

THE WORK FORCE

Disaster hits home



When tsunamis wreaked havoc and devastated lives in south Asia on December 26, the shock waves were felt around the world. The lives of many CSEA members were touched directly and even more importantly, thousands of CSEA members have opened their hearts and wallets in response.

See stories – Page 3

Photo of the Month



Photo by Rachel Langert
Town of Brookhaven Unit animal caretaker Kellei Burke feeds hungry goats recently at the town's wild animal preserve. More pictures of unusual winter work town workers perform on Page 8.

Westchester food service workers win with CSEA

VALHALLA — Food service workers at Westchester Medical Center got an early holiday gift when they won recognition as a CSEA local.

Employees of Sodexho, the private company that provides the hospital with cafeteria and dietary workers, recently won a card-check process when an overwhelming majority of employees signed authorization cards supporting formation of a union with CSEA.

Sodexho and CSEA worked together to ensure a fair, open process where workers were free of intimidation, harassment or fear. Sodexho recognized that a majority of workers wanted to form a union.

The new private sector local will join an already strong CSEA presence at the hospital. The union represents nearly 2,000 health care, administrative, technical and professional workers at the hospital, as well as nearly 250 laundry and housekeeping workers employed by the private sector Morrison Crothall company.

In anticipation of contract negotiations, Sodexho employees began meeting with CSEA staff to determine contract priorities. The workers will seek various improvements in their initial contract.

"These working men and women made this union happen," CSEA President Danny Donohue said. "The whole process went very quickly because so many people were working alongside us, doing whatever they needed to do to get things done. Their solidarity is commendable."

Donohue also recognized Morrison Crothall Local President Robert Freckleton for his many hours of assistance in the organizing process.

Southern Region President Diane Hewitt said the new private-sector local will be a welcome addition to the region.

"These workers have proven they have the activist spirit that is so vital to a union," Hewitt said.

— Jessica Stone

Pataki budget lacking

ALBANY — CSEA is wasting no time in slamming Gov. George Pataki's proposed state budget.

CSEA is particularly concerned about the need for meaningful Medicaid reform and changing the state's outdated funding formulas that shortchange public health care facilities.

The union has already launched a statewide campaign over these issues and President Danny Donohue offered up substantive ideas in recent testimony before the state Senate's Health and Insurance Committees. (see story, Page 5)

The governor's proposal would cut well over \$1.2 billion from the health care system.

"The governor had the

opportunity to show real leadership on a wide range of issues," said CSEA President Danny Donohue.

"But instead, his proposals seem to be telling health care providers to do less with less and consider it reform. (see President's column, Page 4).

Many of the governor's proposals appear to be retreads of old ideas rather than bold new initiatives.

At press time, CSEA experts were poring over thousands of pages of technical detail as part of the union's thorough review of the budget documents.

Stay up to date on CSEA's budget analysis and mobilization at www.csealocal1000.org

Monroe County part-time workers join CSEA ranks

ROCHESTER — Part time, seasonal and per diem Monroe County employees are celebrating forming a union with CSEA after the Public Employment Relations Board certified the workers as a new bargaining unit.

The new unit, the second part-time employee unit in the Monroe County local, includes about 260 workers employed in the county's hospitals, parks, clerk, environmental services, finance, health and human services, public health, public safety and sheriff departments.

"This is the end of so many years of these people being treated like second-class citizens of Monroe County," said Western Region President Flo Tripi. "We are hoping this will give the workers the

representation they need and bring them into the 21st century. We are very happy to have them as our members."

Joining CSEA will give the employees strength and help them improve their working conditions, said Monroe County Local President Bernadette Giambra.

"If you are going to be strong, you need to be together," she said. "We are thrilled to have them as part of our family."

The unit is now seeking interim officers to serve until June 30, when local and unit officer terms expire. The workers are also preparing for their first contract negotiations.

— Lynn Miller

CSEA activist Cathy Pipitone dies

MASSAPEQUA — CSEA members throughout the Long Island Region are mourning the death of Cathy Pipitone, a former officer of the region and Oyster Bay Town Local. She was also a CSEA activist for many years.

She was stricken Jan. 10 after attending a region Women's Committee meeting. Pipitone was the committee's co-vice chairwoman.

"Cathy was a very dedicated worker for the region and the local," said Augie Buckhardt, Oyster Bay local president. "We are very sad about her death."

An employee of the town's Community and Youth Services Department for 24 years, she served the local as a shop steward, 3rd vice president and newsletter editor. She also served on several local committees.

Pipitone had also served as the Long Island Region secretary, Public Relations Committee chairwoman, and was an active member of the region Women's Committee. She was also active in her community.

**CSEA members directly affected by tsunami disaster,
union members show generosity**

Wave of disaster, flood of relief

Scores of union member's family lost

"Unions are here to help employees in this country," CSEA member Vijayashanthar "Vijay" Patpanathan said. "Now, CSEA is helping people on the other side of the world."

Patpanathan, a direct care aide and a member of the Western New York DDSO Local, learned the worst in December following the tsunami that devastated countries along the Indian Ocean. The swift-moving flood claimed the lives of 27 of his relatives in his homeland, Sri Lanka.



Vijay Patpanathan, a native of Sri Lanka, lost 27 members of his family in the tsunami.

Patpanathan has lived in the United States for 20 years and in the Buffalo area since last fall.

His mother, an uncle and an older sister in Sri Lanka live inland and escaped the tsunami. His cousins and his cousins' children were still missing more than a week after the natural disaster. He last saw his cousins during a visit to Sri Lanka last summer.

In response to the tragedy, CSEA members came together to collect monetary donations for a relief agency working in the country.

"Vijay called us and asked if the local office could be a drop-off point," said Dawn Smith, Western New York DDSO local president. "That is how we got involved."

Union officers collected donations over a 10-day period. Just a few days into the campaign, more than \$300 had

See REGION on Page 13

CSEA members stand tall

In the aftermath of the devastating tsunamis last December I heard from members across the state about your desire to help. I am so very proud of the enormous display of caring and commitment of CSEA activists, officers and staff in the response.

Through local projects and working with relief agencies like the Red Cross, CSEA members have helped raise hundreds of thousands of dollars (see photo and related story on Page 13). I don't think any of us can fully grasp the extent of the disaster and the overwhelming need it has created. We must continue to all that we can.

My personal thanks and appreciation to all who have responded. CSEA is standing taller today because of you. More importantly, you have helped provide hope for people who truly need it.

P.S. Look no further than the stories on this page for evidence of how events on the other side of the earth affect our own community.

CSEA member, wife endure harrowing experience

BANGKOK, Thailand — CSEA Tompkins Cortland Community College Unit President Scott Weatherby and his wife are lucky to be alive after being injured in the deadly tsunami that hit as they vacationed in Thailand.

Weatherby, an electrician, and his wife Chris Xaver, a professor at the college, were on Phuket Island when the water raced ashore.

Weatherby and Xaver initially thought a water main break caused the water they found in their hotel room when they awoke on Dec. 26. Even after they found mud and debris around them when they went to breakfast in an open-air dining area, they had no idea a bigger wave was coming.

"I noticed a lot of debris floating in the ocean near the beach," Weatherby said, in a series of e-mails the couple later wrote from their hospital room in Thailand. "Some people were walking around. There was a car parked on the beach directly across the road from us. As we watched, we could see a wave hit the car and in what seemed like only an instant, the car was being pushed right at us. The water hit us so fast the only thing I said was 'whoa....' I didn't even have time to look over at Chris."

The wave knocked Weatherby off his feet, and he soon became

submerged in the rising water. Tables and chairs slammed into his body, and the waves hurled him into other furniture.

'This is it'

"I was hit with a force of water that I had never experienced before," he said. "My only thoughts were that 'this is it, I am either going to die drowning or being

crushed to death or both."

Weatherby popped his head above water and grabbed a piece of metal molding on a column. He went underwater again when the molding broke. He moved with the crushing flow through the resort until he was able to

surface from the surge. He yelled to a woman standing behind another column, who grabbed his hand and helped Weatherby out of the flow.

Meanwhile, the wave slammed Xaver into a concrete wall. Tables and chairs bombarded her, eventually creating a 'shell' around her. But the water kept pushing.

"At one point, my body was smacked against the wall, but my left leg was wrapping, with my shin side around the corner (backwards). Debris was pushing hard against my leg," she said.

"It's amazing what you think during this time," she said.

See UNION on Page 13



Scott Weatherby, left, and his wife, Chris Xaver, recover in a Thailand hospital after being caught up in the tsunami. They were vacationing in Thailand.

Union member, wife survive tsunami in Thailand

Continued from Page 3

"Everything was in slow motion. I could see yellow, gritty water, feel the crushing weight of the debris and knew that I would die either from drowning or the crushing weight."

The pain from the slamming debris was so intense for Xaver that she hoped that her leg would snap off to allow her to survive.

"I was praying the damn leg would just snap," she said. "I needed relief, and I wanted to live. In hindsight, I'm awfully glad that didn't happen."

The water then receded, leaving Weatherby and Xaver separated, terrified and unaware whether either was still alive.

"As I stood, blood was coming off my legs and running into the dirty water," Weatherby said. "I called out for Chris thinking the worst for her."

Xaver, meanwhile, feared that Weatherby was trapped under debris and dead.

"I was able to climb out from under the pile of tables and chairs," she said. "When I looked to my right, there was a car (in the building) and I couldn't find Scott. My dress was torn off my body and I was standing there, trying to move the rubble to see where Scott was. I just couldn't find him. I was screaming his name frantically trying to find him ... I was convinced Scott was dead, assumed he was under the car, and was simply stunned."

Xaver soon evacuated to higher ground when other survivors warned that another wave was coming.

"I tried looking over the balcony for Scott," she said. "All I could see was rubble, but no humans. After 15 minutes or a half hour, someone came running upstairs and said 'are you Chris?' I started crying because I knew Scott was alive and calling for me, too."

Eventually, Weatherby and Xaver reunited. Xaver was

bleeding and pieces of wood stuck into her legs. Weatherby, who was also bleeding, suffered severe neck pain and could barely move. Fearing that he had broken his neck or back and was paralyzed, they managed to get down to the road.

"As I was crumpling to the ground in shock, a minivan stopped, picked us up and took us to the Phuket International Hospital. We received great care there and days later, we were transferred to a private Bangkok hospital via a Thai Royal Air Force C-130."

At the hospital, they were examined for further injuries, but were mostly otherwise uninjured. Xaver suffered from bruises, cuts and a torn ligament in her leg and was given a soft cast. Weatherby had bruises all over his chest.

"They're not like normal bruises, the doctors here call them 'black' bruises and they're deep and run the length of his chest and arms," Xaver said. Both praised the high quality medical care they received and the generosity of the Thai people and others that came to their aid.

"In the end, I think we are the two luckiest people alive," Xaver said. "We're just now seeing the (extent of) the destruction on television. Of course, it causes you to relive it over and over. As much as I feel like I've been through a war, I can't complain, cry, anything. We are alive, and we have each other."

"We were indeed the lucky ones," Weatherby said,

Xaver, in an e-mail, thanked family and friends for their thoughts and prayers. "We're not the ones who need them," she wrote. "There are so many people so badly hurt here. There are so many who've lost husbands, wives, children and grandparents. We are so lucky."

— Mark M. Kotzin



WNYT-Channel 13 reporter Benita Zahn interviews CSEA member Chris Kronau during a fund-raiser for tsunami victim relief efforts. The mini-telethon held at CSEA Headquarters raised more than \$100,000 that day, with CSEA activists and staff taking pledges. Donations can still be made online at www.redcrossnyny.org or send a check payable to American Red Cross (note in the memo Tsunami relief) 33 Everett Road, Albany, 12205, or thorough your local Red Cross chapter.

"The devastation and suffering caused by the recent tsunami are close to unimaginable. I urge all CSEA members to give from the bottom of their hearts to help the relief effort," CSEA President Danny Donohue said.

Region responds to member's loss

Continued from Page 3

already been collected from CSEA members and others, Local Secretary Sue Balsano said. The officers sent the donations to Tamils Rehabilitation Organization, a group with which Patpanathan is affiliated.

Last summer, Patpanathan took his family to Sri Lanka, where he volunteered with the non-profit Tamils Rehabilitation Organization. The group, which has an office in Maryland, has been working to improve the lives of Sri Lankan refugees who fled their homes during a civil war there. Efforts have included building orphanages and care facilities for disabled people, Patpanathan said. The organization has also helped people with other medical issues.

"Because of the civil war, a lot of people lost limbs from the land mines," Patpanathan said. "They are supplying services to those people, giving them wheelchairs and prosthetic limbs."

While he was in Sri Lanka, Patpanathan shared the training he has received as a direct care aide. He brought packets of information for the Sri Lankans and taught them the techniques he uses when working with his clients.

Now, the focus is on rebuilding the nation. Sri Lanka was among the nations hardest hit by the tsunami, caused by a powerful underwater earthquake in the Indian Ocean. The shift in the ocean's floor triggered a series of powerful waves, which wiped out entire villages in some areas.

— Lynn Miller

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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Governor's budget is an assault on health care

There are a lot of issues to be concerned about in Gov. George Pataki's proposed \$105.5 billion state budget. None come close to the alarm raised by the governor's health care proposals. The governor's proposals will not only directly affect the 65,000 CSEA members who work in health care facilities, they will hurt every one of you and your families if you depend on quality health care being available where you live.



The governor's proposals will undermine the quality and availability of health care services in every community across the state. Both public and private health care facilities will be hurt, but public facilities that are providers of last resort when no other help is available would be put at the greatest risk.

The need to reform the long outdated funding formula for public health care facilities and address the Medicaid squeeze demands far-reaching solutions. The governor had the opportunity to provide leadership and direction. Instead his plan amounts to an all-out assault on health care.

The governor's budget plan would cut well over \$1.2 billion from the health care system. Particularly for public facilities he seems to be saying do less with less and consider it reform. Additionally, he's back with an outrageous proposal to tax hospitals and nursing homes – a move that could be a back breaker for many facilities and a death knell for needed services.

Every one of us has a stake in the outcome of the state budget fight. CSEA will fight it in the halls and conference rooms of the state capital. We will fight it in the newspapers and airwaves of New York. But we cannot win unless you get involved and help fight it in your local health care facilities and communities too.

CSEA leader tell lawmakers health care reform needs urgent care now

ALBANY — In testimony before the Senate Health and Insurance Committees, CSEA President Danny Donohue has delivered directly to state lawmakers the message that the union has already begun advocating through a statewide media campaign: Health Care Reform Needs Urgent Care Now!

“County budgets are strained to the breaking point over Medicaid obligations while public facilities continue to be shortchanged by long out-of-date funding formulas,” Donohue said. “CSEA supports new approaches as long as they ensure fairness and access to quality care.”

Public facilities are responsible for providing “safety net” services such as emergency room care and care for the uninsured and underinsured. Donohue said

government reimbursement rates for these services are usually less than the cost of providing them. Donohue called on lawmakers to reconsider reimbursement rates and focus on appropriate funding to meet real needs.

Donohue also urged lawmakers to spare hospitals that have the highest no-pay and Medicaid cases from any further funding cuts, including the state’s public benefit corporation hospitals in Nassau, Westchester and Erie counties, as well as New York’s university hospitals, along with other public facilities.

Citing a successful Ohio program, the CSEA leader said New York should strive, whenever possible, to care for seniors in their homes instead of placing them in nursing homes. Donohue stressed that the success of the

Ohio program is due in large part to the fact that home health services are provided by highly-qualified and dedicated public employees and are accountable to taxpayers.

Donohue recommended that lawmakers consider smart and responsible cost containment measures such as implementation of a preferred drug list, similar to a plan CSEA negotiated for its state employee members, to curb the skyrocketing costs of prescription drugs. He pointed out that CSEA has been publicly advocating this measure for nearly 18 months.

“Millions in savings to New York’s state and local governments is available,” Donohue said.

“Millions that could be redirected to improving public nursing homes, hospitals and home care.”



For more information and to find out how you can be a part of CSEA’s campaign to fight for critical healthcare reform, visit the CSEA website: csealocal1000.org.

CSEA fights Delaware County contracting out

DELHI — CSEA is pushing hard to let Delaware County leaders know they still have a choice when it comes to not privatizing health care services.

Delaware has joined the ranks of local governments considering selling their county-owned and operated nursing homes and contracting out other health care services, namely their Certified Home Health Agency, to reduce costs.

CSEA is fighting the sale, stating that such a “quick-fix” move could mean long-term loss to county residents of available, quality care for those who are least able to afford private care.

CSEA activists have attended and spoken at public hearings, hung up posters and handed out brochures, worn “Don’t Sell Out Our Elderly”

stickers, and have gotten hundreds of signatures from those in the community opposed to Countryside Care Center’s sale.

The union has also run advertising in local papers opposing the sale. Unfortunately, the mixture of older, outdated facilities, a continued loss of federal funding, and stagnant Medicaid reimbursement rates from the state based on 1983 costs has combined to put a crushing burden on those counties still operating public nursing homes, requiring massive infusions of taxpayer subsidies to keep in operation.

Yet the union is optimistic that Delaware County can see at least one alternative right over its border. CSEA is pointing to Otsego Manor, the brand-new, state-of-the-art county nursing home just built in neighboring Otsego County, as the potential solution to Delaware’s troubles. Through building their own new facility, Otsego County expects to reduce their operating subsidies to near zero through higher reimbursement rates.

“We want Delaware County to take a serious look at what Otsego County was able to achieve. It’s impressive, and could be the solution for Delaware County as well,” said Delaware County Local President George Lawson.

— Mark M. Kotzin

Editor’s note: The March Work Force will highlight Otsego County’s struggle to reduce health care costs from its nursing home, showing how building a new facility turned into a winning solution for everyone involved.

CSEA Voices



“The county legislature just changed the facility’s name, but we need to know something more about our future. We worry about privatization.”

— Vincent Morgan, 10-year CSEA member, Valley View Center for Nursing Care and Rehabilitation (formerly the Orange County Residential Health Care Facility)



Registered Nurse Cathy Goebel spends a moment with resident Carlton Wheat.



“OCA and other state agencies need to be vigilant and make sure that they act immediately when it comes to protecting the safety and health of our work force.”

CSEA *Voices*



I am not concerned about my Social Security, but I am concerned about future generations. I feel that the way things are going, it is going to be too hard for people to save money for their retirement. There are too many minimum wage jobs. I am definitely concerned about future retirees. ”

— Johanna Lieberman, member, Buffalo-Niagara Frontier Retirees Local

Cancer threat forces court worker move

MANHATTAN — When several workers in his department came down with various forms of cancer, Pat Iannotto feared it wasn't a coincidence.

Iannotto, the director of records and supply for the New York City Criminal Court of the Office of Court Administration (OCA), was always suspicious of the high electromagnetic fields (EMF) that he once measured in their basement office nearly 12 years ago with a store-bought, handheld device.

“When we first moved in here we knew there were problems,” Iannotto said. He originally noticed how the color on computer monitors changed and shifted. “Since there were no government standards (indicating appropriate safety levels), we assumed that they were not harmful.”

Cancer threat

That all changed when two of his colleagues, members of AFSCME District Council 37, recently developed cancer. Iannotto immediately called his CSEA representatives and a CSEA safety and health specialist was dispatched to conduct tests.

“I said, enough is enough,” Iannotto said. “We can't leave that to chance so we decided to get the union involved. In hindsight, we should have gotten the union involved 12 years ago.”

The test results were astounding to CSEA.

While most experts agree that EMFs are unsafe when they surpass 0.2 mGauss (the unit used to measure

electromagnetic fields), the readings at the OCS office fluctuated between 4 to 50 mGauss.

“The scientific community has no standard for EMF exposure, but most experts agree that measurements below 0.2 mGauss seems to have no adverse health effects. CSEA takes the same position,” CSEA Occupational Safety and Health Specialist Komilla John said. “In the absence of any conclusive studies on EMF exposure, CSEA recommends practicing prudent avoidance.”

Office move

Upon receiving the test results, Iannotto and the other records and supply workers immediately asked to move to another office.

“We kept pressure on OCA to move us, and then OCA hired an independent company to test EMF,” Iannotto said. The independent company's test results concurred with CSEA's, Iannotto said.

“It's tragic that our members and members from our sister

union DC 37 had to be exposed to these dangerous electromagnetic fields for so long,” Metropolitan Region President George Boncoraglio said. “OCA and other state agencies need to be vigilant and make sure that they act immediately when it comes to protecting the safety and health of our work force.”

New York City State Employees Local President Vincent Martusciello charged that OCA initially “dragged its feet in moving our members out of a building that had dangerous levels of EMF.” After obtaining their own test results, management agreed to move the workers to another location in lower Manhattan.

The move to the new office has been a major undertaking, but he's relieved that they finally got out, Iannotto said.

“They put us into cramped temporary quarters, but at least we are not in a dangerous space anymore,” Iannotto said.

— David Galarza

Stay informed about what state government is doing through

INSIDE ALBANY

CSEA is a longtime, major underwriter of this award-winning public television program. See the times below for the 2005 broadcast schedule in your area.

| | | |
|-----------------|------|----------------------|
| Saturday | | |
| Binghamton | WSKG | 2:30 pm |
| NYC | WNET | 1:30 pm |
| Rochester | WXXI | 5:30 pm |
| Sunday | | |
| Albany | WMHT | 12:30 pm 11:30 pm |
| Buffalo | WNED | 10:00 am |
| Long Island | WLIW | 7:00 am |
| NYC | WNET | 6:00 am |
| Plattsburgh | WCVE | 9:00 am |
| Syracuse | WCNY | 1:00 pm |
| Watertown | WPBS | 7:00 am |
| Monday | | |
| Long Island | WLIW | 12:00 noon |

'Terrorist' conviction in Social Services threats

WAMPSVILLE — CSEA members employed at the Madison County Department of Social Services now feel safer at work after a Syracuse man recently was convicted of making "terrorist" threats against them.

Donald Jenner is one of the first people in New York state to be convicted of the new state felony charge, added to state law after the Sept. 11, 2001 terrorist attacks. Jenner is now in the Madison County Jail awaiting sentencing on the charge, which carries a maximum seven-year prison term.

Jenner's conviction is a relief to Foster Care Preventive Caseworker Robin Streeter and Case Supervisor Tim Brown, who both work for the department's Child and Family Services Division and were targets of Jenner's threats.

Dangerous threats

The threats began last year when Streeter and Onondaga County Caseworker and CSEA member Michelle Moon told Jenner's pregnant girlfriend that she would have to end her relationship with Jenner, an untreated sex offender, if she wanted to regain custody of her son from a previous relationship. The son was in foster care.

"Jenner said he was going to come into the social services building and shoot Tim and me

because he had nothing to lose," Streeter said. "(Jenner) didn't like what I had to say, and he made some sort of remark about Columbine and 'you haven't seen anything yet.'"

Police called

Moon, the first target of Jenner's threats, warned Streeter about the comments and soon alerted police.

"(Moon) was scared for me, and I was scared because he seemed serious," Streeter said. "I knew of his extensive criminal background, so I knew what he was capable of."

Streeter later asked Jenner's girlfriend to confirm whether she should take his threats seriously.

"I asked her what my safety level was," Streeter said. "She said 'zero' and that I should take it seriously. I asked her if she thought he would follow through with it and she said 'absolutely.'"

Streeter then approached the county's social services attorney, who tried to have an order of protection placed against Jenner. The court, however, failed to place the order because Jenner had not threatened Streeter directly.

"That night, I was very nervous and scared," Streeter said. "I watched the parking lot when I left work and went a different route home to make sure I wasn't being



CSEA members Tim Brown and Robin Streeter stand in the security vestibule of the Madison County Department of Social Services lobby. Their work place is secure, but they could still face threats outside the buildings.

followed."

Streeter reported the threats to Brown and they found police in Syracuse had arrested Jenner on another charge the previous evening. While she was relieved, Streeter was still scared and determined to make sure Jenner served time.

"I've been threatened by people before, but a lot of them are just blowing off steam," she said. "I knew (Jenner) meant business."

Support at work

The department gave Streeter a cell phone to use when working outside the building and allowed other workers to join her on home visits to make her feel safer. Streeter said the support of her department helped her deal with the

difficult situation.

"I'm rather surprised that other agencies don't have these things in place; an ounce of prevention is worth a pound of cure kind of thing," he said.

While Streeter still doesn't believe that most of the department's clients would be capable of violence against social service workers, this case has reminded her to be more aware of her personal security.

"We should just be more aware and take things seriously," she said. "Maybe (Jenner's conviction) will also set an example for people who would threaten workers and maybe stop some of it. That would be my hope."

— Mark M. Kotzin



Work site security is a serious issue for CSEA. In 1992, four CSEA members were murdered in their Social Services office in Watkins Glen by a deadbeat dad. Numerous other incidents over the years bear out CSEA's call for better security.

CSEA Voices



"I can only hope Social Security will still be there when I retire. With the cost of living going up so much, the amount we get might not be enough to live on. I am not really sure if it will be there for the next generation."

— Joyce DiChristina, welfare examiner, Erie County Department of Social Services.



The Town of Brookhaven's Ecology Site, Park and Animal Preserve is a recreational and educational facility built by CSEA members on a reclaimed landfill. The site contains a horticultural center, where workers grow plants for town facilities and community groups. The greenhouse is also a popular picture-taking site for weddings and other portraits. The ecology center is home to over 100 non-releaseable wild animals and a petting zoo. The center offers exhibits and tours for the whole family to learn more about many animal species.

CSEA Voices



"I do not think Congress would dare reduce already-delivered benefits to elderly people without the possibility of an elders' revolt becoming a reality. I am scared for my children and grandchildren. The present administration is trying to close their budget problem on the backs of future Social Security recipients."

— Gerry Prince, executive vice president, Buffalo-Niagara Frontier Retirees Local.

Winter work isn't all about the cold

Members of CSEA's Town of Brookhaven Highway Unit have much more to do outside in the winter than plowing, salting or sanding roads.

Union members employed by the town also pass the cold months in unique jobs at the town's Ecology Site, Park and Animal Preserve. CSEA jobs at the preserve include:

- Tending to flowers and other plants in the greenhouse
- caring for animals, both wild and farm species.

The following photos show Brookhaven Unit members at work at jobs many CSEA members don't see every day.

— Rachel Langert



Above, Horticultural Worker and CSEA member Rosa Goncalves shows off some of the plants she grows in the greenhouse.



Animal Caretaker Hector Cruz with one of his charges, a mountain lion, who wasn't impressed by the camera.



Left, Animal Caretaker Kellei Burke gives Rascal the coatimundi some quality time at breakfast.



Right, Burke tends to a biaturog, an Asian animal also called a bear cat.

A mighty pen for public employees

CSEA officer and activist Charles Parsons gets discouraged when he hears people complaining about how easy public employees have it in their jobs, along with their enormous paychecks and pensions.

In fact, Parsons got so ticked he decided to enlighten a misinformed public with a missive to the editor, any editor, about some particular state workers — snowplow drivers.

"I think New Yorkers would gain a whole new appreciation for these operators if they realized the

sacrifices DOT employees make not only with their very lives but with what they give up in relation to their families and personal lives," Parsons wrote.

Parsons' letter was the culmination of a labor studies class he took at Cornell University. Students had to write a letter to a newspaper as a class project. Parsons sent his letter out across the state.

The letter tells a story few know: long hours, tight household budgets, bitter cold, diesel fumes, traffic

hazards, a myriad collection of levers and distractions, and the hypnotic effect of blowing snow at night.

"I am proud to represent these workers as president of their local union. I'm proud of the decent wages and benefits CSEA has been able to win on their behalf. These workers deserve them all, and more," the letter concludes.

Read the letter in its entirety at http://www.csealocal1000.org/osh/dot_parsons_letter.php.



Geneva Contention

Geneva City School District employee and CSEA member Mark Yeckley demonstrates before the district's recent school board meeting. Unit members have been without a contract since last summer and the union recently declared an impasse in negotiations.

CSEA gains tuition benefit

BUFFALO — Children of 132 CSEA members working at Erie Community College are now able to attend school tuition-free. Beginning this past September, employees and their dependents are able to receive tuition waivers for full-time attendance at the college.

The CSEA agreement is modeled after a similar provision that already existed for some other ECC employees. It is the result of months of work, said Erie County Local Erie Community College Section President Gary Goshen.

"We wanted to complete something for our members that followed the lead of the faculty and administration union," Goshen said. "They have tuition waivers for their children already written in to their contract."

Goshen began working to include the waivers in the CSEA contract early in 2004. He met with administrators and eventually sat down with college President William Mariani to hammer out the issue.

The waivers were available for the semester that began last fall, Goshen said. Ten students used

the waivers last semester.

"Now, mom or dad — we have a lot of single parents — doesn't have to worry about their kids' education costs," Goshen said.

— Lynn Miller



Senior clerk stenographers Terry Fiorello, left, and Paula Rzadkiewicz work on a project at their office on the Erie Community College's north campus. Fiorello's two children will attend the college under the tuition waiver program. Rzadkiewicz's son, who participated in the program last semester, recently graduated.



"Now, mom or dad — we have a lot of single parents — doesn't have to worry about their kids' education costs."

CSEA Voices



"I am most interested in the workshops on Family Medical Leave Act and elder care. Elder care is such an important issue, because my mom is elderly and most of us are facing or will face this issue."

— Cathy Kagel, keyboard specialist 1, Department of Labor, 31-year member and local shop steward who attended the CSEA Women's Conference for the first time.

Contract reached at Monroe-Woodbury schools

After 18 months of sometimes difficult negotiations, the Monroe-Woodbury School District Unit recently ratified a contract providing raises and PEOPLE payroll deduction.

The contract, retroactive to July 2003 and expiring in July 2006, has raises in each year, and district payroll increases to offset increased costs for disability insurance, pension contributions and health insurance.

CSEA members have the option to contribute to PEOPLE, CSEA and AFSCME's federal political action program,

through payroll deduction.

"The hard work of the members, their negotiating team and staff has resulted in what I believe is a fair and equitable contract," Southern Region President Diane Hewitt said.

Negotiations were complicated because the district operated under an austerity budget during the 2003-04 school year, eliminating any spending other than bare necessities. Members agreed to suspend negotiations during that time.

Unit President Bill O'Toole said the contract success is due

to two factors: member unity and support, and training from CSEA.

"The school district knew we had the full membership behind us," he said. "I attribute a lot of what we accomplished to the CSEA Education and Training Department."

The unit represents more than 220 bus drivers, substitute bus drivers, mechanics, custodians, buildings and grounds workers and maintenance workers.

— Jessica Stone

INSIDE THE WORK FORCE

25 years later

Olympic pride and thrills remain

Editor's Note: Twenty-five years ago this month, the eyes of the world were on Lake Placid for the 1980 Winter Olympic Games.

For 10 days, the world watched as CSEA members transformed this sleepy, little village into a piece of history.

Today, CSEA members under the Olympic Regional Development Authority umbrella continue to operate and maintain the venues that are still in use. National and international competitions occur frequently, and, for tourists, a trip to Lake Placid is an essential part of any Adirondacks visit.

Only a small group of these self-described "old-timers" remain.

LAKE PLACID — Tom Borden, a refrigeration plant supervisor at the Olympic Complex, assembled and maintained snowmobiles and zambonis. He

was in the arena the night the U.S. hockey team defeated the Soviet hockey team in the "Miracle on Ice." "The celebration was the big



CSEA members who worked at the games pose in front of the net used to score the winning goal in the famous "miracle on ice" hockey game victory against the Soviet team. Left to right are Guy Stephenson, Tom Borden, Ron Rosio and Charles Terry.

Some have retired, some are working different jobs, and some, sadly, have passed on. But the memories of the games and events leading up to them are still as vivid as had they occurred yesterday, particularly in the minds of those who not only witnessed history, but had a hand in making it.

The Work Force looks back to that time and talks with the CSEA members past and present who helped make the memories possible. They share with us their most vivid memories of those historic 10 days in 1980.

thing that obviously everyone remembers. I remember going up on the roof of the 1932 Rink. There's a section where you can look up Main Street. It was just amazing. After the game, people were just pouring out into the street, cheering and screaming, beer cans and kegs were being wheeled out in the streets with American flags waving everywhere and it was just amazing. It was just something that you're never going to experience again."

Guy Stephenson is an Equipment Operator at the Verizon Sports Complex. He helped build the bobsled run and luge tracks, grooming and maintaining tracks during the games.

Stephenson interacted with athletes during the Olympics who were trying to gain an edge about track conditions and how other competitors were doing on the practice runs. "They would stop and ask us about the tracks after they did a run. They'd also

want to know how they did, and who did a better run."

"Nothing else compares. I've been through bobsled world championships and many World Cup events, but nothing else compares," Stephenson said. "It was a high point of my 26 years of being there. I had a hand in history."



Refrigeration Plant Supervisor Tom Borden points to the compressors used to cool the ice rinks at the Olympic Complex, the site of the U.S. hockey team's "Miracle on Ice" defeat of the Soviet hockey team.



Guy Stephenson points out the official gear worn by employees during the 1980 games, referring to the blue outfit as the "clone suit." The outfits are on display in the 1932 & 1980 Lake Placid Winter Olympic Museum.

Following the games, ORDA decided to offer bobsled rides to visitors. For seven years, Stephenson was the brakeman on a two-person bobsled. Along with the driver, a co-worker, he would take three passengers

down the run in the sled on the same tracks on which the competitions were held. "I tipped over the first day," Stephenson said, smiling. "It wasn't my fault; it was the driver."

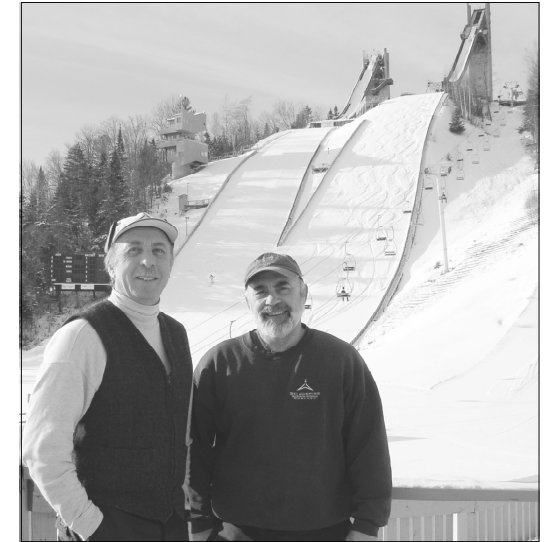
Stephenson found irony in the Olympics' job duties: "In the Olympic Complex, for example, workers did a lot of things to prepare the ice, but they themselves didn't figure skate or play hockey or anything."

Ronald Rosio and Charles Terry, now labor supervisors at Whiteface Mountain, helped groom and create trails, especially for downhill events. They also made snow before the games.

During the Olympics, they helped with transportation of security personnel at Whiteface. They got a behind-the-scenes look at the Olympics in the non-competition hours, interacting primarily with event staff,



Whiteface employees Ron Rosio and Charles Terry reflect on snow guns they used during the 1980 games, now part of an exhibit at the Olympic Center Museum.



Olympic Ski Jump Complex employees Matthew Bimonte, left, who designed and installed the electronic timing for the games, poses with co-worker Wayne Moran, who assisted with making snow, grooming trails and operating machinery during the games.

security and media.

"ABC had set up a finishing building, where they were editing event coverage," Rosio said. "We got to see all that; that's where they would put together all the footage from the day and edit it. Sometimes, that's how we found out who won."

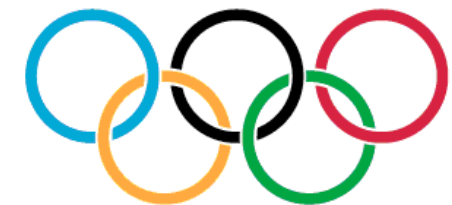
Rosio was determined not to miss a moment of the Olympic Games, even after he broke his leg making snow.

"I came to work in a walking cast," he said. "I was thinking, 'I don't want to miss this.' A lot of people can't say that they've even been to the Olympics, let alone working at it.

Terry remembers the village's party atmosphere. "We'd get done at midnight," he said. "I was 20 years old then, so we would go out. It was just a big party. We were kids at the time, so it was kind of cool because people would come by asking if we were here at the Olympics and we could say 'yes.'"

— Therese Assalian

For more information about the 1980 Winter Olympics' 25th anniversary, visit <http://www.orda.org/25thAnnivInfo.htm>



Work site robberies spur CSEA to demand increased security

DMV robbery drives CSEA to demand more work site security

BROOKLYN — An armed robbery at a Department of Motor Vehicles (DMV) office has prompted members to demand improved security at their work sites.

“We need the department to make significant changes in the way they do security,” said Marina Queenie, a supervisor and grievance representative at the Brooklyn motor vehicles office where the robbery occurred.

After closing time on a recent afternoon, three masked gunmen tied up and terrorized three workers, including a CSEA member, at the new DMV office in downtown Brooklyn.

The assailants allegedly placed a bag over one worker’s head and made another open a safe. After the heist, they threatened to kill the workers, assaulting and pushing them with their guns throughout the office.

“These workers should have never been exposed to such dangerous working conditions,” said Metropolitan Region President George Boncoraglio. “We are demanding that DMV investigate this incident immediately and put the proper measures in place to prevent

incidents like these that threaten the safety of workers and the public they serve.”

The robbery magnified other safety and security issues that have long concerned DMV workers throughout the city. Representatives from those offices recently met with the New York City State Employees Local executive board, region representatives and CSEA staff to discuss the latest incident, other problems with security and to offer suggestions.

“At certain DMV locations, members of the public can easily enter our facility with guns, knives, razors and other weapons because of the lack of security measures,” Local President Vincent Martusciello said. The CSEA member involved in this incident has been unable to return to work.

Department representatives note there isn’t a standard security force or protocol in place. Some security guards at these sites are state workers, while others come from private security companies who leave with the last customer.

None carry weapons and all lack radios. In case of

emergencies, some workers fear, security guards would be just as vulnerable as workers and the public. Surveillance cameras and an internal security system are also absent.

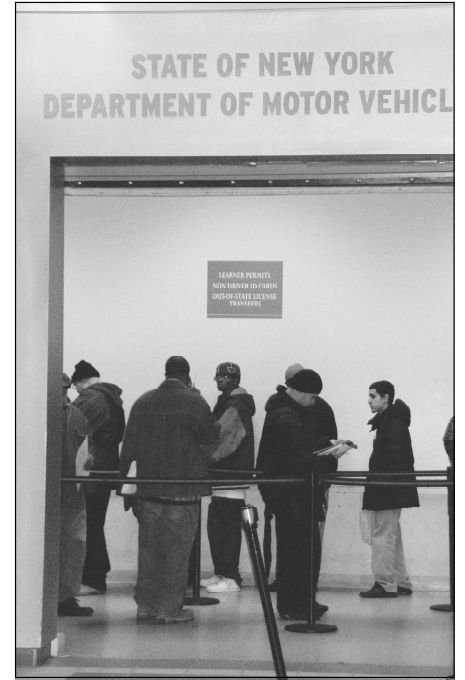
In an attempt to make DMV offices friendlier to the public, the department has installed in their offices low counters with no safety windows. CSEA members employed at the department fear that the measure makes them susceptible to physical attacks.

“Management didn’t listen to suggestions from workers when these counters were designed,” Queenie said.

She said that in the weeks following the robbery, another irate customer surprisingly appeared after the office was closed. When he was asked to return the next day, he began swearing and throwing benches around the office. Other angry customers have thrown objects at workers on other occasions.

DMV representatives, the local and CSEA staff will schedule region and statewide labor-management meetings to address safety concerns.

“Members at DMV and other agencies that deal with the public



CSEA members employed at Department of Motor Vehicles offices in New York City are concerned about the lack of security measures in place after an armed robbery.

and other customers also need to get more involved,” Queenie said. “It could be an angry customer, disgruntled employee or even a family member. An attack on workers can happen anywhere.”

— David Galarza



Are security cameras enough?

CSEA demands safety measures from ARC

KINGSTON — CSEA is demanding increased safety measures following a recent robbery in Kingston that threatened the life of a CSEA member, her co-worker and the client they were transporting.

The CSEA member, a Taconic state Developmental Disabilities Services Office employee, and a nurse employed at Taconic DDSO were recently moving a client from a van to the office of the Ulster-Greene ARC when a man approached the nurse from behind, pointing a gun at her head.

The man, dressed in black with his face covered by a bandanna, took the

nurse’s pocketbook and fled by car. No arrests have been made.

The incident occurred in a neighborhood that has seen a recent increase in crime, with reports of drug use and vandalism happening as close by as the ARC parking lot, according to local media reports.

The ARC installed surveillance cameras following the robbery, but CSEA officers are among those who question whether the cameras provide enough security.

“CSEA takes this incident very seriously,” Taconic DDSO Local President Deb Downey said. “While the Ulster-Greene ARC has installed

security cameras since this incident occurred, we do not feel it is enough to protect the health and welfare of our members who transport consumers to that location daily.”

“You would think that an organization engaged in the care of developmentally disabled people would take more serious measures to protect human life than installing security cameras,” Downey said.



Downey

The CSEA Occupational Safety & Health Department is investigating the incident, but Downey and Southern Region President Diane Hewitt are among those who want to see more security at ARC sites.

“Our members are entitled to the safest working conditions possible,” Hewitt said. “Security cameras are a good first step, but serious consideration must be given to other methods of crime prevention. Cameras are not going to prevent this from happening again.”

— Jessica Stone



1980

25 years ago ...

For two weeks in February 1980, the eyes of the world were focused on the tiny Adirondack village of Lake Placid, N.Y. and the Winter Olympics. The games featured countless memorable moments, including the legendary "Miracle on Ice" gold medal victory of the U.S. hockey team.

What many watching the event may not have known was that CSEA members prepared and maintained the facilities, helped with security, communications, transportation, parking and other behind-the-scenes activities.

CSEA also worked with New York state on accommodations and working conditions for numerous other civilian state employees who volunteered for Olympic duty.

CSEA members continue to maintain the Olympic facilities that are still used for many national and international competitions.

A feature article on the work of CSEA members on the 1980 Winter Olympics appears on pages 10-11 of the edition.



Also in 1980 ...

- * Ronald Reagan is elected the 40th U.S. President, defeating President Jimmy Carter.
- * Lech Walesa leads Solidarity union movement in Poland against communist government. Labor unions become legal.
- * The United States hosts the Winter Olympics in Lake Placid, N.Y. The U.S. boycotts the Summer Olympics in Moscow.
- * John Lennon is assassinated by Mark David Chapman in New York City.
- * Mt. Saint Helens erupts, killing 60 people.
- * 3-M introduces Post-It Notes.
- * CNN is launched as the first all news network.

National Labor Relations Board continues assault on worker, union rights

NEW YORK — In a deeply disturbing sign of what labor can expect over the next four years, the National Labor Relations Board recently decided that non-union employees have no right to have a co-worker present during grievance or disciplinary hearings with management.

That means about 87 percent of the American work force will be all alone when meeting with management.

This decision is one of many new rulings that indicate to unions the Republican-dominated board is determined to make obsolete the National Labor Relations Act of 1935, the law that gave Americans the right to unionize. The board enforces the act and other labor laws.

Other recent board decisions will also make it more difficult for

temporary workers to unionize and for unions to obtain financial information from companies during contract talks.

A CSEA organizing drive in Essex County last year, where the board overrode a decision by its own regional administrator, illustrates the board's determination to side with employers.

The NLRB's regional administrator agreed with the union that a mail ballot election was appropriate because employees worked at multiple sites and were spread out over a large geographic area.

After the mail balloting was nearly completed, the employer appealed the decision directly to the national board, which promptly reversed the regional administrator's decision,

impounded the mail ballots and called for on-site balloting.

Several months later, the union lost the election by 24 votes.

"The NLRB essentially killed the campaign," said Daren Rylewicz, a senior associate counsel at CSEA. Since then, the employer has fired several union supporters.

Unions are concerned the board has agreed to hear several cases regarding the legitimacy of card check used by unions, including CSEA in its recent drive to organize more than 450 workers in Queens.

Card check requires that a company grant workers a union if the majority of the workers sign

cards indicating that they want one. The card check also requires that the company waive the traditional secret ballot.

In recent years, secret ballot elections have become increasingly more difficult for workers trying to organize a union. They often involved expensive, contentious and sometimes dangerous campaigns by the employer and powerful lawyers and workers are often fired, harassed and intimidated. Some employers also threaten to leave town.

— David Galarza



Dr. Martin Luther King, Jr. Leadership Award honoree



CSEA Nassau Municipal Local President John Shepherd, center, recently won the CSEA Unity Committee's Dr. Martin Luther King Jr. Leadership Award at the committee's annual luncheon. Shepherd, also president of the Village of Hempstead Unit, has spent more than 30 years fighting to strengthen the rights and improve the working conditions of municipal employees. With Shepherd are, left, Unity Committee Co-Chairman Rudy Bruce and, right, Long Island Region President Nick LaMorte. The Dr. Martin Luther King Jr. luncheon is an annual celebration of King's legacy of fighting for justice and equality.

CSEA helps Lewis County get Canadian drug option

LOWVILLE — CSEA members working in Lewis County are now saving money on their prescription drugs after the county took the union's advice and opted to buy drugs from Canada.

The Lewis County Legislature recently passed legislation that gives employees the option to buy their prescriptions from Canada. CSEA Lewis County Local President Cal Farney introduced county leaders to the concept, and the county became the first in central New York to look across the border to cut prescription costs.

While the county's new Canadian drug option got widespread coverage in a local newspaper, the publication failed to credit CSEA for the idea.

Farney learned about the Canadian drug option at a CSEA region meeting last year with representatives from the union's Health Benefits Department and from CanaRx Services, the company that CSEA has been working with to develop Canadian drug plans. After he told county officials of the option, Farney joined county leaders on a visit to the CanaRX facilities in Ontario to see how

their operation worked.

CSEA Central Region President Jim Moore said he was pleased the union was able to help advance the money-saving proposal that benefits the employees and the county.

"This may not be the ultimate solution, but for now, it's likely to mean savings for everyone involved. I congratulate Cal for pushing this forward, and the county leaders for working with us to lessen the burden of rising health care costs," he said.

Other counties are considering allowing its employees to buy lower-cost Canadian drugs. Schenectady County, the first county in New York state to allow a Canadian drug option, has been successful.

More than half of the CSEA employees in the Schenectady County Unit have taken advantage of the lower-cost drugs. County officials estimate that Canadian drugs will save them \$10,000 per week.

— Mark M. Kotzin

2005 CSEA ELECTIONS Info

Public Sector Local, Unit elections scheduled for 2005

Elections will be conducted for all public sector local officers, delegates and unit officers

The term of office for all current public sector local officers, delegates and unit officers expires June 30, 2005. Public sector officers and delegates will be elected to four-year terms. Balloting for local officers, delegates and unit officers will be conducted between May 15 and June 15, 2005.

Each local and unit executive board must select its own election

committee and committee chairperson. The local and/or unit election committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

Important information about slate petitioning and slate voting

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the local's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the local constitution and by-laws. In locals that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the unit's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the unit constitution and by-laws. In units that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Candidates should know the following:

- A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.

- Candidates who run as a slate must complete a Slate Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.

- Candidates who withdraw from a slate must complete a Slate Withdrawal Form and return the form to CSEA headquarters.

More detailed information about election slates will be available from local and unit election committees.

Attention: public sector local, unit presidents Did you send Election Committee Data Form to CSEA headquarters?

During early January, members of registered election committees will receive an election package to help them carry out their election duties. As long as election committee forms continue to be received, packages will be mailed.

CSEA headquarters cannot send material and information to any

appointed election committee without first receiving the completed committee form from the local or unit president.

Inquiries concerning election materials may be directed to the CSEA Central Files Department at 1-800-342-4146, ext. 1214.

Nominating procedure for smallest CSEA locals and units: special election rules apply

The union's election rules require a minimum of 10 signatures on nominating petitions for office in all locals and units. However, this requirement causes problems in locals and units **with 10 or fewer members.**

Special election rules apply for CSEA locals and units of 10 or fewer members.

In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate local or unit constitution will be placed on the ballot.

Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- seeking or holding union office;
- signing nominating petitions for potential candidates;
- voting in union elections, and;
- voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness,

maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you **must** continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

Deadlines approaching for Empire Plan 2004 claims

Empire Plan enrollees have until March 31 (90 days after the end of 2004) to submit medical

expenses incurred during 2004 to the insurance carriers listed below.

United Health Care Service Corp.
P.O. Box 1600
Kingston, N.Y. 12402-1600

For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services.

Empire Blue Cross and Blue Shield

For assistance with the claim filing process of inpatient or outpatient hospital services contact Empire Blue Cross and Blue Shield at 1-877-7NYSHIP (1-877-769-7447).

ValueOptions

P.O. Box 778

Troy, N.Y. 12181-0778

For non-network mental health and

Health Benefits Department



substance abuse services received in 2004.

Express Scripts
P.O. Box 1180

Troy, N.Y. 12181-1180

For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York government employee benefit card.

Enrollees can call the Empire Plan at 1-877-7NYSHIP (1-877-769-7447) with questions or to get claim forms. As a reminder, when using the plan's toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers and pharmacies will submit claims directly to the appropriate insurance carrier on your behalf. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim forms, include the original billing or receipt (if requested) and sign the claim form.

What's In It For You?

Fight for improved local government benefits with EBF



A CSEA EBF senior benefit specialist can help you in obtaining benefits placed on your "wish list" for negotiations by presenting to management at negotiation meetings and answering questions at membership meetings and information days.

Do not hesitate to call your local specialist for guidance in addressing EBF benefits during negotiations. You can also get information on our web site at www.cseaebf.com, including the name of the specialist assigned to your region.

Now is a good time to get more involved with your union and attend the information days and meetings scheduled at your work site. It's a great opportunity to find out more about EBF and other programs that CSEA offers including Member Benefits, JLT insurance, PEOPLE, Workers' Compensation, Health Benefits and many more.

Get involved, ask questions and have a wonderful 2005!

CSEA EBF wishes you a healthy and prosperous 2005. Now is the time when we reflect over the past year and make choices for the new year.

We should all do our best to stick to our resolutions and make new ones for better benefits during our contract negotiations. We all know, in a difficult economy, how hard it is to negotiate a raise, so why not ask for increased benefits?

Unlike salaries, benefits are non-taxable. Local government units can negotiate their own dental, vision (with vision riders), legal, maternity, hearing aid, and annual physical benefits in addition to their medical coverage, all at affordable rates.

An Ever Better Future



LEGAL SERVICES PROGRAM

Elder Law

Personal Legal Matters

Workers' Compensation and Social Security Disability Matters

Personal Injury Matters

MEMBERS ONLY PROGRAM INFORMATION

1-800-342-4146

or

Go to the CSEA website at www.csealocal1000.org and then log on to the members-only area where you will find the link for the Legal Services Program.

Quality legal representation at little or no cost for injury/illness related matters. Also, representation is available at special "CSEA rate" for Elder Law matters as well as other personal legal matters.



Local 1000, AFSCME, AFL-CIO
143 Washington Ave., Albany, NY 12210

Danny Donohue, President

Leading Edge



ELMIRA — By night, CSEA member Marie Rodarmel is a licensed practical nurse at the Elmira Psychiatric Center, caring for clients in need of medical attention. By day, she joins a few other caring people who open their homes and their hearts to some special people in need.

For the last two years, Rodarmel has participated in the About Face program, which provides shelter, guidance and more for homeless veterans who have been treated for drug and/or alcohol addiction and released from the nearby Veterans Affairs hospital in Bath. The program gives veterans a much-needed chance to get back on their feet and readjust to a society that might otherwise drive them back to their former habits.

Begun about 10 years ago, the program was founded by a group of veterans in Elmira who saw a need. Russell Washington, John Turner and the Rev. Willie Jackson formed the R.W. Affordable Housing Corp., a non-profit organization with a mission to provide "safe and decent housing."

About five years ago, the corporation began the About Face program, seeking to find a property for transitional housing for those in need, but it never got fully off the ground.

That's when Rodarmel began talking with Jackson and his wife, Pastor Aola Jackson, during a fellowship session at church one evening about two years ago. They knew there were people in need who couldn't wait for the program to find a permanent home, so they decided to open their own homes instead.

Rodarmel now sits on the program's board, has opened her home to several veterans, and is continuing to try to raise money to build a seven-bed facility that the program and its participants can call home. The program works with local,

state and federal human service agencies, as well as the VA hospital, to coordinate assistance for those participating.

Currently, Claridge Williams, an Army veteran, lives under Rodarmel's roof and her loving but watchful eye. He recently joined the *Work Force's* Mark Kotzin as he spoke to Rodarmel and others supporting and living under the program.

WF: How did you get started with this?

MR: We just got talking about it. It (the program) was stalled, nothing had been done in a while, and we just figured it was a worthy program. There was a need — the guys needed a place to go.

WF: What's the basic foundation of the program?

MR: The guys needed stability, someone to bounce things off of and tell them when they're doing something wrong. To give them a place to stay, food in their stomachs, until they can get a job and get back on their feet — so they're not driven back to their old behaviors. We help them find work, or get to school — something that's going to help them get back to their lives. A big part of it is just to let them know that they're worth it.

WF: So are you like the tough house mother?

MR: It's more like guiding. You teach by example. If you respect the guys, they're going to respect you. I didn't want it to feel like an institution. I wanted them to feel like they're coming home.

CW: When I came in, she didn't put a lot of restrictions on me. My willingness to want to do something different and stay connected to the church helped. She kept her eye on me. She's

been like an angel. It was a big step for her to open up her house and do what she did.

WF: This seems like an awful big change for you.



CSEA member Marie Rodarmel is surrounded by About Face program sponsors and participants. Left to right seated, Pastor Aola Jackson, Rodarmel, and The Rev. Willie Jackson. Left to right standing, Operations Director Howard Gordon, participant José Reveron and participant Claridge Williams.

Why did you do it?

MR: I have a fairly good life, and I want everyone to have what I have, if not more. That's what God wants. I don't feel I'm doing anything special. I just wish I could do more.

Note: *The About Face program has had property partially donated to them on College Avenue in Elmira, but still needs at least \$20,000 to complete the purchase, and more to begin renovations. CSEA members wishing to donate to the program can send their tax-deductible donations to: R.W. Affordable Housing, 313 West Clinton Street, Elmira, N.Y. 14901. Anyone with questions can call (607) 733-5863 or e-mail wjac22334@aol.com.*



Benefit for CSEA members
and their families ...

SAVE 10%

ON YOUR CAR INSURANCE
FOR 3 YEARS

PLUS

REDUCE UP TO 4 POINTS ON YOUR DRIVING RECORD



- The Point and Insurance Reduction Program is a 6-hour course in Accident Reduction and can be scheduled for you at any time and anywhere.

- Initial cost is \$19 – offset many times over by a reduction in insurance premiums.

*Take the Point and Insurance Reduction Program –
The money you save is yours; the life you save could be
yours or someone you love.*

Ask your Local President to schedule a class by calling
Jim McGuirk at 518-369-5443.



PEOPLE PEOPLE — The PEOPLE recruiter of the month of December is Rutha Bush of the Long Island Developmental Center Local in the Long Island Region. She recruited 27 new PEOPLE members. The PEOPLE recruiter of the month of November is Pedro Baez of the Westchester County Local in the Southern Region. He recruited 18 new PEOPLE members. PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so CSEA can effectively promote our interests at the state and federal level ... **NEW POSITIONS** — The Rockland County Local has negotiated 10 new full-time county positions with benefits. Those employees were formerly on call but working nearly 40 hours a week, without the benefits a full-time employee receives ... **THEY'RE ALL CONNECTED** — Western New York's labor unions spearheaded a "Working To Connect Our Troops" fund-raising campaign that raised more than \$23,000 during a two-week effort. Money collected will be



used to purchase prepaid telephone cards for U.S. soldiers serving in Iraq and Afghanistan. The campaign received national media attention, and donations arrived from as far away as

California and Hawaii ... **GIVING ANGELS** — CSEA members in the Rensselaer County 911 Unit recently helped to raise funds for the Salvation Army's Christmas Angel program. Union members gave more than 1,500 toys and other gifts to Troy children ... **NEW CONTRACT FOR SHERIFFS** — CSEA's Ontario County Sheriff's Unit recently ratified a four-year contract that provides raises and continues the county's full funding of health insurance. In addition to step increases, the employees will receive raises of 2 percent in 2005, 3 percent in 2006, and 4 percent each in 2007 and 2008. The unit includes correction officers, senior correction officers, E-911 dispatchers, senior E-911 dispatchers, clerical titles, civil deputies and cooks.

Calling all CSEA veterans

Are you a veteran? If so, then the CSEA Standing Veterans Committee would like to hear from you! Please fill out this coupon below, cut it out and mail it to CSEA headquarters at the following address:

CSEA, Inc.
ATTN: Standing Veterans
Committee
143 Washington Ave.
Albany, NY 12210



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NAME _____ SOC. SEC. # _____

ADDRESS _____

PHONE () _____ LOCAL _____ REGION _____

BRANCH OF THE MILITARY _____



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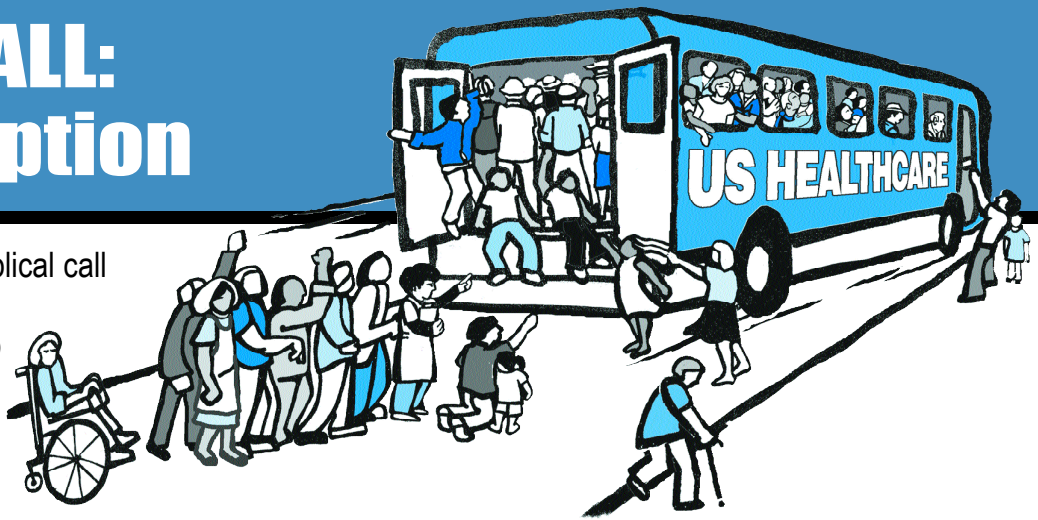


CSEA members, from left to right, Mike Geraghty, executive vice president of the Tryon School Local, Sue Pettica, treasurer of the Montgomery County Local and Ron Briggs, Capital Region 1st vice president and president of the Fulton County Local, staff a table sponsored by the Schenectady Area Central Labor Council at the Fulton County First Night Celebration on New Year's Eve.

HEALTH CARE FOR ALL: the Moral Prescription

“Our call for health care reform is rooted in the biblical call to heal the sick and to serve the ‘least of these.’ The existing patterns of health care in the U.S. do not meet the minimal standard of social justice and the common good.”

“Resolution on Health Care Reform”
U.S. Catholic bishops, 1993



**Today, 45 million Americans are without health insurance.
That number is projected to reach 51 million next year.**

What happens to families when health care is converted into just another profit making enterprise?

- 18,314 Americans die every year because they lack health insurance.
- Each year, one million families go bankrupt because they can't pay their medical bills.
- U.S. infant mortality rate is the highest in the industrialized world, 9.8 deaths per 100,000 births. For Canada, the number is 3.4
- Profit determines priorities. Since preventing a flu epidemic that could kill thousands is not so profitable as making Viagra, many seniors had great difficulty getting their flu shot.
- About 80% of uninsured Americans are employed but their employers do not offer affordable health plans or the workers do not make enough to purchase individual coverage.
- Those who now benefit from employer-sponsored health plans could lose their benefit as premiums continue to rise 12% to 18% a year. GM currently adds \$1,200 to the cost of each car to cover employee health insurance.
- Market-based medicine takes doctors away from their patients as physicians report 37% of their decisions are subjected to intrusive cost reviews, as mandated by insurance companies.
- Uninsured patients are charged 2 to 3 times more than patients covered by health insurance.

THE TENTH ANNUAL 40-HOUR FAST

**Tuesday, March 1, 2005, 8pm
until Thursday, March 3 at Noon**

Sponsored by the New York State Labor-Religion Coalition

What can you do?

Pray, fast and work for health care justice

We know the immoral inequality which now characterizes the U.S. health care system does not have to continue. Bring this page to your congregation, school, or place of work and educate others about these issues.

Work for legislative change

Support the renewal and improvement of New York's Health Care Reform Act in order to guarantee that all New Yorkers have access to quality, affordable health care.

Support New York's farmworkers

Farmworkers are the backbone of the \$212 billion U.S. agricultural economy. Yet of the approximately 2.5 million hired farm laborers, only 5% have health insurance, almost all of which is Medicaid-funded.

To sign up to fast or for more information, contact one of New York's Labor-Religion Coalitions:

New York State Labor-Religion Coalition Brian O'Shaughnessy 518/213-6000 x6294 www.labor-religion.org

Allegheny/Olean
Jim McCabe 814/887-6058
jmccabe@pennswoods.net

Capital District
Martha Schultz 518/213-6000 x6294
marthas@labor-religion.org

Long Island
Candice Wetherell 631/589-3576
LLabor-Religion@yahoo.com

New York City
Rabbi Michael Feinberg 212/406-2156 x4637
labrelig@aol.com

Binghamton/Broome Co.
Tim Grippen 607/723-6493
TIMatOFB@aol.com

Elmira/Southern Tier
Kathy Dubel 607/734-9784 x135
kdubel@hotmail.com

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Edward Felton 845/416-0774
MHJwJ@hvan.org

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mmich@cfrochester.org

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cej_maria@yahoo.com

Ithaca/Tompkins Co.
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ereagan@dor.org

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Debra Hagenbuch 315/735-6101
cnyla1@dreamscape.com

Syracuse/Central NY
Luisa Linares 315/431-4040 x42
luisalinares@yahoo.com



Message from CSEA Local 830 President Jane D'Amico

Tentative Contract Agreement Reached with NHCC; Paid Health Insurance Stays

ON THE NHCC SIDE

Well, we made it. After a process that has lasted nearly three years, including preparation work and hard negotiations, after an impasse, two mediators and two NHCC administrations, after meetings too numerous to count and two years working without a new contract, we finally have a tentative bargaining agreement in place.

Obviously, the road to the finish was not a smooth one, especially with management constantly bludgeoning us with layoffs and threats of layoffs, even as we negotiated the final elements of the proposed agreement. The road was filled with many unexpected twists and turns, with bumps and potholes. Although the journey was a very difficult one, determination, persistence and firmness of mind carried us through to what your bargaining team feels is a fair and equitable conclusion. In the end run, the county responded to our requests for funds to complete the package by making money available for a signing bonus, payable to employees upon ratification.

Following are some of the more important provisions of the proposed agreement:

- Fully paid health insurance is maintained at the present benefit level of coverage for all current employees.
- A signing bonus will be awarded to employees upon ratification of the contract.
- Salary raises indexed to the CPI will be given for each of the next five years, retroactive to Jan. 1, 2005.
- A Job Preservation Clause will secure a high level of job protection for employees.
- Important scheduling and staffing changes will be implemented for nurses.

As soon as contract language is complete, we will schedule a series of worksite meetings to bring you more detailed information on the provisions of the tentative agreement. You will also, of course, be informed as to when and where a ratification vote will take place.

An immense amount of work went into the

Our negotiations team spent untold hours at dozens of meetings considering the various items on the table — one by one. And they stood firm on the issues of greatest importance to our members.

process of obtaining this agreement. Our negotiations team spent untold hours at dozens of meetings considering the various items on the table — one by one. And they stood firm on the issues of greatest importance to our members. The job they did was nothing short of extraordinary and I wish to extend my sincerest thanks to every one of them. All team members will be listed in the next issue of *The Express*, but I must single out right now the exceptional work of Unit Presidents George Walsh (Nassau University Medical Center) and Les Eason (A. Holly Patterson Extended Care Facility).

Most of all, I wish to thank the members of our great union for their patience and unity during these many long, frustrating months and for understanding that the time we expended was a worthwhile investment in their future.

ON THE COUNTY SIDE

While we continue to fight with the county on proposed changes in the area of consolidation of various work functions and departmental transfers, there are some victories to point to in recent months.

Our long battle to civilianize positions in the Police Department and the Correctional Center, while not entirely completed, has made significant strides. Not only have there been new hires in each of these departments in recent months, but there are additional positions posted in the 2005 budget. This movement has resulted in a reactivation of promotional opportunities for

Please see Message continued on Page 2 current members (See story in this edition on Police Department promotions on Page 8.)

We will continue to push for hiring in all departments as the county has committed to "backfilling" all vacated positions occurring in the 2005



Local 830 President Jane D'Amico addresses the concerns of members of the District Attorney/County Attorney CSEA Unit at a recent "President's Forum," another in a series of workplace meetings designed to create greater communication between CSEA members and their union officers. D'Amico schedules several such meetings each month at the worksites of various CSEA units.

The Work Force

CSEA Nassau County Local 830
EXPRESS

February 2005 • Vol. 10 No. 2

A Monthly Publication of CSEA Nassau County Local 830
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Tony Panzarella, Editor
(516) 571-2919 Ext. #13

Ronald G. Gurrieri, Chair, Communications Committee
CSEA Long Island Region Communications Associate Rachel Langert (631) 462-0030

NASSAU LOCAL 830

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LES EASON, Executive Vice President
GEORGE WALSH, 1st Vice President
ROBERT CAULDWELL, 2nd Vice President
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JOHN ALOISIO III, Treasurer's Office
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RAYMOND FLAMMER, Assessment Department
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DIANE RUSS, Consumer Affairs
MICHAEL TIMMONS, Social Services
GEORGE WALSH, Nassau University Medical Center
JEWEL WEINSTEIN, Nassau Community College
PETER WRBA, Probation
JOSEPH WHITTAKER, Fire Marshal

We welcome reader suggestions: Please address your comments to Tony Panzarella, Editor, Nassau County EXPRESS at CSEA Nassau Co. Local 830, 400 County Seat Dr., Mineola, NY 11501-4137.

Message

continued from Page 1

fiscal year.

Sincerely,

Jane M. D'Amico, President
CSEA Local 830



Legal Update

CSEA Wins Again



By Louis D. Stober Jr., Esq.
CSEA Region Attorney

This month, I am devoting this article to an explanation of what happens

when an employer overturns an advisory arbitration award. In several collective bargaining agreements around Long Island, management has refused to agree to binding arbitration of contract grievances. Instead, the grievance procedure ends in advisory arbitration with the employer reserving the right to overturn or reject the arbitrator's findings and recommendation for resolution of the grievance. In the CSEA/county contract the county executive has 45 working days to overturn a grievance arbitration award or else all findings in favor of the union and grievant become binding on the county.

In the hands of an employer who is insensitive to good labor relations, this ability to overturn an arbitrator's award may be seen as a way to reverse wins that the union obtains at the arbitration table. However, any employer who tries that on CSEA is in for a huge fight. Recently, in the Plainedge School District, I handled an advisory arbitration concerning the district's attempt to charge its employees 1 1/4 days of vacation time for every day they ask for on the theory that in the summer (when the employees must take their vacations) the employees only work four days per week.

However, the collective bargaining agreement was absolutely clear that the employees were entitled to a certain number of days of vacation per year. At arbitration, the arbitrator agreed with my arguments and held that the district violated the collective bargaining agreement when it charged the employees 1 1/4 days for each vacation day taken. The school board, upset with the decision and the financial impact on the district, voted to overturn the advisory award.

That's when the real battle began as CSEA authorized me to commence a breach of contract lawsuit against the district for its violation of the vacation leave clause of the collective bargaining agreement. I commenced suit in state Supreme Court and obtained a court order that the district had violated the employees' rights to vacation time as set forth in the collective bargaining agreement. The district appealed that

decision and now, in a landmark decision on the issue, the Appellate Division Second Department in *CSEA v. Plainedge Union Free School District* (App Div. 2d Dept. decided Nov. 8, 2004) soundly rejected the district's attempt to rewrite the terms of the collective bargaining agreement after the fact.

In holding for CSEA, the Appellate Division held: "There is no support in the record for the defendants' argument that summer vacation days were to be calculated at a rate of 1 1/4 days for each vacation day taken. The defendants had the opportunity to include in the collective bargaining agreement any provisions they thought were necessary to protect their rights. The fact that they failed to do so does not warrant after-the-fact judicial modification to add the language they neglected to include. Since the collective bargaining agreement was negotiated by experienced negotiating personnel "there is no basis 'to interpret an agreement as impliedly stating something which the parties have neglected to specifically include."

So, in the end, what the employer succeeded in doing was spend thousands of dollars in legal fees, cause their damages to increase dramatically as their wrongful actions continued during the three years of the lawsuit, were compelled to pay interest at 9 percent on those damages, and had to pay CSEA's costs for having brought the suit. Had the district merely accepted the arbitrator's decision, they would have saved the taxpayers of that district hundreds of thousands of dollars in needless costs. Instead of taking an "employee be damned" attitude, better labor relations is served by accepting the arbitrator's award and moving forward.

The *CSEA v. Plainedge* decision stands out as a warning to all employers, including the county, who might seek to flaunt the arbitration process by rejecting an arbitrator's award.

CSEA Comes Through

CSEA Nassau Local 830 officers and staff display stacks of board games donated by CSEA members for youths at the Juvenile Detention Center in Westbury. Doug Thomas, assistant to CSEA President Jane D'Amico and a center employee, alerted the local of the need for the games. Gathered around the games are, from left, D'Amico, CSEA Nassau Local Vice President Kathy Viton, Assistant to the President Jeff Rowe, Thomas, Local Executive Vice President Les Eason and Local Treasurer Stan Bergman.



Members to Learn About New CSEA Elder Law Plan

A new Legal Services Plan that provides Elder Law Services for CSEA Nassau Local members will be explained at special meetings set for March 8 and March 9 at the Police Department Assembly Hall in Mineola. The program will feature a presentation by attorney Penny Kassel, an expert in estate planning and elder law administration.

Nassau Local President Jane D'Amico is urging people with elderly relatives to attend the program. "Consulting with an attorney is the best course of action when making decisions on behalf of aging parents such as placing them in nursing homes," D'Amico said.

An attorney can offer valuable advice on protecting assets and other important matters, she said.

The program will be held from 12 p.m. until 2 p.m. each day. It is suggested that attendees bring their own lunch. Drinks will be provided. Because of limited seating, early registration is advised by calling Steve or Judy at the local office at 516-571-2919 weekdays during business hours.

Why was the plan created?

You and your family have worked a long time to own your home, put away retirement money and provide for children and aging parents. Protection of life savings, the family residence and your children's inheritance can be threatened. Events such as

illness or disability requiring long term care can happen to you, your spouse, your child or your parents at any time.

What can the plan do for me and my family?

The CSEA Elder Law Plan attorneys will:

Meet with you to review your present situation and make recommendations as to what you should do immediately.

Prepare necessary legal documents, such as a Will, Power of Attorney, Health Care Proxy, Family Trust, living Trust.

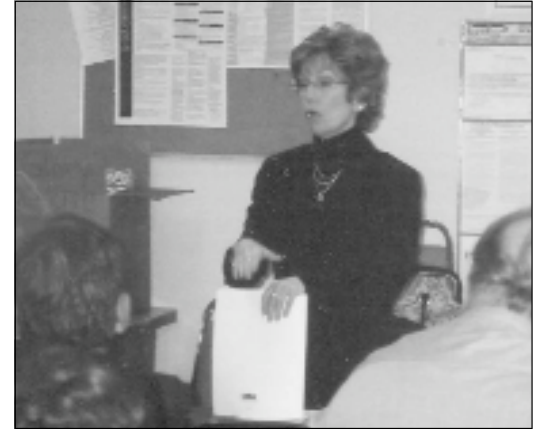
Counsel you with respect to estate planning strategies, IRA and Pension Fund planning, guardianships, long term care insurance options, asset protection in the face of catastrophic illness.

Why should I take advantage of the plan?

Whether you are over 50 or not, life's events can threaten your savings, your home and your plans for the future at any time without warning. As a CSEA member, you can have access to quality legal advice and services at discounted fees. It is in your best interests to consider using this plan now before something happens that you did not plan for.

How much will it cost?

All plan attorneys have agreed to discount their regular fees by 20% for CSEA members and family. Without the benefit of the CSEA Plan discount,



Attorney Penny Kassel discusses CSEA's new Elder Law Plan at a recent workshop at the CSEA Nassau Local Office in Mineola. Kassel, an expert in estate planning and elder law administration, will be back in Nassau County for workshops on March 9 and 10 from noon to 2 p.m. each day at the Police Department Assembly Hall in Mineola.

these services would cost much more.

Nearly 700 People Celebrate At CSEA Holiday Party

Nearly 700 CSEA members, family and friends turned out for the Local 830 Holiday party at The Coral House in Baldwin. Social Committee Co-Chairpersons Nydia Conception and George Walsh planned and presented — along with their committee members — a memorable occasion. *The Express* was there to catch the fun in photos.



Local 830 President Jane D'Amico and former president Tony Guistino confer.



Local 830 Vice President and DPW Unit President Rudy Bruce poses with members of the DPW unit.



Public Safety Unit President Rich Breusch sets hundreds of name cards in order prior to dinner.



Health Department "WIC" nurses gather with union officers; Long Island Region President Nick LaMorte, Local 830 Treasurer Stan Bergman and President Jane D'Amico.



Local 830 Vice President Kathy Vitan, second from left, holds plaque she was presented with for her many years of service as local treasurer. With her are, from left, Long Island Region President Nick LaMorte, Cora Moore from the A. Holly Patterson Unit, President Jane D'Amico and Executive Vice President Les Eason.



CSEA President Jane D'Amico, center, poses with Local 830 Treasurer Bobbi Eisgrau and the members of the County Clerk's unit, where Eisgrau serves as president.



President D'Amico shares some holiday fun with the CSEA members from Nassau Community College, including Unit President Jewel Weinstein.



The proud winners of the big raffle prize, a 28" flat-screen TV.

Shepherd Honored



CSEA officers gather to congratulate Nassau Municipal Local President John Shepherd, recipient of the 2005 Martin Luther King, Jr. Leadership Award in recognition of his 30 years as a CSEA activist. From left are Rudy Bruce and Tim Corr, co-chairmen of the CSEA Unity Committee that sponsors the event, Shepherd, Long Island Region President Nick LaMorte and Nassau Local President Jane D'Amico. The award was presented at the Nassau Local's annual Martin Luther King, Jr. luncheon.

CSEA Nassau Municipal Local President John Shepherd recently won the CSEA Unity Committee's Dr. Martin Luther King Jr. Leadership Award.

Unity Committee Co-Chairman Rudy Bruce, president and founder of the Long Island chapter of the Coalition of Black Trade Unionists, said Shepherd leads by example.

"In all the years I've known him, John was always willing to help out in the community whenever and wherever he could," Bruce said. "It isn't just one thing. It's about a lifetime of serving others, of fighting for others, even though John isn't the type to look for credit."

Shepherd, the Village of Hempstead unit president, has spent more than 30 years working to strengthen the rights and improve the working conditions of municipal workers. "Public employees will never be treated as second class citizens as long as I have anything to say about it."

The annual Dr. Martin Luther King, Jr. luncheon is also a celebration of the life and legacy of King, featuring community speakers and entertainers.

Long Island Region President Nick LaMorte reminded everyone that members' daily union work is an extension of King's legacy. Shortly before he was assassinated in 1968, King had gone to Memphis, Tenn., to march with striking AFSCME sanitation workers.

"When we fight for people's rights on the job; for pay equity; for justice and equality, we are keeping Dr. King's dream alive. His spirit lives on in our hearts and in our communities when we do what's right for (each other)," LaMorte said.

CSEA NASSAU LOCAL 830 WOMEN'S COMMITTEE SCHOLARSHIP

APPLICATION FORM

Eligibility Requirements

- a) A student who is a child of, or in the legal custody of an active CSEA Local 830 bargaining unit member and who is either:
 - a graduating high school senior to be enrolled in an accredited two or four year college or vocational school; or
 - a college student in good standing, enrolled in an accredited two or four year college or vocational school.
- b) A CSEA Local 830 bargaining unit member, in good standing, enrolled in an accredited two or four year college or vocational school.

Student's Name: _____

Address: _____

Phone: _____

College: _____

Parent or guardian's name if applicable or CSEA member's name (CSEA Bargaining Unit): _____

Department/Location: _____

Address: _____

Phone: _____

On a separate piece of paper, please attach typed essay (250-500 words) to include:

- School Activities • Community Involvement • Career Goals
- ALL APPLICANTS MUST BE VERIFIED AS TO RELATIONSHIP TO CURRENT CSEA LOCAL 830 BARGAINING UNIT MEMBER.

Return Application and Essay to:
CSEA Nassau Local 830
Women's Committee
Attn: Sandee Horowitz, Chair
400 County Seat Drive
Mineola, N.Y.

Event set for May 5

NASSAU LOCAL 830 WOMEN'S COMMITTEE OUTSTANDING ACHIEVEMENT AWARD NOMINATION FORM

(PLEASE PRINT CLEARLY OR TYPE)

1. GUIDELINES

- Applications must be submitted by a Nassau County Local CSEA member in good standing.
- Nominations must be submitted on the Official Nomination Form.
- All nominations must be received no later than April 1, 2005, at the CSEA Nassau County Local Office, 400 County Seat Drive, Mineola, NY 11501, Attn: Women's Committee.
- The awards will be presented at the annual CSEA Women in Local Government recognition dinner on May 5, 2005, at Verdi's of Westbury, at 680 Old Country Road in Westbury.

2. ELIGIBILITY

- Nominees for the award must be a member who is either:
- A current dues paying CSEA Nassau County Local member, or
 - A dues paying retiree who was a Nassau County Local member while actively employed.
- Previous award winners are not eligible, but previous nominees will be considered.
Nassau County Local Women's Committee members are not eligible.

3. CRITERIA

Nominees will be evaluated on the basis of demonstrated commitment to the concerns of women and families within the labor movement and community.

Factors that are considered are:

- Dedication to advancement of CSEA women's goals within the labor movement or the public sector
- Volunteerism and/or community service
- Outstanding job performance
- Outstanding achievements related to women/humanitarian contributions/activism/ or other special qualities.

I NOMINATE _____

DEPARTMENT _____ JOB TITLE _____

JOB DESCRIPTION _____

Home Address _____ Phone _____

Work Address _____ Phone _____

Nominated By _____ SS# _____

Work Phone _____ Home Phone _____

Address _____

Describe fully how the nominee meets the criteria outlined in Section 3 above. Be as specific as possible. Attach additional pages if necessary.

**RETURN COMPLETED FORM TO:
CSEA Nassau Local 830, 400 County Seat Drive, Mineola, NY 11501
Attention: Women's Committee**

"News 12" Anchor Carol Silva to Speak at Women's Dinner

Carol Silva, the Emmy Award winning morning anchor for News 12 Long Island, will be the keynote speaker at CSEA's 2005 "Women in Local Government Outstanding Achievement Awards Dinner."



The event has been set by the Nassau Local Women's Committee for May 5, at Verdi's of Westbury on Old Country Road in Westbury.

Silva Silva, a Hicksville native and longtime Long Island news anchor, has received more than 30 journalism awards for her coverage of news and feature stories. Silva is a magna cum laude graduate of New York Institute of Technology.

"We are delighted to have someone of Carol Silva's stature as our guest speaker this year," said Nassau Local President Jane D'Amico. "Her pioneering efforts in the field of women's journalism have paved the way for the many women who have followed in her footsteps." This will be the 7th Annual dinner, which was originated by President D'Amico when she was Chair of the Women's Committee.

Women's Committee Chairwoman Sandee Horowitz said the dinner honors CSEA members who have achieved outstanding success at their jobs, in their communities, in the labor movement or in women's and family issues. Horowitz said that award winners are selected from nominations submitted by other CSEA members, and she urged members to nominate members who deserve recognition.

Award criteria include:

- Dedication to the advancement of CSEA women's goals within the labor movement and/or the public sector;
- Volunteerism and/or community service;
- Outstanding job performance;
- Other criteria, such as outstanding achievements related to women/ family/humanitarian contributions.

Members wishing to nominate someone for an award can do so by filling out the form located elsewhere in this paper and returning by the deadline of April 1, to CSEA Nassau County Local Office, 400 County Seat Drive, Mineola, NY 11501, Attn: Women's Committee.

The event, a program of the Nassau Local Women's Committee, will run from 5 p.m. to 10 p.m. with a cocktail hour and a full sit-down dinner. The cost is \$35 for bargaining unit members and \$50 for guests. Tickets can be obtained by calling Jewel or Judy weekdays during regular business hours at the CSEA local office at 516-571-2919.

Veterans Corner**Vietnam Monument Moves Closer to Reality at Eisenhower Park**

By Edward G. Aulman
Nassau County Veterans Service Agency

Nick Graziano, chairman of the Nassau County Monument Fund, announced this week the support of the United Veterans Organization and the County Executive's Veterans Advisory Committee to begin construction of a monument to our Vietnam veterans in Eisenhower Park in East Meadow. There are approximately 30,000 Vietnam veterans living in Nassau County. The monument will cost \$153,000, and corporate and private donations are welcome. Please call the Monument Fund at 516-681-8214 for more information.

Helping the Active Duty on Long Island

There are about 2,000 active duty men and women from Long Island serving in Iraq and Afghanistan, and many more serving in the military in the United States and elsewhere abroad. "Parents and Families of Deployed Military" is a self-help organization of Long Island families that supports its members with friendship and links to government and military services. The U.S. Department of Defense has made it impossible to send cards or packages to "any soldier," so knowing the address of a specific service member is required. Contact the group online at www.parentsofdeployed.homestead.com if you would like to support our armed forces or if you have a family member in the service and would like more information.

New York Guard Helps Hospitalized Veterans

The 13th Civil Affairs Regiment of New York Guard is an all-voluntary, unpaid unit that is looking for members between 18 and 55 years old. Majr. Tom Dwyer, who can be contacted by e-mail at Thomas.dwyer@verizon.net, said the guard trains for emergencies across the state and volunteers at veterans hospitals in New York City and Long Island.

Iraq Casualties get Help from the Home Front

Many troops injured in Iraq are quickly evacuated to Lanstuhl, Germany with nothing but the clothes on their backs. The Army & Air Force Exchange is standing by to assist with a personal shopper who can get their non-medical needs from the base PX. This program is supported only by "Gifts from the Homefront" certificates. These certificates can be purchased by calling 1-877-770-4438 or logging onto www.aafes.com/docs/homefront.htm.

Flu Shots at VA

The Northport Veterans Affairs Medical Center has flu vaccine. However, a veteran must be: 1) enrolled for benefits, 2) be over 65 years old or under 65

Toys for Tots

U.S. Marines Lance Cpl. Mark Domanick arrives at CSEA headquarters in Mineola to collect the dozens of toys donated by CSEA members for needy children as part of the Marines' holidays "Toys for Tots" program. The toys were collected at CSEA's annual Holiday Party. On hand to assist with the toys are, from left, CSEA Local 830 President Jane D'Amico, Women's Committee Chair Sandee Horowitz, Social Committee Co-Chairs Nydia Concepcion and George Walsh, and Local 830 Treasurer Stan Bergman. Over the years, CSEA Local 830 members have donated more than 1,000 toys to the Marines' program.

years old with a chronic medical condition, and 3) have used the center at least once during the last year. For information about eligibility to use the Veterans Affairs Medical Center in Northport or the community based outpatient clinics on Long Island, call 631-261-4400.

Survivor Benefit Plan Update

Survivors of retired military personnel will see their Social Security offset improve from 35 percent to 55 percent over the next four years as a result of passage of the 2005 Defense Authorization Act. A one-year open enrollment period will start in October to allow retirees not enrolled in the plan to participate. These retirees will be required make a lump sum payment covering past premiums, plus interest since their retirement.

Reservists and National Guard to Get GI Bill Benefits

Although the U.S. Department of Defense has not yet released the details of the program or applications to enroll, reservists and National Guard members activated for at least 90 days in contingency operations will be eligible for an education benefit similar to those offered in the GI Bill. The new law will be retroactive to Sept. 11, 2001. Reservists discharged for medical reasons should contact a veterans service officer at 516-572-8452 or your former reserve unit. More details about this benefit are expected in March or April. Reservists discharged for a disability have 10 years to use this benefit. Otherwise, continued membership in a National Guard reserve unit is required.

Rare Blood Infections Surface in Iraq

According to the New York state Division of Veterans Affairs, an unexpectedly high number of U.S. soldiers injured in Iraq and Afghanistan are testing positive for a rare, hard-to-treat blood infection. Recently discharged war zone veterans are reminded to enroll at the Northport Veterans Affairs Medical Center for two years of co-payment-free service for any war-related condition. Contact the medical center at 631-241-4400 for more information.



A Message From Long Island Region President Nick LaMorte



Brothers and Sisters,
With Presidents Day upon us, I thought we should remember the words of one of our greatest leaders, Abraham Lincoln.

*"Let us have faith that **right** makes might, and in that faith*

let us, to the end, dare to do our duty as we understand it."

Duty is one of those misunderstood words. Duty is not some negative burden that keeps you from having fun. Duty is a moral obligation. It's that push we sometimes feel to 'do the right thing.'

This union has a duty of fair representation to every single one of you. CSEA takes that duty seriously, and defends its members' rights, without regard to race, creed, or religion.

Some people think that in return, all they need to do is pay dues. But **every member** has a duty as well, because no union can function without the

support of its members.

If you want your union to be strong for you when you need it, you should work to make the union strong for others.

Take Nat Zummo, who recently passed away. For many years he was a labor relations specialist, helping members get better contracts and defending their rights on the job. After that, he continued to work for this union by serving as a vice president for the retirees.

Take Cathy Pipitone, who also recently passed away. Cathy served CSEA very faithfully for many years through her unit, local, and finally as secretary of the Long Island Region. She did extensive work through the region's women's committee, helping to raise money for breast cancer research and fighting to strengthen our families. Recently, she attended a women's committee meeting at the region office. She was just about to go home when she became ill and died. To the end, she was doing the work of this union and for that we are grateful.

Now that Nat and Cathy are gone, it is up to the rest of us to step up to the plate, and do our part; to work for the rights of our union brothers and sisters. I know that I am going to redouble my commitment to fight for the rights of working families.

When CSEA calls for members to lobby, make phone calls, write letters or march in the streets, I trust that you will remember Lincoln's words and be there to do your duty.

Together, we can make amazing things happen!

In solidarity,

Nick LaMorte, president
Long Island Region

Defensive Driving Course Planned for Spring 2005

A defensive driving course that will save participants a significant amount of money on their automobile insurance will be held again this spring.

Two six-hour courses will be offered in three-hour segments. One class will be held March 8-9, and the other class will be held on April 11-12 from 6 p.m. to 9 p.m. each night.

Participants can also take the course in one of two six-hour classes to be held on March 12 and April 2, from 9 a.m. to 3:30 p.m. with a half-hour lunch break (bring your own lunch).

When the program is completed, participants are eligible for an immediate 10 percent discount on their auto liability and collision insurance for a three-year period on all vehicles for which they are the principal operator. Those who have had moving violations will receive a four-point reduction on their driving record.

The location for all sessions is CSEA Nassau County Local office at 400 County Seat Drive in Mineola. The classes will be held in the basement of the south wing. Family and friends of CSEA members are also welcome to participate, but no children are allowed in the class. Since class size is limited, early registration is suggested.

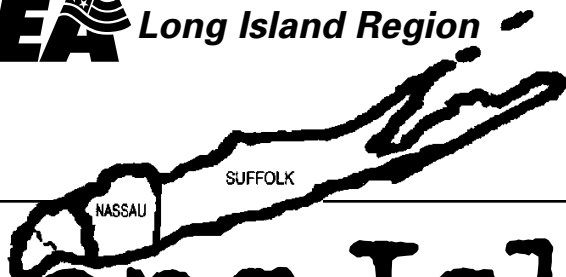
The cost of the course is \$25 per person for CSEA members and \$35 for non-members. For more information, call Judy at the local office at 516-571-2919, Ext. 10.

Police Civilians Promoted in Westbury Ceremony



CSEA Nassau Local President Jane D'Amico was on hand in December to congratulate 19 CSEA members of the Police Civilian, AMT and Public Safety units as they received promotions at a police department ceremony at the Westbury Music Fair. They are:

AMT Supervisor – Peter Timmes; *Clerk Typist 3* – Gail Arndt and Margaret McCoo; *Accounting Assistant 2* – Barbara Kelly and Marie Petti; *Clerk 2* – Mary Eileen Crowley, Ann Galiczewski and Laurreta Henning; *Security Officer 2* – Frank Ambrosini, Jennifer Dieterich, James Mahoney and Michael Tesoriere; *Clerk Typist 2* – Valerie Ciaramella, Marilyn Curtin, Nancy Haley, Mary Jane Parise, Gloria Skoblicki, Jennifer Stalzer and Lenore Thompson.



Long Island Reporter

North Hempstead Unit maintains it all



Members of North Hempstead Unit paving crew are, from left, Mike Flaherty, Steve Blake, Brendan Fahey, driver Art Gerhardt (at top), John Perro, Bruno Iannelli, Mike Lisbon and Greg Bates.

M

ANHASSET — The 300 members of the Town of North Hempstead Unit of the Nassau Municipal Local provide many services to residents of one of Nassau County's wealthiest communities.

PHOTO OF THE MONTH



Dorothy Moore, center, is flanked by Josephine Geluso and Herb Zayer, two of the patrons of the Oyster Bay-East Norwich Public Library who wrote letters praising her work at the library.

Message from Long Island Region President
Nick LaMorte



Nick LaMorte

Times fetes Oyster Bay librarian

OYSTER BAY — Dorothy Moore, Oyster Bay-East Norwich Library Unit President of the Nassau Municipal Local, recently won a 2004 Librarian Award from *The New York Times*.

The newspaper gives the award to 24 public librarians who have given outstanding service to their patrons. The winners were chosen from among 1,400 nominated librarians across the United States.

Moore, head of reference and adult services at the library, will complete 25 years of service there in November.

Library patrons were invited to submit their comments to the selection committee.

“Her reputation as an excellent reference librarian has encouraged members of our community and residents of surrounding communities to use our library,” one person wrote.

“She has been particularly helpful to my son, who is disabled,” another wrote. “He graduated with honors due in part to the time, energy and skill she used to help him.”

“Ms. Moore is an important asset not only to the library but also to this community,” another patron wrote.

Summing up, a fourth called Moore “as close to an ideal librarian as a human being can get. Dorothy is a gem!”

Moore said she loves being a librarian. “It’s interesting work because you’re always learning something new,” she said. “Working in the library gave me an opportunity to learn about computers.”

The New York Times gave plaques to the library and Moore. The Nassau Library System gave a second plaque to the Oyster Bay library.

Moore said working in Oyster Bay is a pleasure because the library’s users are very pleasant. “A very nice public,” she said of the patrons. “We’re very fortunate.”

Moore, who is serving a four-year term as unit president, represents 22 library employees. She had previously served as the library unit president.

John Shepherd, Nassau Municipal Local president, said CSEA is very proud of Moore’s distinction. The local has many other library units with members who strive to provide patrons throughout the county with the same quality of service for which Moore was honored, he said.

The other units and their leaders are Baldwin Library, Kathy E. Whiteway; Elmont Library, Connie Thorpe; Farmingdale Library, Valarie Miller; Franklin Square Library, Diane C. Gregory-Bolt; Hewlett/Woodmere Library, Millicent D. Vollono; Hicksville Library, Susan Swords; Levittown Library, Elizabeth Muller; Levittown Library Pagers, Hitorni Ochial; Long Beach Library, Jennifer Firth; Malverne Library, Joanne Zenewitz; Mineola Library, Irene Ignaczak; Peninsula Library, Joseph Squitieri; Rockville Centre Library, Barbara Murry; Roosevelt Library, Beverly Rawlins, and Wantagh Library, Frances S. Lucchese.

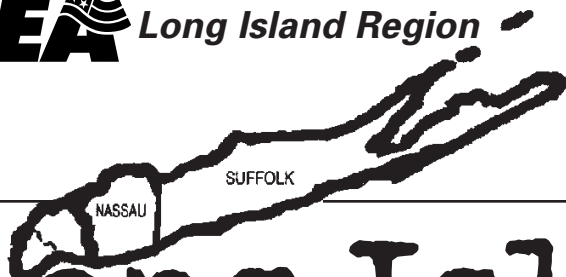
Member needs sick leave donations

Richard Lorde, treasurer of the Long Island State Parks Local, is very ill and rapidly running out of sick time. He is waiting for a liver transplant.

State workers represented by CSEA who have a sufficient amount of annual leave time can help give Rich and his family by donating some time to him. To be eligible to help, members must have at least 10 leave days left after the donation.

For more information, call Long Island State Parks Local President Paul D’Aleo at (631) 669-6982.





Long Island Reporter

North Hempstead Unit maintains it all



Members of North Hempstead Unit paving crew are, from left, Mike Flaherty, Steve Blake, Brendan Fahey, driver Art Gerhardt (at top), John Perro, Bruno Iannelli, Mike Lisbon and Greg Bates.

M

ANHASSET — The 300 members of the Town of North Hempstead Unit of the Nassau Municipal Local provide many services to residents of one of Nassau County's wealthiest communities.

North Hempstead continued from page 1

“We take in Kings Point, Sands Point, Old Westbury — very wealthy communities, probably the wealthiest area in Nassau County,” said Unit President Dan LoMonte. The unit is part of Nassau Municipal Local.



The members employed by the town maintain parks and beaches along Manhasset Bay and Hempstead Harbor, as well as two golf courses in this 32-square mile town. CSEA members maintain and resurface the town’s highways and plow snow. Unit members also staff the offices of other town departments, including the clerk,

engineer, controller, finance and the receiver of taxes.

Fifteen building inspectors, including LoMonte, review plans for new buildings and enforce town codes. Members also serve in animal control, at North Hempstead’s solid waste management facility, watch over the waterfront as bay constables and drive senior citizen buses.

The unit’s relationship with the town has been excellent since Supervisor Jon Kaiman was elected supervisor in 2003. “We don’t always agree on every issue, but there’s always room for consensus and never animosity,” LoMonte said.

At left, Unit President Dan LoMonte has worked for the town since 1982.

News



Working in the Receiver of Taxes office include Rocco Ianarelli, standing left, are, left to right, Irene Gong, seated, Carole Stuber, Cheryl Lee, Brian McColgan and Colleen Millofsky.

CSEA members who work in the town clerk’s office include Michelle Schimel, second from right, Maxine Moss, Stephanie Ciesla, Liv Artusa, Rosemarie Dunn and Donna Perfetto.



Town of North Hempstead Unit member Bruno Iannelli and other crew members level hot asphalt, with steam rising in several places, before a highway roller goes over the road again.



Getting the last of fall’s leaves out of 30-acre Bar Beach Park are, from left, Pat Catapano, Kevin Henry, Eddie Every, Don Smallwood and John Centrone. The town has a similar recreation facility in Manor Haven.



The Town of North Hempstead:

- occupies 58 square miles;
- is roughly 14.5 miles from Manhattan;
- is bounded on the north by the Long Island Sound, to the south by the Town of Hempstead, to the west by the borough of Queens, and to the east by the Town of Oyster Bay;
- has a population of 222,611;
- was created in 1784 by a special act of the New York State Legislature. Originally, North Hempstead was part of the Town of Hempstead being purchased and settled by a group of 30 settlers in 1643;
- in the 19th century became the seat of Queens County, which included the towns of North Hempstead, Hempstead, and Oyster Bay. In 1899, these three eastern most towns incorporated and became the County of Nassau.



Inside Reporter

Knowledge is power

CSEA information fairs bring that power to membership



Above, Evelyn Demory, a mental health therapy aide at Pilgrim Psychiatric Center, is one of the members who was glad she stopped by.

CSEA members recently attended special information sessions to get answers to common questions, including the following:

- What special discounts and benefits are available only to CSEA members?
- How do I make my voice heard by people making the laws?
- Where do I go with a problem on the job?

CSEA locals at the Long Island Development Center, Pilgrim Psychiatric Center, SUNY Old Westbury and SUNY Stony Brook recently held information fairs to address member questions.

The locals provided members with the opportunity to meet with union officers, representatives and staff, as well as a chance to learn more about CSEA services and benefits.

Representatives from CSEA's Member Benefits Department are always available to help officers plan information fairs. Such events bring union staff and benefit providers together at a convenient location to answer questions and provide information.

Below left, Veteran's Home General Mechanic and Chief Steward Pete Ponticelli made the rounds with Executive Vice President Lisa Sells (standing) to meet with members, from left to right, Karen Panzen, Sharon Johnson, Carmen LaSorsa and Linda Wilde.

Below right, nursing assistant Michelee Brice and Licensed Practical Nurse Betty Pinkard show off the lunch boxes they got from Carol Low, left.



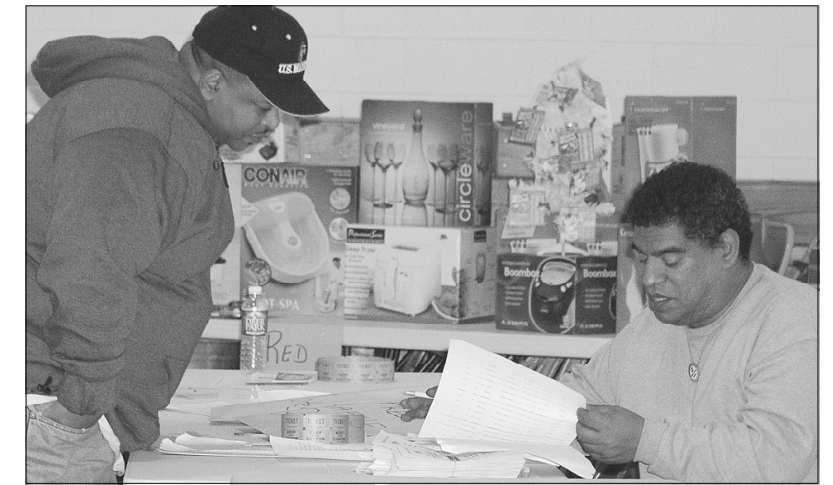
"I look forward to this every year. It's a very informative event."



Left, Terry Lee, a mental health therapy aide, picks up information. "I look forward to this every year. It's a very informative event," he said. Above, Pilgrim Psychiatric Center Local President Dora Wilson checks in members, shown left to right, brothers Vincent and John Verzino and Laura Wysolmierski.



Left, Glenda Givans, second from right, receives information about union benefits from Long Island state Developmental Disabilities Services Office Local Secretary Verna Morant at a recent CSEA local information fair at Sagamore Children's Center. Looking on are shop steward Jean Newton, left, and Michael Gottlieb. On the desk are 2005 memo books given to all union members. Below left, from left to right, SUNY Stony Brook Executive Vice President Lisa Sells, President Bobby Holland, Certified Nursing Assistant Carline Ancion, 4th Vice President Maryann Phelps, Certified Nursing Assistant Manita Delia and Local Treasurer Carol Low meet with the members and hand out new lunch boxes. Below right, Pilgrim Psychiatric Center Local Vice President Manny Mangual answers a question from member Juan Douglas.



Oyster Bay PEOPLE people make the rounds early and often

OYSTER BAY— Members of the Town of Oyster Bay Local who work in the Sanitation and the Recycling Bureau start work early.

When representatives of PEOPLE, CSEA and AFSCME's federal political action program, wanted to recruit them, they were at the work sites at 5:30 a.m. on two recent days. "It was little early, but you have to be there when you have to be there," said Rutha Bush, chairwoman of the Long Island Region PEOPLE Committee.

The Oyster Bay Local, a strong supporter of the program, invited Bush and PEOPLE Coordinator Cheryl Palmer to join local officers on one of their quarterly visits to members at 24 town work sites.

During two days of visits, Palmer and Bush recruited eight additional PEOPLE members from the local. "We recruited three people the first morning, and the rest the following morning," said Bush, a CSEA local officer at the state Long Island Developmental Disabilities

Services Office.

More than 100 members of the Oyster Bay Local now belong to PEOPLE.

"They get out and really explain to members how important the PEOPLE program is," Oyster Bay Local 1st Vice President Bobby Rauff said. Rauff is one of the CSEA officers who participated in the Public Relations Committee's visits to the local's 1,100 members at their work sites.

In their December round of visits, the committee discussed concerns and any work place problems with members. They distributed the local's newsletter, *The Messenger*, which is edited by office secretary Terry Boryk, and gave out "goodie" bags with a 2005 memo book, pen and stress ball.

The committee uses the visits to remind local members of the many services available through CSEA's Member Benefits Department and vendors.

Public Relations Committee members who visited the work sites included



President Augie Buckhardt, Executive Vice President John Andersen, 5th Vice President Bette James, Recording Secretary Barbara Huben and Rauff.

Above, Chris Lettiere signs up for PEOPLE at Town Hall South during the recent visit of PEOPLE representatives to Town of Oyster Bay Local members. Looking on, from left, are Bette James, Cheryl Palmer, Delores Carter of CSEA's Member Benefits Department, Rutha Bush, Roseanne Raymond and Barbara Huben.

Pilgrim Psychiatric Center's shouts answered with jobs

WEST BRENTWOOD — Two demonstrations against mandatory overtime by Pilgrim Psychiatric Center Local members, along with labor and community supporters, have resulted in new staff positions at the facility.

"Since the two demonstrations, we have received 33 new staff members. The facility has permission to hire 15 more people, for a total of 48," Local President Dora Wilson said. "Hopefully, we will get permission to get even more than that because we still need more staff. We don't have all the help we need, but we're beginning to get it."

Demonstrators were protesting chronic short staffing and mandatory overtime, which forced employees to work double shifts as often as three times a week. The long hours jeopardized the quality of patient care and disrupted the family life of union members. One demonstrator, with his face whitened with flour, lay in a coffin with a sign that read "16-hour days make me a ZOMBIE."

The demonstrations, held outside Pilgrim's grounds, drew support from other CSEA Long Island and Metropolitan Region members, including Long Island Region President Nick LaMorte and staff, Long Island trade union members, Jobs for Justice campaign representatives and State Assemblyman Phil Ramos. Drivers passing the facility on Deer Park Road honked to show their support of the workers.

"I was amazed that so many people showed up and supported us, and we are very grateful for all their support,"

Wilson said. "Without their support, I don't think it would have been successful."

Other members of the Executive Board, which planned the campaign, are Executive Vice President Manny Mangual, 1st Vice President Cathy Custance, 2nd Vice President Nelson Gutierrez, Secretary Dink Smith and Treasurer Carol Guardiano.

Pilgrim employees at October demonstration are joined by CSEA Long Island and Metropolitan Region members, representatives from the United Food and Commercial Workers and the Teamsters, Jobs for Justice campaign representatives and community organization members.



Cecilio Williams



Laret and Cecilio Williams celebrate at a CBTU dinner in October 2002.

CSEA members flooded into a funeral home in Freeport recently to offer their condolences to JLT Retirement Counselor Laret Williams. Her husband of 40 years, Cecilio, recently died following heart surgery.

Around the Region

Calendar of Upcoming Events: February 2005

5 - Defensive Driving — 9 a.m. - 3 p.m.

7 - Human Rights Committee Meeting — 6 p.m.

8 - PEOPLE Committee Meeting — 5 p.m.

15 - Women's Committee Meeting — 5:30 p.m.

16 - Defensive Driving — 5:30 p.m. - 8:30 p.m.

17 - Defensive Driving — 5:30 p.m. - 8:30 p.m.

21 - Presidents Day — Region Office Closed



22 - Political Action Committee Meeting — 5:30 p.m.

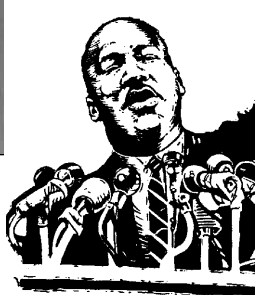
24 - Local 430 Shop Steward Meeting — 5:30 p.m. — Ronnie Oliver 495-1802



“It isn’t just one thing. It’s about a lifetime of serving others, of fighting for others, even though John isn’t the type to look for credit.”

Clockwise from top right: Unity Committee Co-Chairman Rudy Bruce and Long Island Region President Nick LaMorte congratulate John Shepherd as he receives the committee’s Leadership Award; CSEA members celebrate with Nassau Municipal Local President John Shepherd, who was honored by the Unity Committee; Rutha Bush, treasurer of Long Island Developmental Center Local and Shirley Baker, executive vice president of the local, came out to support the Unity Committee’s annual Dr. Martin Luther King Jr. luncheon. Long Island Region Political Action Coordinator Gretchen Penn, Town of Oyster Bay Local 1st Vice President Bobby Rauff, SUNY Old Westbury 1st Vice President Laura Gallagher, SUNY Old Westbury Local President Mary D’Antonio, and Region Executive Vice President Carol Guardiano came out to show their support.

John Shepherd receives 2004 MLK Leadership Award



CSEA Nassau Municipal Local President John Shepherd recently won the CSEA Unity Committee’s Dr. Martin Luther King Jr. Leadership Award.

Unity Committee Co-Chairman Rudy Bruce, president and founder of the Long Island chapter of the Coalition of Black Trade Unionists, said Shepherd leads by example.

“In all the years I’ve known him, John was always willing to help out in the community whenever and wherever he could,” Bruce said. “It isn’t just one thing. It’s about a lifetime of serving others, of fighting for others, even though John isn’t the type to look for credit.”

Shepherd, also the Village of Hempstead CSEA unit president, has spent more than 30 years working to strengthen the rights and improve the working conditions of municipal workers. “Public employees will never be treated as second class citizens as long as I have anything to say about it.”

The annual Dr. Martin Luther King Jr. luncheon is also a celebration of the life and legacy of King, featuring community speakers and entertainers.

Long Island Region President Nick LaMorte reminded everyone that members’ daily union work is an extension of King’s legacy. Shortly before he was assassinated in 1968, King had gone to Memphis, Tenn. to march with striking AFSCME sanitation workers.

“When we fight for people’s rights on the job; for pay equity; for justice and equality, we are keeping Dr. King’s dream alive. His spirit lives on in our hearts and in our communities when we do what’s right for (each other),” LaMorte said.



Suffolk Local enters the computer age

CORAM — The Suffolk Local has taken two big steps to help its units enter the computer age.

The local recently posted the contracts of nearly all of its 34 units on its web site at <http://www.suffolklocal852.org>. To further help the units adjust to computers, the local is offering a free desktop computer and printer to all the units.

“I am hoping that with computer ownership our units will be able to use the local’s web site to compare and improve their contracts, and to begin creating an environment where our units can communicate with other labor unions throughout the world, facilitating true community and union grassroots organizing,” said Local President Irv Bitman.

Stan Coffield, a Town of Huntington network system analyst, played a key role in the town’s tying together its services into a streamlined communications system. Now, he is doing the same for the local.

“Irv came to me with an idea,” said Coffield, whose computer expertise is complemented by his background as a unit president and negotiator. “He wanted a way for members to access the current contracts on file, and for union representatives to be able to compare their contract by subject with others. Right now, anyone can pull down the contracts by unit,” he said. “Next year, we will have the ability to do it by topic.”

There are 33 contracts in both PDF and RTF formats on the web site.

“Stan has created a search engine,” said Bitman. “Pick a topic, for instance, holidays, and you will get 33 holiday provisions and probably more than 1,000 pages of contracts in the file. That will give people in negotiations the tool to do preliminary searching.”

The computerized files will also show the

City of Long Beach Unit holding info fair Feb. 18

LONG BEACH — The City of Long Beach Unit is holding an information fair Feb. 18 from 10:30 a.m. to 2:30 p.m. on the second floor of the Senior/Community Center at 650 Magnolia Blvd.

“We urge all members to come down and visit the fair,” President Colleen Silvia said.

Vendors who would like to participate can call her at (516) 220-1913 for details on the fair.

The unit is part of Nassau Municipal Employees Local 882.

historical progression of the present provision. “Not just what provisions exist, but how we got there,” Bitman said.

Getting the agreements on the web site was the first part. The local’s second step was to make sure all units have access to the web site, so the local is offering a desktop computer and printer free to every unit. If a unit prefers a laptop computer instead of a desktop model, it pays the difference in cost. The units also pay for their supplies and high-speed internet access, if they choose such internet service.

One of the 10 units that has accepted the local’s computer offer is the Town of Babylon Unit. Joanne Salvia, unit president, plans to start a newsletter. “There are lot of things we’d like to do,” she said. “In the future, we’ll be using the computer a lot more.”

Rich Leute said the Brookhaven Highway Unit used its computer to compare salaries with other towns, communicate with the local on grievance matters, keep minutes of the executive board’s monthly meetings and save some budget papers. “It will be a good vehicle for us to use to get more information,” he said. “CSEA has sites, and the region has things you can download. I can access safety sites and ordinances. The Empire Plan has a web site so if members need a doctor in the area, they can look it up. It’s so much more convenient to look doctors up on the computer.”

Maureen Sullivan, the local’s office secretary, said that the local hopes computers will make the job of unit officers, who are volunteers, easier and more efficient. She added that any units that previously declined a computer can change its mind. “They can certainly call the office and say they want one now,” said Sullivan. “That’s not a problem.”

Kryer honored on retirement

OLD WESTBURY — Irene Kryer, a member of the SUNY Old Westbury Local, was honored at a party to mark her recent retirement after 25 years of service to the college.

A secretary in the office of the vice president for student affairs, Kryer was a member of the local’s social and audit committees. She also served as a captain in the State Employees’ Federated Appeal fund-raising drive.

“Irene and I started working together in the Admissions office 25 years ago and we have been friends ever since,” said Mary D’Antonio, president of the local. “She never had a bad word to say about anyone and was the ultimate professional secretary. We wish Irene the best in the next stage of her life.”



Suffolk Local President Irv Bitman, left, and Stan Coffield hold up a computer, which the local is offering along with a printer, to all its 34 units. Nearly all unit contracts have been put on the local’s web site, a program that Coffield was instrumental in accomplishing.

CORAM — The next Suffolk Local Executive Board meeting will take place at 5:30 p.m. on Tuesday, Feb. 1 at the Hampton Inn, at Exit 63 on the north side of the Long Island Expressway. Executive board members are asked to call the local office to confirm their attendance.



Irene Kryer, right, was honored by co-workers when she recently retired. Among those attending her retirement party are Bonnie Berkowitz, assistant to the director of student life, and SUNY College at Old Westbury Local President Mary D’Antonio. The college’s president, Dr. Calvin Butts III, and other administrators also attended.