Uzzle's photo that hangs in their kitchen. While Bobbi works as a school nurse, Nick Ercoline started working for Orange County following his retirement from a local carpenters' union where he spent 35 years, including 10 as a business agent. His responsibilities with the county have included working on a migrant farm worker housing program and lead safety.

Joining the pack

Back in 1969, however, Ercoline

was spending his nights tending bar at Dino's Bar & Grill in Middletown. He, Bobbi and a handful of friends, all "music kids," Ercoline said, listened as media reports warned motorists to steer clear of the impending music festival a few dozen miles to the

north.

"I said, 'wait a minute, this is something you're never going to see again,'" Ercoline said. "We have to see what this is all about."

Chugging up Route 17 in the Impala, the group met their first roadblock. A state trooper told them to turn around. An alternate route through the back roads of Sullivan County yielded another state trooper, but after seeing a motorcycle whiz past the roadblock, they followed, bouncing through a driveway, a gap in a stone wall, two fields, and a driveway. Finally, they'd arrived.

And their reaction?

"It was beautifully disgusting,"

"There was so much cooperation between everybody at Woodstock. If we could get that kind of cooperation in the labor movement that we saw at Woodstock, think how strong we would be."



CSEA Orange County Unit member Nick Ercoline holds a photo of him and his wife, Bobbi, taken at Woodstock in 1969. The photo has since become an iconic image of the festival.

Ercoline said with a laugh, shaking his head. Mud was everywhere, campfires were burning, and smoke was wafting through the air.

Ercoline and his wife don't recall seeing Uzzle snapping away with his camera, but they're told it occurred during a set by Jefferson Airplane. Six months later, friend Jim Corcoran (who appears, lying on the ground, in the un-cropped version of the photo) handed Ercoline the Woodstock album cover and told him to take a good look at it.

"Bobbi said, 'look that's our blanket,'" Ercoline said. "I said, 'no, that's our blanket and that's us in it!'"

International interest

Forty years later, interest in the photo still abounds. Aside from the American media interest, they've been fielding calls from reporters from Germany, Austria, France, Italy and Scandinavia. A celebrity talent agency even contacted the Ercolines, hoping to represent them for the 40th anniversary, an offer the couple flatly refused.

"It's not in the spirit of Woodstock," Ercoline said.

The interview requests flooded in for this most recent anniversary, but the Ercolines have been kind in accommodating reporters as much as their busy schedules allow. The photo is more representative of a generation than it is of just them.

"We're kind of honored by it, kind of in awe by it, but we look at it as a fun way to represent our generation," Ercoline said. "It was a moment in a couple of kids' lives. It just happened."

After 35 years as a union carpenter and a handful more in CSEA, Ercoline sees one important lesson the labor movement can take from Woodstock.

"There was so much cooperation between everybody at Woodstock," he said, noting the event was peaceful despite attendance estimates as high as 400,000 people. "If we could get that kind of cooperation in the labor movement that we saw at Woodstock, think how strong we would be."

— Jessica Ladlee

Contract move helps CSEA save jobs, services in Southold

“We made it clear to Supervisor Russell at the last town board meeting that we were willing to talk but would not roll over.”

SOUTHOLD — CSEA recently stopped proposed layoffs and service cuts in Southold by overwhelmingly ratifying an extension of their contract through 2012.

The ratification puts an end to town Supervisor Scott Russell's plan to lay off 10 percent of the town work force and severely cut



Suffolk County Local President Bill Walsh provides details about the contract extension.

the quality of public services in this eastern Suffolk County community.

The contract extension provides for salary percentage increases in 2011 and 2012. Step values and longevity payments will also rise in those calendar years.

CSEA conducted a campaign in recent months to fight the cuts that included a demonstration outside the town hall. In addition to the proposed cuts, the union spoke out against town officials' previous efforts to reduce town hall business hours, decrease town workers' salaries and hire private contractors to transport materials away from the town's waste management site, a job performed by town workers.

“We made it clear to Supervisor Russell at the



Southold Unit members listen to unit and local leaders explain the agreement.

last town board meeting that we were willing to talk but would not roll over,” Suffolk County Municipal Local President Bill Walsh said. “Our strategy of reason and resolve created a continuing and

constructive dialogue that brought the two sides together and resulted in this settlement.”

— Richard Impagliazzo



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County violated Taylor Law, interfered with union

ROCHESTER — Monroe County violated the Taylor Law when it conducted a survey among part-time workers to undermine CSEA, according to the state Public Employment Relations Board.

Administrative Law Judge Jean Doerr upheld CSEA's contention that the county acted improperly when it mailed a survey to part-time employees asking them about their support for CSEA.

The ruling is a major victory for CSEA and sheds light on the county's continuing pattern of unfair labor practices.

"PERB found the county violated the Taylor Law when they obstructed our members' right to a fair process," said CSEA Western Region President Flo Tripi. "This is a very serious violation. It is just one in a long line of union-busting tactics by the county."

Doerr ruled the county must "cease and desist from interfering

with, restraining and coercing public employees in CSEA's part-time unit by conducting polls to ascertain support for CSEA among unit members."

She further ordered that the county must "destroy the results of the poll and take all steps reasonably necessary to insure such destruction," that the county "not obtain the results of the poll not publish or disseminate the results in any manner," and that the county sign and post a notice on the ruling at all locations customarily used to post employee notices.

PERB in June sought and obtained a restraining order against the county to halt the survey until a PERB hearing could be held and the decision issued. It is almost unheard of for PERB to seek a restraining order on a union's behalf, said Cris Zaffuto, Monroe County Full-Time Unit president.



CSEA Western Region President Flo Tripi, right, rallies Monroe County members during a demonstration outside the county office building. Members protested the county's unfair labor practices, which have included Taylor Law violations, attempts to weaken the union, and a "whistleblower hotline" that encourages people to report "illegal" or "unethical" behavior by CSEA members.

Leaders of CSEA's Part-Time Unit are ready to return to the bargaining table with the county. The union is calling on the county

to break its pattern of unfair labor practices and negotiate in good faith.

— Lynn Miller

An urgent message to CSEA members: Stand Strong for Health Care Reform

There is an unbelievable amount of noise, distraction and outright lies surrounding the effort to reform our nation's health care system.

Groups that don't want to see any real reform are orchestrating most of the misrepresentation, including the organized effort to pack congressional town hall meetings with angry mobs.

Know this: There is an overwhelming need for real health care reform, including a public option to keep competition healthy. Those of us who have health care coverage continue to see our costs escalate at an alarming rate. But remember, **there are nearly 50 million Americans who don't even have health care.** Something is seriously wrong here.

Much of the misinformation being spread by opponents of health care reform makes no sense at all if you actually think about it.

For example, the idea that there's something "radical" about a public health care option is nonsense since **we have a Medicare system that generally works well for older Americans without any**

***Learn the facts and make sure
your voice is heard!***

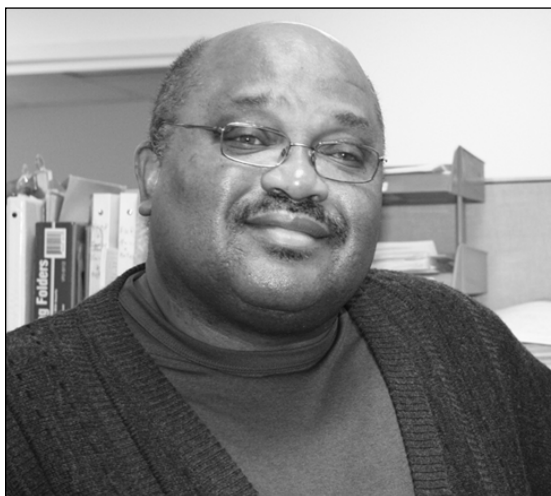
of the sinister consequences that reform opponents claim will result from a broader program.

Then there's the laughable warning that health care reform will allow a government bureaucrat to get between you and your doctor on health care decisions when every one of us has likely experienced being at the total mercy of health insurance company bureaucrats doing just that already.

It would be easy to dismiss all of this and even more outrageous propaganda if the stakes weren't so high.

This is a critical time for health care reform. It is time for all of us to act. CSEA and AFSCME are committed to meaningful reform, but we need your involvement. **Learn the facts and make sure your voice is heard!**

Learn more at www.healthcareforamericanow.org.



Unique initiative sets CSEA apart **Hearing Every Voice**

Throughout the past year, CSEA has provided an opportunity for members' voices to be heard like never before. The union has held dozens of Town Hall Meetings in every part of the state, offering a forum for members to state what's on their mind.

CSEA has also conducted extensive polling of the rank and file along with involved discussions with CSEA officers, the Retiree Executive Committee and union staff to gain information and perspective.

The extraordinary program

coincides with CSEA's approaching 100th anniversary and will culminate with an historic Electronic Town Hall Meeting at the union's 99th Annual Delegates Meeting in Buffalo, September 14 to 18.

The information gained by the candid comments made by members at the meetings across the state have been reviewed and are being used to frame the topics for discussion and development in the Electronic Town Hall Meeting. The outcome of the process will help make CSEA a better, more effective union and guide us

into our second century.

The unprecedented process is a unique and bold initiative giving members a chance for critical input that sets a progressive agenda for addressing challenges.

"CSEA's strength over the past 100 years is our ability to learn, grow and adapt," said CSEA President Danny Donohue. "This process of **Hearing Every Voice** has been exciting and challenging but there is no doubt that it will make us stronger in the long run. The Electronic Town Hall Meeting will produce energy and

How it works

- The Electronic Town Hall Meeting will be shaped by ideas and information from CSEA members, leaders and staff who participated in dozens of town hall meetings across the state over the past year along with other discussions and member polling;
- Diverse groups of CSEA delegates will participate in presentations and small group discussions around key issues;
- Lap top computers and hand-held key pads will be used to collect and tabulate feedback into consensus recommendations;
- The results will help develop an agenda to lead CSEA forward.

ideas to help bring an agenda for the future into clearer focus."

"CSEA has done what is necessary to hear what our members think about where the union should be heading," said CSEA Executive Vice President Mary E. Sullivan, who has been coordinating the project. "The idea of **Hearing Every Voice** and

working for meaningful change is what CSEA is all about."

Information about the results of the Electronic Town Hall Meeting will be presented in *The Work Force* and on the CSEA website following the event.

Summary of July 2009 CSEA Board of Directors meeting

Editor's Note: The Work Force publishes a summary of actions taken by CSEA's Board of Directors. The summary is prepared by CSEA Statewide Secretary Denise Berkley for union members.



Berkley

ALBANY — CSEA's statewide board of directors met July 30. In official business, the board:

- Designated the "Drive America Auto Club" as the official vendor for the roadside assistance benefit replacing the "Pinnacle Motor Club;"
- Recommended that President Danny Donohue direct CSEA board members on the Partnership for Education and Training to advocate for a fair resolution for those who received two vouchers to attend the course on "Build and Maintain Your Own Computer;"
- Amended the pension plan to include language provided by the Internal Revenue Service;
- Authorized Local 823 to lease office space at 215 Washington St., Suite 012, Watertown through June 30, 2017;
- Authorized a number of

appointments to Directors' Committees including Sabina Shapiro, Personnel; Kelly Volpe and Mark Semo, Appeals; Lee Reynolds, Group Life Insurance; Bill Lebaron, Charter; Ramon Lucas and Wayne Dorler, Publications, and Annie Campbell, Committee to Study the Cost of Operating Group Life Insurance;

- Amended Article IV of the Local/Unit/Private Sector constitutions to conform with actual practice for placement into administratorship;

- Amended Article V of the Retiree Constitution to provide the authority for administratorship appointments in retiree locals;

- Amended Articles V and VIII of the Local/Unit/Private Sector constitutions to make language consistent with actual practice for treasurer reports;

- Amended Articles XI, XII and XIII of the Region/Local/Unit/Private Sector constitutions to correspond with actual practice for Judicial Board reports to the board;

- Amended Articles XI, XII and XIII of the Region/Local/Unit/Private Sector constitutions to conform with current practice for filing Judicial Board complaints;

- Amended Articles XI, XII and XIII of the Region/Local/Unit/Private Sector constitutions for consistency with practices for verifying a person's

membership, that is, regarding election matters, contract ratifications;

- Changed the name of Local 716 (Lockport Memorial Hospital) to Local 716 (Eastern Niagara Hospital Inc.);

- Dissolved Local 847 (Schenectady County Employees) and created Local 885 (Schenectady County Employees) and Local 886 (Schenectady School District and Municipal Employees);

- Reclassified a number of in-house staff positions including Office Service Specialist, UUE-NY Grade 5/6/7 to Senior Office Services Specialist, UUE-NY Grade 9 (Central Files); Input/Output Control Clerk, UUE-NY Grade 6 to Input/Output Control Specialist, UUE-NY Grade 9 (Information Systems); and Legal Assistant M/C Grade 3/4 to Senior Legal Assistant M/C Grade 5;

- Reallocated various in-house staff positions including Human Resources Secretary M/C Grade 2/3 to M/C Grade 2/3/4 and region director from M/C Grade 8 to M/C Grade 8A;

- Changed title of in-house staff position of Communications Associate to Communications Specialist;

- Created in-house staff positions of Assistant Director of Internal Operations M/C Grade 7; Senior Audit Clerk, UUE-NY Grade 9; and (two) permanent Statewide Organizer, FSA Grade 15/18/20;

- Changed title and job description of

Deputy Director of Contract Administration (Private Sector), M/C Grade 8 to Director Private Sector, M/C Grade 8;

- Appointed to the Region 3 Political Action Committee Milton Gilbert, Todd Schmidt, Ann Fisher, Rosemarie Kukys and Patricia O'Leary; and

- Placed into Administratorship Delaware Valley State Employees Local 004; Executive Local 659; Westchester Housekeeping & Laundry Local 731; Village of Horseheads Unit 6359-00/Local 808; Monroe County Part-Time Unit 7401-00/Local 828; Niagara Falls Housing Authority Unit 7656-00/Local 832; City of Syracuse Crossing Guards Unit 7801-02/Local 834; Town of Philipstown Unit 8152-00/Local 840; Village of Spring Valley Unit 8357-00/Local 844; Town of Stony Point Unit 8361-00/Local 847; Village of Niskayuna Unit 8511-01/Local 847; Village of Babylon Unit 8764-00/Local 852; Village of Warsaw Police Unit 9254-01/Local 861; Dover UFSD Kitchen, Clerical, Maintenance Unit 6666-00/Local 867; and Baldwin Sanitation Department District 2 Supervisors Unit 7568-02/Local 882

Questions concerning the summary should be directed to Statewide Secretary Denise Berkley, CSEA Headquarters, 143 Washington Ave., Albany, NY 12210 (800) 342-4146 or (518) 257-1253.

Resolutions proposed for CSEA's Annual Delegates Meeting

PROPOSED RESOLUTIONS for consideration by delegates attending CSEA's 99th Annual Delegates Meeting, Sept. 14 to 18, in Buffalo.

Members wishing to see copies of any resolution should contact their delegate.

1. The Employee Free Choice Act

Submitted by Lavarne Pound

Delegate – Local 918

The Employee Free Choice Act (EFCA) would give workers more freedom to join unions and would limit an employer's ability to intimidate workers trying to join a union.

The Committee recommends the resolution be adopted.

2. Resolution for a Modern Comprehensive Cost of Living Adjustment

Submitted by Barbara Reynolds

Delegate – Local 920

The resolution proposes more realistic Consumer Price Indexes be utilized to calculate Cost of Living Adjustments for pensions and Social Security.

The Committee recommends the resolution be adopted as amended.

3. Long Term Care and Community Based Services

Submitted by Lavarne Pound

Delegate – Local 918

The Resolution specifically supports the section of Senator Max Baucus's Health Reform Act 2009 that would consider options to further expand Home and Community Based Services in Medicaid.

The Committee recommends the resolution be defeated. It noted that even though it was written with good intent, the resolve would negatively impact the membership.

4. Dignity for All Students Resolution

Submitted by Rose Conti

Delegate – Local 807 and

Judy DiPaola

Delegate – Local 335

The Resolution openly supports the New York State Dignity for Students Act (A.3661/S.1987), resolves that CSEA support legislation to prohibit harassment against students in public schools, and promotes anti-bias programming in future workshops at state, region and local levels. It also cites the Western Region Women's Committee for their efforts in this endeavor.

The Committee recommends the resolution be

adopted as amended.

5. Marriage Equality Resolution

Submitted by Rose Conti

Delegate – Local 807 and

Judy DiPaola

Delegate – Local 335

The resolution reaffirms the union's commitment to equal rights for all members regardless of sexual orientation, recognizes the rights same sex couples have, and calls upon the State Legislature and governor to enact a law providing marriage equality for all.

The Committee recommends the resolution be adopted as amended.

6. Member Participation in Organizing

Submitted by Randy White

Delegate – Local 828

The resolution reaffirms CSEA's commitment to organizing the unorganized and honors locals, units and members who have participated in that mission and encourages all members to build our union.

The Committee recommends the resolution be adopted.

CSEA awards scholarships

Each year, CSEA presents college scholarship awards to children of union members from across the state. Listed on this page are the 2009 scholarship winners. Please visit CSEA's website at www.csealocal1000.org for more scholarship winner announcements. CSEA wishes the students good luck in their academic endeavors.

Statewide scholarship

recipients:

Pearl Carroll & Associates Scholarship (in memory of Charles Foster): **Kevin Kurtzner**, whose mother, Paula Kurtzner, is a clerk at the Schenectady County Public Library.

MetLife Insurance Award (in memory of Joseph D. Lochner): **Ruby Monichan**, whose mother, Rosamma Monichan, is a nursing aide at the state Veterans Home at St. Albans in the Metropolitan Region.

Irving Flaumenbaum Scholarship Awards (by region)

Long Island: **Allison Koslowski**, daughter of Eileen Koslowski, a clerk/typist at the Levittown Union Free School District; **Brett Schare**, son of Terry Schare, a teaching assistant at the Syosot School District and Christina Stramera, daughter of **Grace Stramera**, a teaching assistant at the Nassau BOCES.

Metropolitan: **Bettina Babu**, daughter of Nirmala Babu, a claims processor at the state Liquidation Bureau; **Sherrie Gu**, daughter of Bai Hua Xu, a clerk at SUNY Optometry and **Robert Wranovics**, son of Joanne Wranovics, a DMV representative at the state Department of Motor Vehicles.

Southern: **Kenneth Foss**, son of Denise Foss, a development assistant II at Hudson Valley DDSO; **Alyssa Ruffner**, daughter of Maria Ruffner, a senior social welfare examiner at the Ulster County Department of Social Services and **John Scianimanico**, son of John Scianimanico, a school bus driver for at the Arlington Central School District.

Capital: **Samantha Simek**, daughter of Susan Simek, a secretary at the Greater Johnstown School District; **Courtney Waldron**, daughter of Gail Waldron, a licensed practical nurse for Essex County and **Christine Wemette**, daughter of Marianne Wemette, a keyboard specialist II at SUNY Plattsburgh.

Central: **Katelyn Horton**, daughter of John Horton, a secure treatment aide at Broome Developmental Center; **Nicole Parker**, daughter of Sherry Parker, an aging services representative at the Jefferson County Office for the Aging and **Angeline Waryasz**, daughter of Phyllis Glab, of the Environmental Housekeeping Department at Lewis County General Hospital.

Western: **Alana Amalfi-Valvo**, daughter of Josette Amalfi, a deputy town clerk/tax receiver at the Town of Webster; **Jonathan Harris**, son of Donna Harris, a financial management assistant for Genesee County and **Lindsey Perry**, daughter of Cheryl Perry, is a teachers aide at Scio Central School.

Region, local and unit scholarship recipients:

Southern Region:

Southern Region scholarship: **Rebecca Geraci**, daughter of Kingston School District Unit member Joan Geraci; **Jenna Isabella**, daughter of Westchester Medical Center Unit member Debbie Isabella; **Kaitlyn Rodriguez**, daughter of Town of Wallkill Unit member Kathy Rodriguez; **Leena Jube**, daughter of Westchester Medical Center Unit member Elsy Jube; and **Joseph Portaro**, son of Laura Portaro, Town of Poughkeepsie Unit.

Orange County Local scholarship: **Brittani Schettkoe**, daughter of Minisink School District Unit members Cindy and Richard Schettkoe; **Ann Reynolds**, daughter of Middletown School District Unit member Raymond Reynolds; **Kaitlyn Rodriguez**, daughter of Town of Wallkill Unit member Kathy Rodriguez; **James Goodrich**, son of Chester School District Unit member Patricia Goodrich; **Jason Klusky**, son of Goshen School District Unit member Pamela Klusky; **Dayna Collins**, daughter of Newburgh School District Unit member Lorna Collins; **Anix Casimir**, son of Orange County Unit member Rose Casimir; **Thomas O'Connor**, son of Minisink School

District Unit member Susan Marshall; **Sean Silverman**, son of Washingtonville School District member Teresa Silverman; **Joel Martinez**, son of Newburgh School District Unit member Keisha Martinez; **Katie Ketcham**, daughter of Minisink School District Unit member JoAnn Ketcham; and **Mitchell Saler**, son of Town of Wallkill Unit member Philip Saler.

Westchester County Local scholarships:

Valerie Pucilowski, daughter of Westchester County Unit member Ruthann Pisano, received the Grace Ann Aloisi scholarship. Winning the local awards were: **Amanda Angilletta**, daughter of Harrison School District Teaching Assistant Unit member Rosemarie Angilletta; **Marisa Caruso**, daughter of Westchester Medical Center Unit member Michael Caruso; **Christopher Cassavecca**, son of Harrison School District Teaching Assistant Unit member Linda Cassavecca; **Stephanie Chia**, daughter of Westchester Medical Center Unit member Huei-Chung Lu; **Ayesha Harrison**, daughter of Westchester Medical Center Unit member Icilda Harrison; **Alessandra Macri**, daughter of Yonkers School District Unit member Grace Macri; **Matthew Mariani**, son of Town of Eastchester Unit member Dennis Mariani; **Andrew Nickoletos**, son of Tuckahoe School District Unit member Lauren Nickoletos; **Vivek Patel**, son of Westchester County Unit member Kalpna Patel; **Nichole Ricketts**, daughter of Westchester County Unit member Mary Pasquini; **Marissa Ruggiero**, daughter of Westchester County Unit member John Ruggiero; and **LiRonda Williams**, daughter of Westchester County Unit member Linda Pompey-Williams.

Westchester County Unit scholarship winners: **Josette Footmon**, daughter of Paula Burrus-Footmon; **Deirdre Kelly**, daughter of James Kelly; **Melina Pooppallil**, daughter of Latha Pooppallil; **Maryann Johnson Thomas**, daughter of Johnson Thomas; **Alexandra Winters**, daughter of Linda Winters; **Elizabeth Perry**, daughter of Joseph Perry; **Vincent Lovallo**, son of Linda Lovallo; **Vivek Patel**, son of Kalpana Patel; **Kaitlin Santoro**, daughter of Kathleen Santoro; and **Valerie Pucilowski**, daughter of Ruthann Pisano.

Central Region:

Central Region James J. Moore Scholarship: **Amber Jackson**, daughter of Janet Jackson, a secretary I at SUNY Upstate Medical Center and **Lauren Tebsherany**, daughter of Barbara Tebsherany, a confidential secretary at the state Unified Court System.

Western Region:

Western Region Judiciary Scholarships:

Richard A. Lughino, son of Richard Lughino who works for Buffalo City Court; **Adrian Cowles**, son of Margaret Haining Cowles who works for Canandaigua City Court; **E. Michael Zelli**, son of E. Scott Zelli who works for the Eighth Judicial District; **Leigh Ann Johnson**, daughter of Miriam Johnson who works for the Seventh Judicial District; **Nicholas Enser**, son of Mary Lou Enser who works for Erie Supreme and County Court; **Cory McCants**, child of Lisa Jacobs who works for Buffalo City Court; **Sara L. Palmer**, daughter of Linda Palmer who works for Allegany County Court; **Lindsey K. Hunt**, daughter of Tim Hunt who works at the Seventh District Law Library; **Allysa Fuller**, daughter of Cynthia Sardina who works for Erie Supreme and County Court; **Kristen Pyles**, daughter of Janice Bartz who works for Monroe Supreme and County court; **Stephanie Warren**, daughter of Cindy Warren who works for Niagara Supreme and County Court and **Andrew Ziegler**, son of John Ziegler who works for Erie Supreme and County Court.

Monroe County Local George M.

Growney Memorial Scholarship: **James P. Arcediano**, son of John Arcediano; **Katelyn Armes**, daughter of Cheryl Armes and Frederick Armes; **Alisha Cleggett**, daughter of Jacqueline and Anthony Cleggett; **Ebony Edwards**, daughter of Yvonne and Sharmine Edwards; **Brittany Gugel**, daughter of Barbara Fraser-Gugel and Mark Gugel; **Jordan Kirkpatrick**, the son of Tom Kirkpatrick and Joanne Kirkpatrick; **Gregory A. Norris**, son of Sandra and Douglas Norris; **Michelle Saucke**, daughter of Jean and David Saucke; **Carly Strang**, daughter of Chuck and Gail Strang; **Duncan Wersinger**, son of Todd and Sonny Wersinger; **Alexandria Wright**, daughter of Giana Kosta and **Emma Zoghlin**, daughter of Rochelle Bell and Jason Zoghlin

Other scholarship recipients

Union Plus Scholarship Award recipients (CSEA/AFSCME):

\$4,000 scholarships: **Thomas Joseph**, son of Valsamma Joseph, who works at Westchester Medical Center and **Valerie Pucilowski**, daughter of Ruthann Pisano, who works for the Westchester County Information Technology Department; **\$2,000 scholarship:** **Michael Natole Jr.**, son of Michael Natole Sr. and Paula Natole, who are both employed at the state Department of Environmental Conservation in the Capital Region; **\$1,000 scholarship:** **Andrew Barna**, son of Shelia Barna, who is employed at the state Unified Court System in the Capital Region, and **Jacquelyn McGinnis**, daughter of Jacqueline McGinnis, a member of the Wyoming County Local. **\$500 scholarship:** **Stephanie Testani**, daughter of Ernesto Testani, a member of the Nassau County Municipal Local

AFSCME Family Scholarship recipients (CSEA):

Brett Schare, son of Terry Schare, a teaching assistant at the Syosot School District in the Long Island Region.

Since 1910

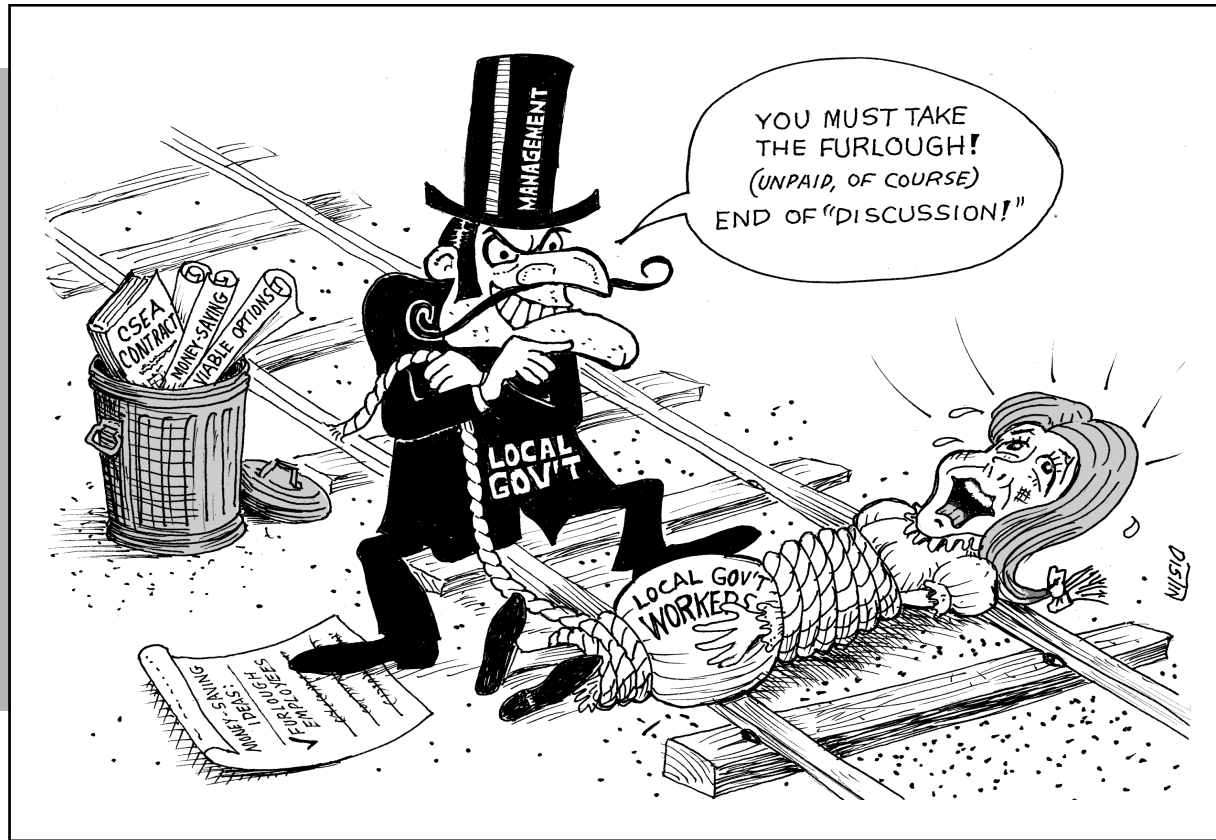
CSEA

New York's LEADING Union

1910 - 2009

99 years

YEARS OF PROGRESS



1930 Great Depression spurs great growth for association

79 years ago ...

With the Great Depression intensifying in 1930, much was changing at the Association of State Civil Service Employees, as CSEA was then known. Membership eligibility was extended to non-competitive class state employees Feb 11, 1930, partially in response to hard economic times.

By the end of that year, nearly 8,500 state workers had joined the association.

That growth would continue throughout the 1930s. Leading the way in the association's growth efforts were President William McDonough and Vice President Beulah Bailey Thull, who understood the association's needs to recruit members and help influence government policy.

As the association's numbers grew, so did its needs. In 1930, association leaders rented its first headquarters space at 222 State St. in Albany. Shortly afterward, the association was provided with space at no cost in the state Capitol.

In addition to office space, the association needed a worker to handle its day-to-day business. The association hired its first employee, Joseph D. Lochner, who came on board as the executive secretary and would spend the next 45 years with the association. (See related story, page 18.)



McDonough

Also in 1930 ...

- The Nazis gain in German elections, paving the way to an eventual takeover of that country's government.
- Unemployment soars, prompting President Herbert Hoover to appoint a Commission for Unemployment Relief.
- The Hawley-Smoot Tariff Act is passed by Congress, which brings retaliatory tariff acts from foreign countries. U.S. foreign trade suffers a sharp decline, and the depression intensifies.



Movie poster for *All Quiet on the Western Front*.

- N.Y. Supreme Court Judge Joseph Crater withdraws all his money from the bank, sells his stock and disappears. His fate is never learned.
- As head of the Motion Picture Producers and Distributors of America, William Hays establishes a code of decency that outlines what is acceptable in films.
- *All Quiet on the Western Front* wins an Oscar for Best Picture.

New leave for military reasons under Family and Medical Leave Act

Once Service Member Family Leave is used by an employee in any 12-month period, it cannot be used again unless that employee has another eligible service member in need of care.

Military leave under FMLA

• **Service Member Family Leave:** employee is entitled to 26 workweeks of leave, as opposed to 12 weeks of leave, to care for a service member who is the spouse, child, parent or next of kin of the employee.

• **Qualifying Exigency Leave:** employee whose child, spouse or parent is on active duty or called to active duty is entitled to 12 weeks of leave to handle non-medical exigencies.

This article focuses on the new military leave benefits provided by the recent amendments to the rules and regulations of the Family and Medical Leave Act (FMLA) which provide for two new types of leave for military reasons.

One new category of leave called, "Service Member Family Leave," entitles an employee to 26 workweeks of leave, as opposed to 12 weeks of leave. An eligible employee who is the spouse, son, daughter, parent or next of kin of a covered service member shall be entitled to a total of 26 workweeks of leave during a 12-month period to care for the service member. This new leave is a one-time leave event.

Once Service Member Family Leave is used by an employee in any 12-month period it cannot be used again, unless that employee has another eligible service member in need of care.

The second new category of leave is called, "Qualifying Exigency Leave," which entitles an employee whose son, daughter, spouse or parent is on active duty or is called to active duty status, to 12 weeks of leave to handle various non-medical exigencies. There are eight broad categories that would be considered a "qualifying exigency," entitling an employee to such leave:

- **Short Notice Deployment:** Leave to address any issue that arises from an impending call or order to active duty in support of a contingency operation seven days or less prior to the date of deployment.
- **Military events and related activities:** Leave to attend any military ceremony, program, or event related to the active duty or call to active duty status or to attend certain family support or assistance programs and informational briefings.
- **Child care and school activities:** Leave to arrange or provide for child care or school-related activities.
- **Financial and legal arrangements:** Leave to make or update various financial or legal arrangements.
- **Counseling:** Leave to attend counseling (by someone other than a health care provider) when necessary as a result of the active duty or call to active duty status.
- **Rest and recuperation:** Leave to spend time with a covered military member who is on short-term, temporary, rest-and-recuperation leave during the period of deployment (up to five days).
- **Post-deployment activities:** Leave to attend arrival ceremonies (including funeral or memorial services), reintegration briefings and events and any other official ceremony or

program sponsored by the military for a period of 90 days following active duty status.

• **Additional activities:** Leave to address other events arising from military duty agreed upon between employer and employee.

An employer may require a copy of the covered military member's

active duty orders or other military documentation to support the qualifying exigency, but only once. The employer may also require the employee to complete an appropriate certification form setting forth various details of such leave.

MEMBERS ONLY INFORMATION

LOCAL 1000
AFSCME, AFL-CIO

Legal Services Program

| | | | |
|------------------------------------------------------|------------------------|-------------------------|-------------------------------------|
| Workers' Compensation and Social Security Disability | Personal Legal Matters | Personal Injury Matters | Taking Care of Business & Elder Law |
|------------------------------------------------------|------------------------|-------------------------|-------------------------------------|

This members only benefit program provides attorney representation for Workers' Compensation, Social Security Disability, Personal Injury and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discounted fees for other personal matters.

Finding a CSEA Legal Services Program attorney is as simple as calling the CSEA toll-free number: **1-800-342-4146** and following the prompts for the Legal Services Program. Listen to the directions for accessing the Injury-Related Plans, or the Non-Injury Related Plans, which includes the Taking Care of Business Plan. Information is also available on the CSEA website at www.csealocal1000.org.

LOCAL 1000, AFSCME, AFL-CIO

1-800-342-4146

Know Your Rights!

Healthcare Discount Program

For Local Government & Private Sector Units

The Strategic Benefit Trust sees the need for a comprehensive discount health program. Not all employees have access to affordable healthcare. For example, those who do not work enough hours to qualify for their employer sponsored coverage or those who do not qualify for group coverage due to their employment.



Real Member Savings

Through this program, members can save 5 to 50 percent on a wide range of healthcare products and services from a broad network of 500,000 healthcare professionals and facilities, plus national programs and online shopping partners. Savings are at the point of service – there are no forms to fill out, no claims to file. For a small membership fee per month this benefit guarantees healthcare savings on a wide range of services.

| Discount Categories | |
|-------------------------|-------------------------------------------------------------------------------------------------------------------------|
| Category | Includes |
| Nurseline | 24-hour nurse access by phone or web |
| Medical Care | Primary and specialty care, hospitals and outpatient surgery centers, physical therapy, imaging and laboratory services |
| Pharmacy | Prescription medications, including mail order services |
| Vision | Laser vision correction, optometry, eyeglasses, contact lenses |
| Dental | General and cosmetic dentistry, orthodontics, periodontics |
| Hearing | Hearing Devices |
| Health Supplies | Medical Supplies and DME, family and household care |
| Behavioral Health | Counseling, psychology, addiction treatment and facilities |
| Long-Term Care Services | Skilled nursing facilities, assisted living, home health care |
| Infertility Treatment | In vitro fertilization, reproductive endocrinology |
| Alternative Care | Chiropractic, massage therapy, acupuncture |
| Wellness | Fitness clubs, equipment and apparel, smoking cessation, weight loss, natural products, vitamins and supplements |

Contact your Local President to ask about negotiating the Strategic Benefit Trust into your next contract.

Disclosure: The OptumHealth Allies Discount Program is administered by HealthAllies, Inc. a discount medical plan organization located at PO Box 10340, Glendale CA 91209 1.800.377.0263. OptumHealth Allies is NOT insurance. OptumHealth Allies provides discounts at certain health care providers for medical services. Optum-Health Allies does not make payments directly to the providers of medical services. The program member is obligated to pay for all health care services but will receive a discount from those health care providers who have contracted with the discount organization.

For Local Government & Private Sector Units

What's In It For You?

EBF provides dental program to eligible retirees

Did you know that the CSEA Employee Benefit Fund has a retiree dental plan that is available to former participants of the EBF dental programs?

When you retire, the benefits available to you will change. While information on health insurance is readily available, other specialized benefits like dental can be more difficult to find. Rest assured that EBF has you covered. Retirement is an exciting time in



your life. Planning for retirement can be easy if you have the right tools available to you.

For more information on the EBF Retiree Dental Plan, contact Linda Saxby at 800-323-2732, ext. 803.

Important Notice: Effective Jan. 1, 2010, annual cap for EBF Retiree Dental Plan will increase from \$1,500 to \$1,800.

For a Retiree Guide, call CSEA at (800) 342-4146 or download a copy from the union's website at www.csealocal1000.org.

What does the EBF Retiree Dental Plan cover?

- An annual cap of \$1,500 per covered individual
- Set fee schedule
- Offers a panel of participating dentists who accept the fee schedule as payment in full for covered services.
- Covers a wide array of services including crowns, periodontics, bridges and dentures.
- Tiered rate structure which allows for individual only, retiree & spouse or family coverage
- Low monthly rates that can be paid via electronic fund transfers from your bank account

Who is eligible?

You are eligible for the Retiree Dental Plan if you:

- Were previously covered by an EBF dental plan on or after July 1, 2002;
- Your employer has signed a retiree language side letter to its contract with EBF;
- Have had continuous dental coverage from your retirement date or you have not had a break in dental coverage of more than 90 days from your retirement date.

An Ever Better Future

Health Benefits

Update on dependent eligibility verification

Empire Plan and NYSHIP HMO enrollees with family coverage

Verification of dependents will be conducted in two phases:

The first phase for dependents of New York state and participating employer enrollees has begun.

Phase 1 Verification Period: Verification packets have been sent.

- New York state employees and employees of participating employers must provide proof (verification) of ALL dependents.
- Proof must be returned and received by Budco no later than Oct. 5, 2009.
- Ineligible dependents (or those who did not submit proof of eligibility) will be removed from coverage, effective retroactive to Feb. 1, 2009.
- Enrollees will be responsible for claims payments made on behalf of ineligible dependents during period of ineligibility.

The second phase will be for dependents of participating agency enrollees.

Phase 2 Verification Period: Verification packets will be sent shortly.

- Local government (participating agency) employees must provide proof (verification) of ALL dependents.
- Submission of proof from Aug. 28, 2009 to Nov. 25, 2009.
- Ineligible dependents (or those who did not submit proof of eligibility) will be removed from coverage, effective retroactive to Feb. 1, 2009.
- Enrollees will be responsible for claims payments made on behalf of ineligible dependents during period of ineligibility.

Failure to provide proof could result in losing dependent coverage retroactive to Feb. 1, 2009, and being held responsible for repaying claims paid under NYSHIP for those dependents as early as the date the dependent was first added to coverage. Other penalties could also be imposed.

ACTION BY YOU IS REQUIRED.

Submit copies of documents as outlined in the verification packet.
NO ORIGINAL DOCUMENTS SHOULD BE SUBMITTED.

If you have questions about the Dependant Eligibility Verification Period, contact Budco at 1-888-358-2198 or visit <http://www.cs.state.ny.us/nyshipeligibilityproject/index.cfm> for more information.

Child going to college? Don't forget NYSHIP student requirements

If your child is going off to college, the end of summer is more than just a change of season. It is a time of transition and this process can be stressful on many levels.

This change will be easier if you make sure your soon-to-be student has what he or she needs. In addition to laptops and books, don't forget about keeping your health insurance up-to-date.

The following information is an attempt to help reduce the level of stress surrounding health insurance coverage.

Did you know that unmarried, dependent children of CSEA-represented state enrollees are eligible for NYSHIP coverage if they meet all of the following guidelines:

- age 19 or over, but under age 25;
- full-time students at an accredited secondary, preparatory or trade school, college or other educational institution, and
- otherwise not eligible for

employer group coverage.

NYSHIP requests proof of eligibility at the time of claim submission. This documentation is separate from that required by the CSEA Employee Benefit Fund (EBF).

Students who complete a semester as a full-time student are eligible to continue health insurance coverage for up to three months following the end of that semester.

If your unmarried, dependent child loses his/her NYSHIP eligibility, you have 60 days from the date coverage ends to apply for continuation of coverage under COBRA. Enrollees must send a written request to the Employee Benefits Division within that 60-day period.

If you would like to know more about full-time student eligibility, please see your NYSHIP General Information Book or contact your agency health benefit administrator, usually located in the personnel department.



Visit your Company Store at
<http://cseastore.sm-pm.com>
or www.csealocal1000.org
All Products are Union-Made in the USA

In-Stock Items - Order in quantities as small as 1 item
Special-Order Items - Imprint with local information - Minimum quantities apply

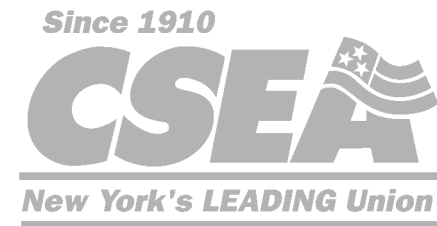
Quarterly Specials

| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------|
| CSE-157 Mens Green Polo Shirt | CSE-158 Ladies Green Polo Shirt |
| • features an embroidered logo | • features an embroidered logo |
| COLOR: green | COLOR: green |
|  |  |
| COST/SIZE: \$22.25 \$29.50 (M-XL) \$24.50 \$31.75 (2X) \$25.75 \$33.10 (3X) \$27.95 \$35.25 (4X) | COST/SIZE: \$22.25 \$29.50 (M-XL) \$24.50 \$31.75 (2X) \$25.75 \$33.10 (3X) |


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Leading Edge



Joseph Lochner, known as 'Mr. CSEA'

Editor's Note: *CSEA will celebrate its 100th anniversary in 2010. Throughout this year The Work Force is devoting Leading Edge to a look back at some of the key individuals who have helped shape our extraordinary history. This month we feature a profile of Joseph Lochner, the association's first employee who became known as "Mr. CSEA."*

ALBANY – At the start of the Great Depression in 1930, association President William McDonough hired a young man fresh out of Albany's Christian Brothers Academy to help with the organization's growing clerical responsibilities.

McDonough had placed a high priority on recruiting new members and the association was growing rapidly fueled by hard times and a proactive administration.

The young man McDonough hired, Joseph Lochner, was the association's first employee and he would remain its top employee for the next 45 years.

Lochner, the son of German immigrants, grew up in the mixing bowl of Albany's South End. His graduation from CBA was no small accomplishment and required tremendous sacrifice from his family. His arrival at the association was an appointment with destiny.

Lochner's hiring also coincided with a move into a cramped office located on the first floor of the state Capitol that the association would occupy until 1947. It was reported that Lochner literally rubbed elbows in that office with the association's founding president, William Thomas, who often used that office while serving as a commissioner of the state pension system until his death in 1932.

There was no shortage of work for the young employee as Lochner was immediately involved in the nuts and bolts of outreach and communication to state employees about the association's activities and

objectives along with maintaining all membership and organization records.

By all accounts, Lochner saw the opportunity in front of him and embraced it, making himself an essential part of all association business. The association grew from 600 members at the start of the decade to more than 35,000 by 1941.

During Lochner's first decade with the association, the association launched its own magazine, *The State Employee*, established an education program, began a groundbreaking group insurance program and helped pass landmark labor relations legislation establishing salary schedules, working conditions and civil service reform – all of which established the foundation of the association's future growth.

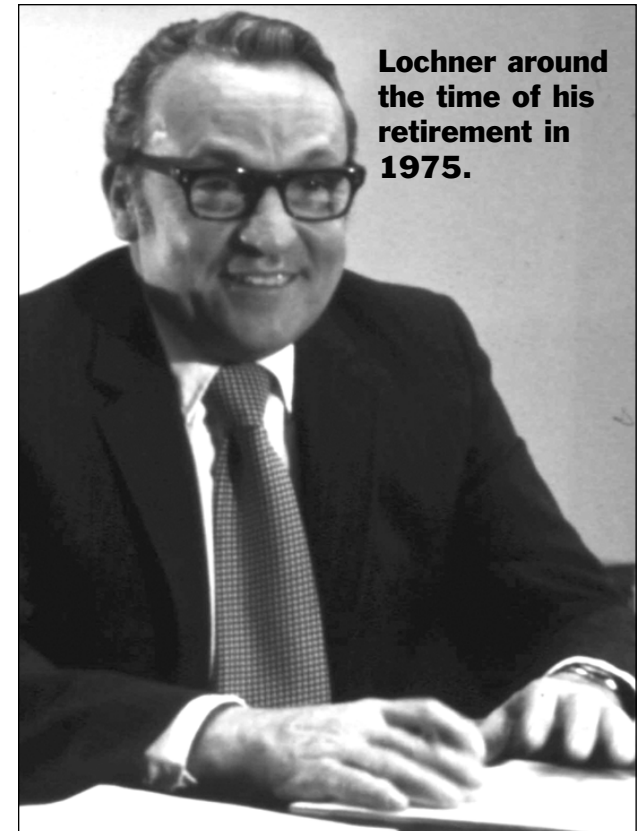
After serving in the armed forces during World War II, Lochner returned to Albany and established himself as the association's executive secretary, a title that would eventually evolve into CSEA's executive director.

For the next 30 years, Lochner would provide the common thread from administration to administration, guiding the association through tremendous growth and development.

Lochner's son Bill, who recently retired after his own 30-year career with CSEA, said Joe Lochner was always on call, taking CSEA phone calls at home on nights and weekends and spending countless hours reviewing correspondence and composing letters into a Dictaphone.

The entire Lochner family was often pressed into service when a big mailing had to go out at CSEA.

"My father's sense of humor is something that left a profound impression on me and also his remarkable communication skills and facility for getting people to work together," Bill Lochner said, in an interview for the CSEA 100 History Project. "He would scream and yell a lot, but the individuals that I came to know within the organization absolutely loved him. The loyalty was just unbelievable because at the end of the day they



Lochner around the time of his retirement in 1975.

knew he was a perfectionist and wanted to fulfill the vision of the organization that we all played a part in."

In 1960, the association honored Lochner as part of the celebration of CSEA's 50th anniversary. CSEA President Joseph Feily gave him the name of "Mr. CSEA" on that occasion.

There was no issue that Joe Lochner did not have a hand in during CSEA's formative years until the time of his retirement in 1975. He helped guide the association from a small parochial organization into a broad statewide force.

Conti, Mims are PEOPLE Recruiters of the Month

Two Western Region activists were recently named PEOPLE's Recruiters of the Month.

Rosalind Conti, a Chautauqua County Local activist, is the PEOPLE Recruiter of the Month for June. She



Conti

recruited 58 PEOPLE members. "PEOPLE is important because it is how the needs of the working people are heard," Conti said.

Ruby Mims of the Erie County Local is the

PEOPLE Recruiter for the month of July. She recruited 23 PEOPLE members.

CSEA's PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement.



Mims

NYS-Ride can save state workers money

Are you a state employee who takes public transportation to work? Join the **NYS-Ride** program! Through this negotiated benefit, CSEA members employed by the state can save money on eligible public transportation expenses by paying for these costs on a pre-tax basis through biweekly payroll deduction. For more information, visit www.nysride.com or call **(866) 428-7781**.

September CSEA calendar of events

Statewide:

- Sept. 14-18: **Annual Delegates Meeting**, Buffalo

Long Island, Metropolitan and Southern regions:

- Sept. 12: **New York City Labor Parade**, Manhattan. The CSEA delegation will meet at 9 a.m. sharp on East 45th Street between 5th and Madison avenues. A light breakfast, T-shirts, door prizes and more will be available - families and friends are welcome. For more information, contact your region's communications associate.

Long Island Region:

- Sept. 8: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Nassau County Medical Center Amphitheatre, East Meadow
- Sept. 26: **Local Government Discipline: Representing Members in Interrogations**, Sign-In: 8:30 - 9 a.m., Workshop: 9 a.m. - 3:30 p.m., Lindenhurst Senior High School, Lindenhurst
- Sept. 29-30: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., City of Glen Cove Fire Department, Glen Cove
- Sept. 30 - Oct. 1: **Local Government Discipline: Representing Members in Interrogations**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western East End, Riverhead

Metropolitan Region:

- Sept. 9-10: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.,

Workshop: 6 - 9 p.m., Creedmoor Psychiatric Center, Queens

- Sept. 23-24: **State Government Discipline & Interrogation: Representing Members Under Article 33**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan

Southern Region:

- Sept. 1-2: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Newburgh City School Unit Office, Newburgh
- Sept. 9-10: **Local Government/Private Sector Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Westchester Local Office, White Plains

Capital Region:

- Sept. 23-24: **Local Government Discipline: Representing Members in Interrogations**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Ballston Spa Middle School Library, Ballston Spa

Central Region:

- Sept. 1-2: **State Government Discipline and Interrogation: Representing Members Under Article 33**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Mohawk Correctional Facility, Rome
- Sept. 2-3: **State Government Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Central Region Office, East Syracuse
- Sept. 3: **Labor-Community Picnic**, 4 p.m. - 8 p.m., Ross Park Pavilion, Binghamton. Sponsored by the AFL-

LONG BEACH RATIFIES — CSEA members in the City of Long Beach Unit

overwhelmingly ratified a new six-year contract that includes annual salary percentage increases, improved night and weekend differential payments and no change in health insurance benefits ... **NEW BARGAINING UNIT** — The Pawling School District Unit in Dutchess County recently expanded. CSEA won voluntary recognition from the school district, allowing a previously unrepresented group of playground monitors to join the existing bargaining unit. CSEA is negotiating a



TODAY

wage schedule for the workers ... **NEW DEAL** — Lindenhurst School District

Aides/Monitors Unit members ratified a new three-year contract. The pact provides for salary percentage increases, retroactive pay dating to July 1, 2008, and improved longevity payments ... **LAKE GROVE PACT** — Village of Lake Grove Unit members ratified a new three-year contact by an overwhelming margin. The agreement provides for annual salary percentage increases and no givebacks.

CSEA statewide Secretary Denise Berkley recently swore in new Department of State Local officers at an event at Troy's Joe Bruno Stadium. Berkley was also on hand to throw out the ceremonial first pitch for that night's ValleyCats game. Here, Berkley poses with ValleyCats fan Dylan Mendez, son of Department of State Local member Anna Mendez, and two ValleyCats players.



CIO Broome-Tioga Federation of Labor. Contact Bonnie Wilson at (607) 729-2547 or bonnie@cnylabor.org for information.

- Sept. 7: **Syracuse Labor Day Parade**, New York State Fairgrounds. Lineup begins at 10:30 a.m. Join CSEA President Danny Donohue and Central Region President Colleen Wheaton as they lead off CSEA's contingent in the AFL-CIO Syracuse Area Labor Federation's parade. Visit CSEA's website at www.csealocal1000.org for more information.
- Sept. 7: **Solidarity Parade**, Massena. CSEA meets at the corner of Willow & Center streets at 10 a.m. for set-up. Parade starts at 11 a.m. T-shirts provided for union members. Free picnic for union members & their families immediately following parade at Springs Park.
- Sept. 7: **Labor-Community Picnic**, 11 a.m. - 3 p.m., Stewart Park, Ithaca. Sponsored by the AFL-CIO Midstate Central Labor Council and the Tompkins County Workers' Center. Contact Bonnie Wilson at (607) 729-2547 or bonnie@cnylabor.org for information.

- Sept. 8-9: **Local Government/Private Sector Grievance Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western University Inn, Canton
- Sept. 22-23: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western University Inn, Canton

Western Region:

- Sept. 7: **Rochester Area Labor Federation's 23rd Annual Rochester Central Labor Council Labor Day**

Parade, 11 a.m. The CSEA delegation will meet at East Avenue and Strathallan Park. Call (585) 328-5250 for more information.

- Sept. 7: **Western New York Area Labor Federation Buffalo Central Labor Council Labor Day Parade**. Step-off is anticipated around noon. Call (716) 896-1640 for more information.
- Sept. 12: **Steward Workshop**, Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 3:30 p.m., West Seneca Central Schools, East Middle School Cafeteria, West Seneca
- Sept. 22-23: **State Government Discipline and Interrogation: Representing Members Under Article 33**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., SUNY Fredonia
- Sept. 22-23: **State Government Discipline and Interrogation: Representing Members Under Article 33**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Genesee County Mental Health Building, Fredonia
- Sept. 29-30: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Wayne County Local Office, Lyons

For more information on the listed events or to participate, contact your region office (phone numbers are listed on Page 4) or visit your region page at CSEA's website at www.csealocal1000.org. Please note that additional events may be scheduled in your region, so check your region calendar page on the website.

CSEA members save \$4.00 off admission on Sept. 5 and 6, 2009, during CSEA Weekend.



Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate to get \$4 off the price of admission on Saturday and Sunday, Sept. 5 and 6, 2009, only.

The New York State Fair is at the Empire Expo Center located off Exit 7 of I-690, 3 miles west of Syracuse. Hours of operation are 10 a.m. to 10 p.m. daily.

Reproduced coupons will not be accepted.

Additional coupons will be available at your CSEA region office.

Saturday, Sept. 5 and Sunday, Sept. 6, 2009, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive \$4.00 off admission that weekend, compliments of CSEA and the New York State Fair.

NEW! Find CSEA and view our 100-year history display during the entire fair at our new booth location along the front wall to the left of the center doors in the Americraft Center of Progress Building. Stop by and visit the CSEA booth any day, 10 a.m. to 10 p.m. The coupons for \$4.00 off admission, however, are only good during CSEA weekend, Saturday and Sunday, Sept. 5 and 6, 2009.

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE
CSEA member admission \$6.00*

SAVE \$4.00

CSEA
 Local 1000 AFSCME, AFL-CIO
 Danny Donohue, President

Coupon is valid for CSEA weekend only – Saturday and Sunday Sept. 5 and 6, 2009.

CSEA members and family members each get one admission for \$6.00 when purchased at any gate with coupon. One coupon per person.
 *Adult admission.
 Children 12 and under admitted free.

NAME _____
 ADDRESS _____
 PHONE _____
 CSEA LOCAL _____

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