

The Work Force

June 2013

Vol. 16 No. 6

Clergy, community slams Cuomo's lack of commitment

We need a future for Downstate



Photo by David Galanza

See page 3

Photo of the Month



Photo by Rich Impagliazzo

Caleb Smith State Park Preserve worker Hank Buenten shovels stone dust for a handicap access park trail. Parks workers across Long Island have been working hard to get the parks ready for the summer season after devastating damage from Hurricane Sandy. See story, page 12.

CSEA seeks state ethics probe over appearance of impropriety at state Lottery

CSEA has formally requested the state Joint Commission on Public Ethics to investigate the appearance of impropriety at the New York State Lottery.

Former Lottery Director Gordon Medenica is now a consultant at GTech. Last year, while still Lottery director, he negotiated a \$25 million deal with GTech that essentially privatizes the public jobs long held by Lottery employees. This move is just another way Gov. Andrew Cuomo's policies are eroding middle-class jobs.

"This has the appearance of impropriety on the face of it and the governor knows it," CSEA President Danny Donohue said. "We will only see more of this if the Cuomo administration continues its path of eroding public jobs while playing fast and loose with private contractors at public expense."

Cuomo's 'fellows' smell of patronage

ALBANY — As he continues his assault on middle-class, front-line workers, CSEA has learned Gov. Andrew Cuomo is attempting to create a whole new level of political patronage jobs that he can hand out to his friends and supporters.

"Governor Cuomo's claims about attracting the best and the brightest to state service hold very little water, while he undermines merit and fitness and drives qualified and talented people away from public service careers," said CSEA President Danny Donohue. "Now we know that when the governor talks about creating jobs, he means making sure his friends have damn good ones to do his bidding on the taxpayers' tab."

Just two weeks after the governor laid off hundreds of workers at the state Thruway Authority and Canal Corp., CSEA obtained a copy of a request by the state Office of General Services asking the Civil Service Department to authorize the creation of 120 exempt-class positions in a new job title called

"Empire State Fellow."

Exactly why the need for new positions, and so many of them, is unclear. According to the job description, these "Fellows" would "work on the most pressing policy issues facing the state and advance the administration's strategic objectives and programmatic initiatives."

As exempt-class positions, the jobs would not have to be filled according to competitive civil service rules. Instead, the governor would have the power to appoint whomever he chooses.

A recent investigation by The New York Times into hiring practices at the Empire State Development Corp. found that nearly a third of the 49 people hired at the agency since Cuomo took office were "the governor's political associates, donors and friends, or their relatives," some with no economic development experience.

— Ed Molitor

Despite layoffs, Canal Corp. wants more

Despite having achieved the savings it said were needed to balance its budget through layoffs, the state Canal Corp. is still demanding concessions at the bargaining table.

"This proves the Canal Corp. was using the threat of layoffs to try to influence negotiations and is further evidence of the Cuomo administration's strategy of negotiation through intimidation," said CSEA President Danny Donohue.

Meanwhile, a recent report by the state Comptroller exposed gross mismanagement at the state Thruway Authority. The report found the authority was unable to prove that it took immediate action to repair 22 bridges discovered to have serious safety problems such as cracked or deteriorating girders.

The report also found the Authority failed to conduct more than a dozen bridge inspections on time.

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Coalition tells Cuomo: Don't sell out Downstate!

BROOKLYN — CSEA joined a broad coalition of faith, labor and community leaders to call on Gov. Andrew Cuomo to save vital health care services for the people and communities of Central Brooklyn at SUNY Downstate Medical Hospital.

Members of the coalition blasted Cuomo for placing the lives of millions of New Yorkers at risk by failing to commit funding for SUNY Downstate. The institution is the borough's fourth largest employer and serves as a safety net facility, accepting patients regardless of their ability to pay. A large number of its students are also people of color who go on to professional careers in the health professions.

Vital health care necessary

"The people of Central Brooklyn cannot do without the vital health care services provided at SUNY Downstate," said the Rev. Al Sharpton, who joined the demonstration. "We cannot stand idle and watch yet another Brooklyn hospital close its door to the mostly poor, people of color living in this community. Our lives matter."

The enacted state budget provides no additional state funding for SUNY Downstate. It also calls on the SUNY chancellor to submit a sustainability plan by June 1. There has been no outreach from SUNY officials to the community.

"Clearly, it's SUNY senior administrators and the Cuomo administration who now need to be held accountable for good, fiscally responsible management while maintaining the hospital's mission. SUNY hospitals were created for the purpose of serving the public good," said CSEA President Danny Donohue. "That purpose has not gone away. The Governor and SUNY must reach out its workers and the community to develop a sustainability

plan that ensures that it will continue to be a public hospital that provides essential services."

"The community is coming together to stand up against the attack on SUNY Downstate Medical Center," said Bishop Orlando Findlayter, senior pastor, New Hope Christian Fellowship and Chairman, Churches United to Save and Heal (CUSH). "We don't understand why the governor refuses to do the right thing. Downstate is a vital part of this community and therefore we call on the governor to

provide the necessary funding to keep it open."

"It is time for us, as a people, to unite all our forces together to put an end to the constant injustice that is taking place in Central Brooklyn, as it relates to health care for our people," said Pastor Shane P. Vidal. "It is imperative for Governor Cuomo to understand that he was placed in the position as governor to work for the people, not against the people."

Closing the facility will hit Central Brooklyn especially hard



SUNY Downstate serves an area with more than 2.5 million residents, in one of Brooklyn's more impoverished areas.

Death rates from diabetes, heart disease, high blood pressure, cancer and HIV/AIDS are especially high in neighborhoods surrounding the hospital.

Downstate is one of the area's only full-service health care providers, and served as a refuge when other hospitals were evacuated during Hurricane Sandy.

Downstate offers unique health care services, including its nationally recognized kidney transplant center, dialysis for children and Sickle Cell Anemia treatment.



Metropolitan Region President Lester Crocket, left, and SUNY Downstate Medical Center Local President Althea Green-Pruitt take part in a demonstration demanding Gov. Andrew Cuomo keep the teaching hospital open.

since more than a quarter of its residents live in poverty. While no one doubts that the hospital has been mismanaged for a long time, the coalition insists that workers and patients are not to blame for poor choices made by the administration.

Top leaders of UUP, CSEA and PEF have all expressed their support for the community coalition's efforts and have spoken out publicly about the administration's lack of commitment to the facility's future.

— David Galarza

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IN TOUCH WITH THE

Work Force

CSEA President Danny Donohue

Cuomo's latest corporate welfare scheme at your expense

Gov. Andrew Cuomo has a new corporate welfare scheme and it's a bad idea. "Tax-free NY" would allow new businesses to lease land on SUNY campuses, private colleges and universities, and pay no taxes for 10 years — no sales, property or business taxes! Even employees of the new businesses would pay no state income taxes.



This is yet another tax giveaway to business at the expense of local communities and middle class jobs. It's also extremely disturbing that state legislative leaders seem ready to give the governor a blank check on this latest misguided venture.

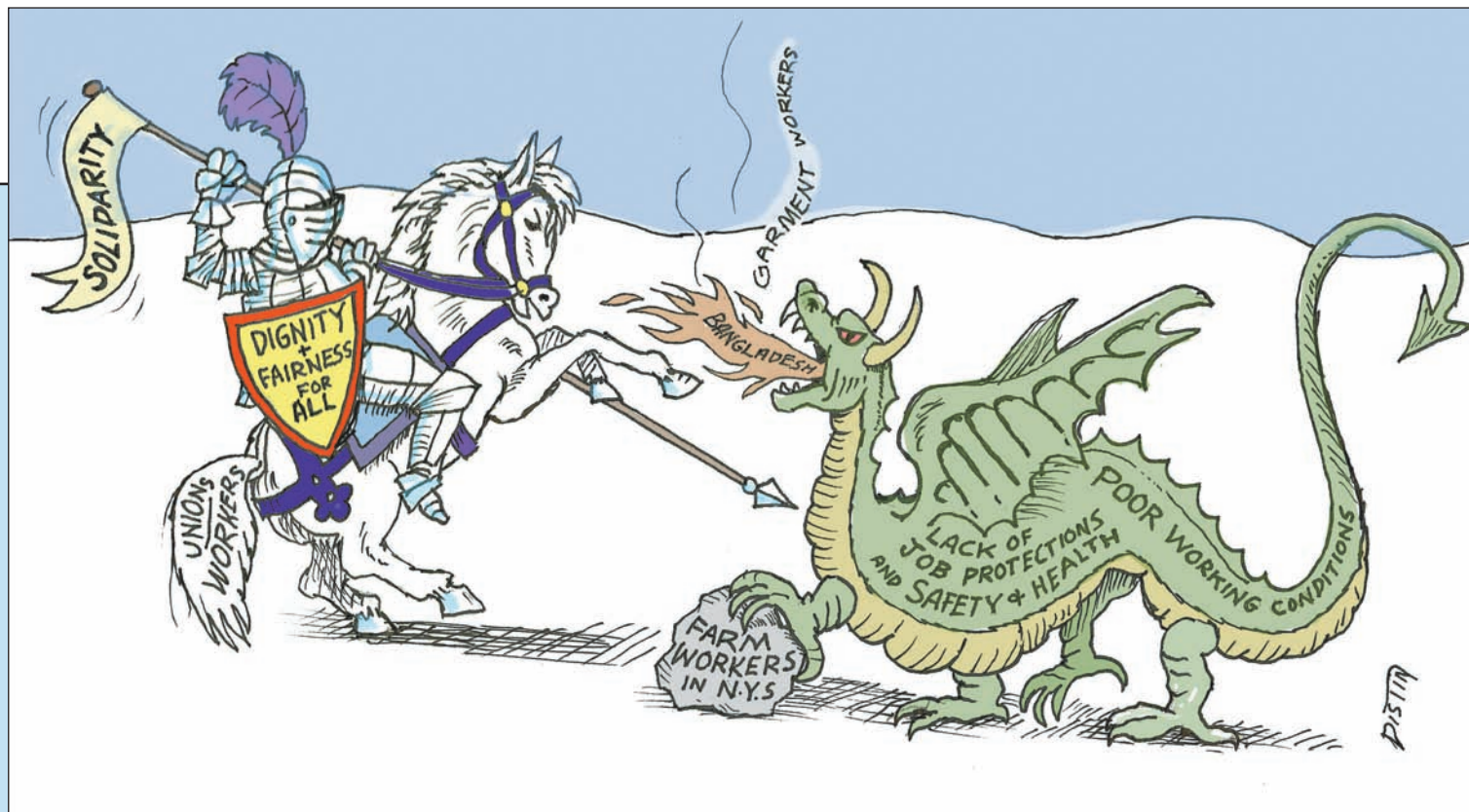
More corporate welfare is no answer to New York's economic challenges. No amount of TV ads spinning the governor's record can change the reality that his so-called job creation policies have failed. They have mostly benefitted the super-wealthy and big corporations, and repeatedly failed to deliver real growth and middle class jobs.

Recent state budgets have repeatedly shortchanged localities without providing any meaningful relief. This has resulted in the loss of nearly 60,000 public service jobs since the 2010, eroding needed services and taking paychecks out of the economy.

There's no money to help distressed localities, and we have to cut funding from services for people with developmental disabilities, but we can send tax rebates to people who don't need it in an election year? It's even more outrageous that the governor and legislative leaders think we can give away even more to businesses without any guarantee of benefit to taxpayers.

This latest proposal comes shortly after the governor trumpeted a new municipal finance restructuring board, which highlights the administration's failure to provide real help to struggling localities while creating a new entity to point fingers and lay blame elsewhere.

The governor has the money for the things that help his political agenda and his millionaire friends, but he just doesn't give a fig about working people. He truly deserves the nickname 'Governor 1 Percent'.



Right Fight Knight

Working Families Flexibility Act another attack on workers

Republicans in the House of Representatives recently passed a bill that would eliminate the 40-hour workweek, calling it a move to give working families “more flexibility.”

Called the Working Families Flexibility Act, the legislation is intended to “help” working families by cheating them out of overtime, give employers more ability to refuse paid vacation leave requests, and allow employers to issue compensatory time rather than pay for overtime.

The GOP plan turns back the calendar 75 years to 1938, when the Fair Labor Standards Act was passed. That federal statute introduced a maximum 44-hour seven-day workweek, established a national minimum wage,

guaranteed “time-and-a-half” for overtime in certain jobs and put limitations on child labor. The statute has been amended many times over the years, and now requires that overtime, at a rate of one and a half times regular pay, be paid after 40 hours.

“Instead of giving workers more flexibility, this bill would effectively provide an interest free loan to an employer, since unused comp time would be paid back at the end of the year. It also gave employers the ability to refuse to allow a worker time off – making it seem as though it was about flexibility but in reality was pulling the rug out from under the feet of working families. Congress should be standing up for our workers, not standing in the way,” said U.S.

Rep. Paul Tonko, who represents parts of the Capital Region.

Other provisions in the bill:

- Workers will not get paid for hours that exceed 40 hours per week. That pay will instead go into an employer-controlled pot to be paid later.

- An employer can refuse to allow a worker to take time off to deal with a family member or attend a parent-teacher conference.

- Employers could schedule excessive overtime hours and only offer overtime work to workers who agree to take comp time instead of overtime wages.

What this also means is that it will be cheaper for employers to employ two people at 30 hours a week, rather than one at 40.

If a company has one worker

who works their regular 40 hours, plus two hours overtime on Tuesday, and works eight hours on Saturday and their normal rate of pay is \$20 per hour, their gross pay will be \$1,100 for that week, plus health insurance, estimated at \$200, for a total of \$1,300.

If the employer hires two workers to cover that time and pays them each \$20 per hour, each work 25 hours, and each earns \$500, the total cost to the employer is \$1,000. The company saves \$300, and there is no health insurance involved; however, the government can then report that the unemployment rate went down.

The only flexibility this statute provides is to the employer.

Awash in cash, county still cuts jobs

LYONS — “They should be ashamed of themselves.”

That’s what Wayne County Local President Paul Peters said about the county’s Board of Supervisors following the release of an audit of county finances by the state comptroller.

“They are swimming in money,” Peters said. “They have twice as much in reserve as they let on. No one had to lose their jobs.”

An audit by state Comptroller Thomas DiNapoli’s staff found that from 2007 to 2011, the county overestimated spending by \$28 million while underestimating revenue by \$9 million. As a result, the county accumulated \$59.1 million in surplus funding.

“We were told when the



Peters

layoffs started that the county was in the hole,” Peters said. “They’re laying off people left and right like it’s a sporting

event but they’re sitting on cash. The supervisors are going to hear about it from me.”

The supervisors recently voted to outsource some departments at the Wayne County Nursing Home, resulting in the elimination of as many as 74 county nursing home jobs, many in the food service, laundry and housekeeping departments.



Roislyn Smith, a food service worker at the Wayne County Nursing Home, prepares fruit for the daily lunch service.

The outsourcing takes effect July 1.

Earlier this year, layoffs took place in other county departments.

“They should be ashamed of themselves for what they did to those people,” Peters said. “I

am disgusted.”

The Wayne County Unit contract expires at the end of 2013. Peters expects negotiations to begin this summer.

— Lynn Miller



Sandy Ruffalo, a household assistant at the Wayne County Nursing Home, stacks dishes in preparation for lunch.



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Warnings ignored on state's close to home initiative

ALBANY — In the wake of an explosive expose by the New York Daily News about the abysmal failure of the state Close to Home juvenile justice reform program, CSEA can only say repeated warnings about the initiative were ignored.

The newspaper reported about repeated failures with the governor's initiative to move juvenile offenders from state run facilities into New York City programs that are obviously unequipped to handle the dangerous offenders.

Warnings about safety

As Gov. Andrew Cuomo's initiative was being fast tracked last year, CSEA repeatedly warned about the potential dangers of the program.

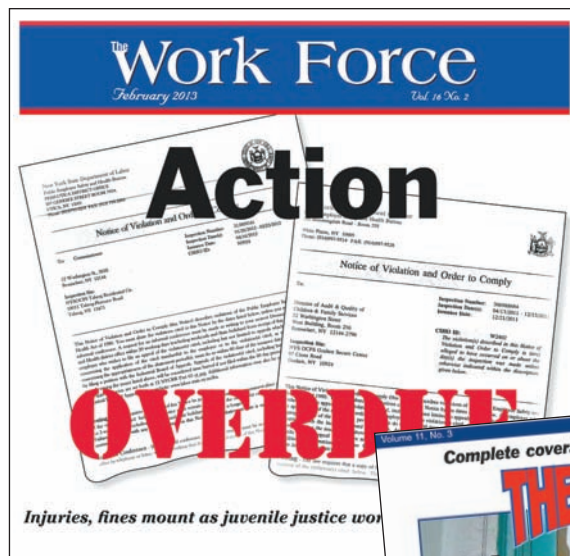
"There are real public safety concerns that need to be addressed here," CSEA President Danny Donohue said at the time. "It makes no sense whatsoever to put violent, repeat offenders back into the very neighborhoods where they got in trouble in the first place, without any evidence that they will be properly supervised."

CSEA-OCFS Statewide Labor-Management Committee Chair Michael Geraghty said the governor and state Office of Children and Family Services Commissioner Gladys Carrion were less than honest about the intentions of the Close to Home initiative. Under the initiative, the state transferred youths to the care of New York City facilities, which in turn, contracted it out to ill-prepared private providers, leaving youths and communities at risk.

"Youths are not being served when they are under-adjudicated just to push them through the system and into private settings," Geraghty said. "They are not being served when they are allowed to accumulate "rap sheets" instead of being held accountable for their actions, and are being placed into the very system that they have previously failed in."



Geraghty



Disrupted lives

While he was diverting offenders from upstate juvenile detention facilities, Cuomo also closed down all of the New York City based OCFS facilities, undermining any claim that the program was really about moving juveniles closer to their homes.

Despite the governor's claims that no workers would be laid off from these moves, many dedicated state workers were displaced or lost their jobs.

While a Cuomo aide attempted to lay the blame on city officials, Donohue pointed the finger elsewhere.

"This is vintage Cuomo administration to blame others after the fact for disasters when his administration ignored all of the warnings that were raised," Donohue said.

Geraghty said CSEA had offered to work with the state to find a solution.

"At every step in this initiative, CSEA has offered to partner with OCFS to work together to develop programs that serve all of the state's youths and address New York's needs, but the state refuses to see us as knowledgeable and valuable shareholders in this process," he said.

Failure to protect community

CSEA pointed to the murder of Buffalo-area direct care worker Renee Greco by a youth who had been inappropriately released by the state into community care, as well as the shootings of Rochester and New York City police officers Anthony DiPonzio and Kevin Brennan as grim reminders of the tragic consequences that result from moving troubled youths into the community without adequate resources and supervision.



CSEA has repeatedly expressed concern with OCFS policies, including in Work Force cover stories on the agency and its misguided policies putting staff, youths and the public at risk.

Last spring, CSEA also released

figures the union obtained in response to a Freedom of Information request, showing that 33 percent of residents at limited secure facilities and 20 percent at non-secure facilities operated by OCFS had committed violent felony offenses.

Donohue called the Close to Home program's failure "further evidence of the failure of the governor's public policy by news release that puts people at risk."

Geraghty also questioned how the program serves the victims of the youths' crimes.

"How is the Close to Home initiative serving the communities where these kids are placed into when there are no ways of ensuring they stay in the program and not go AWOL?" he said. "AWOL back into the same communities and neighborhoods where they were removed? CSEA believes the youths, juvenile justice workers and the communities deserve better."

— Ed Molitor

Huerta, Kennedy join lobby for farmworkers

ALBANY — Legendary labor leader Dolores Huerta joined human rights activist Kerry Kennedy, scores of farmworkers, supporters and CSEA and other union allies at the state Capitol recently to demand passage of the Farmworkers Fair Labor Practices Act.

The event was organized by the Rural and Migrant Ministry, the NYS Labor Religion Coalition and the AFL-CIO, among others. CSEA has long supported the cause, and the union strongly believes that all workers should be treated fairly, safely and with dignity.

Long overdue legislation

“It’s a shame that in this day and age, that in a state like New York, farmworkers still don’t have the same rights and protections as other workers,” said Huerta. “Come on, now! We need to come into the 21st century.”

Huerta, who co-founded the United Farm Workers with Cesar Chavez, joined Kennedy and dozens of religious leaders, labor activists and youths at a spirited rally in front of the legislative office building before visiting and lobbying legislators for passage of the bill.

“We want these legislators to ask themselves when they are old and gray and looking back at their legacies, ‘what did I do to improve the lives of people like workers?’” said Kennedy, president of the

Robert F. Kennedy Center for Justice & Human Rights. “Did I support Jim Crow practices or did I do everything I could to insure that all workers are treated fairly and justly.”

The Farmworkers Fair Labor Practices Act (A.1792-A) would grant farmworkers collective bargaining rights,

workers compensation, disability and unemployment benefits and allow a day of rest once a week.

It would also require employers to allow for 24 consecutive hours of rest a week, provide an eight-hour workday, overtime pay of one-and-a-half times the normal pay, provide unemployment insurance, provide sanitary codes to all farm and food processing labor camps for farm workers, regardless of the number of occupants and compensation benefits.

Still fighting

“Farmworkers are not farm animals,” said Assembly Speaker

“It’s a shame that in this day and age, that in a state like New York, farmworkers still don’t have the same rights and protections as other workers.”



Delores Huerta, a co-founder of the United Farm Workers, speaks at a rally in Albany urging state legislators to support justice for farm workers.

Sheldon Silver.

But while the bill has been passed in the Assembly, advocates continue to press for support in the Senate, where a handful of votes would make a difference.

“It is reprehensible that in a state that has long been a leader in instituting civil rights and equality for all that we continue to deny farmworkers basic labor protections,” Silver said.

Having Kennedy and Huerta fighting together in the state’s capitol was reminiscent of the historic campaign Kennedy’s father, Robert F. Kennedy, and Chavez waged for

farmworker rights decades earlier.

“My father, Robert Kennedy, cared deeply for the people who grow and harvest our food,” said Kennedy. “But more than four decades since he and Cesar Chavez broke bread together, the basic civil rights they fought for remain a dream deferred for millions of farmworkers in America. Our state legislators came to Albany to be leaders, to help build a brighter future for our state. This is the time to lead, to finally allow farmworkers to enjoy the same basic rights as the rest of us.”

— David Galarza

Learn more at www.ruralmigrantministry.org.

Court ruling protects Valley View nursing home funding for 2013

GOSHEN — Supporters of the Orange County-owned Valley View nursing home scored a major victory in late March when a state Supreme Court justice returned decisions on two issues crucial to maintaining the nursing home as a public entity.

Responding to a lawsuit from county legislators, Judge Robert Onofry ruled County Executive Ed Diana must honor legislators’ amended 2013 county budget, which

fully funds Valley View. Onofry also ruled Diana lacks the authority to unilaterally close Valley View, something the county executive has vowed to do if legislators continue to rebuff his aggressive push to sell off the facility.

Orange County Unit President William Oliphant applauded the ruling.

“The decision clearly admonishes Diana’s dictatorial stance and his disrespect for the balance of power

in county government, affirming our position that Orange County is entitled to a county-run elder care facility,” Oliphant said. “This preserves a safety net in Orange County for the elderly residents and preserves the livelihood of 420 dedicated workers at Valley View.”

Late last year, legislators voted to override Diana’s budget vetoes and restore full funding for Valley View. Diana ignored the override, claiming legislators made errors in

the budget process.

Meanwhile, CSEA’s attempts to reach a successor contract with Orange County are on hold following Diana’s decision to declare impasse. The union was forced to file a bad faith bargaining charge with the Public Employment Relations Board due to the county’s repeated cancellation of negotiations.

— Jessica Ladlee

CSEA files IP over ambulance billing plan

LOCKPORT — CSEA is calling on Lockport Mayor Michael Tucker and the City Council to scrap their misguided plan to send taxpayer money out of town and outsource the city's ambulance billing.

The union has filed an improper practice charge against the city with the state Public

Employment Relations Board, stating work performed by the current administrative coordinator has been exclusive bargaining unit work for close to three decades. As The Work Force went to press, a conference date on the case was expected to be scheduled.

The council voted recently to contract with a Syracuse-area company for ambulance billing at a cost of 10 percent of the total annual billings. That could be as much as \$70,000 per year leaving Lockport, union leaders said.

Jeopardized services

"Ambulance billing in Lockport is not broken, and it does not need to be fixed," said CSEA Lockport City Unit President Vicki Haenle. "We already have a highly qualified, dedicated city employee and resident, Barb Parker, working hard every day on taxpayers' behalf. A private company 140 miles away will not care about Lockport taxpayers."

CSEA leaders say the private company will not be able to obtain ambulance billing reimbursements more quickly or at a higher rate than Lockport's administrative coordinator, Parker.

Reimbursement rates are established by the federal government for Medicare. Delays in reimbursements are often due to holding periods imposed by the federal government and Medicare. A changeover last year from paper to an electronic system also caused a temporary

"We already have a highly qualified, dedicated city employee and resident, Barb Parker, working hard every day on taxpayers' behalf."



Barb Parker, above, does ambulance billing work that is being outsourced by the City of Lockport. CSEA is fighting that action.

Medicaid delay that has since been rectified.

Dedicated worker

"Barb Parker has worked tirelessly to keep her skills current, adapt to changes, and to troubleshoot and solve problems," Haenle said. "There have been cases where Barb's attention to detail has caught insurance company errors. Her knowledge, research and perseverance have resulted in increased reimbursement and interest for the city. An out-of-town company will not have the same local knowledge and

attention to detail."

And like so many other CSEA members, Parker provides high quality service despite increasing job challenges.

"For years now, Barb has been doing more with less, as the number of ambulance trips has increased and the number of claims has risen," Haenle said. "She works diligently to thoroughly complete her billing duties and to bring in revenue for the city. Outsourcing her job to an out-of-town company is a big mistake."

— Lynn Miller

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Unions, social justice advocates raising awareness of corporate neglect in garment factory tragedies

The bloody cost of cheap clothing

Last November, a factory fire in Tazreen, Bangladesh, killed 112 workers who had been barred from leaving after the first fire alarm sounded.

Sumi Abedin, one of the garment workers trapped inside, survived by jumping from the third story of the burning building.

Abedin, along with longtime Bangladeshi labor activist Kalpona Akter, came to Albany recently to speak out, asking New York state to adopt a Sweatshop-Free Procurement Policy that includes fire safety measures. The activists also met with local labor leaders, including CSEA Executive Vice President Mary E. Sullivan, Statewide Treasurer Joe McMullen and Statewide Secretary Denise Berkley, to discuss how labor unions can help.

The meeting was arranged by the New York State Labor-Religion Coalition.

On April 24 — two days after the activists' visit to Albany — Rana Plaza, a building housing garment factories and a shopping center in Dhaka, Bangladesh, collapsed. More than 1,000 people were killed.

Tazreen factory horror

"My co-workers began to yell, 'Fire! Fire!' We ran to the doors to escape," Abedin said, speaking of the Bangladesh fire. "They were locked. Many people were screaming and banging on the doors, begging managers to come open them but, no one was coming to open them."

Abedin said this was routinely done so the garment workers couldn't get out without permission during our working hours to take breaks. Abedin ran away from the door and began feeling around for another way out. The smoke was filling the room and the fire getting

"I decided I thought, I must jump too; not because I expected to survive but because I wanted my family to have my body to identify. I expected to die."

— Sumi Abedin

Watch Sumi Abedin tell her horrific story at www.cseany.org



Bangladeshi labor activist Kalpona Akter translates Sumi Abedin's horrific story to New York state labor leaders, the New York State Labor-Religion Coalition, and other social justice activists seeking a sweat-free New York. They seek adoption of a sweat-free policy and help to put pressure on the major retailers who refuse to pay compensation for lost and unpaid wages for those injured or lost in Tazreen Fire.

closer.

"I made my way to the windows. A co-worker opened the window and jumped out. Then another jumped. I thought, I must jump too; not because I expected to survive but because I wanted my family to have my body to identify. I expected to die. If I stayed it would be burnt and they wouldn't know it was me."

Abedin jumped. She fell three stories to the pavement below.

When she awoke, she was in a hospital. She had a broken leg and arm. Her co-workers were not as fortunate. Most of them — 112 — perished. Many were found charred and piled up behind the locked door.

"It is very hard for me, but I am here today to talk about this because I think by telling my

story, me, my co-workers and my co-workers families can get compensation for our losses and help make it so this doesn't happen to anyone again."

Families left destitute

Many of those who died were the main source of income for their families. Bangladesh is one of the poorest nations in the world. Not having income can mean the difference between eating and not eating for many families.

Corporate retailers have flocked to Bangladesh to pay wages of \$35 to \$40 a week compared with the \$90 wages they would pay in China. The workers, who were making T-shirts, polo shirts and fleece jackets for retailers such as the Walmart's Faded Glory line, The Gap, H&M



and others, have asked for compensation for their devastating loss. Complete compensation is estimated to be about \$5 million total.

Walmart could easily handle this alone, but that's not what is being requested. The request is to have the responsibility shared among all the companies using the factory.

To date, the group of retailers has not made any reparations. Many have signed on to safety reforms, but large retailers such as Walmart and the Gap are still refusing to make common sense labor reforms that are considered standard in most other parts of the world.

"These are mostly teen-age girls working in these conditions. Can you imagine the horror they must have been going through?" said CSEA Executive Vice President Mary E. Sullivan. "To be placed in the position at work, trying to decide the best way to die? To be buried under rubble for 17 days at the Rana complex? It's

horrific. We hold power as consumers and taxpayers in New York. We can make a difference if we work together for changes that will keep future workers safe even across the world in Bangladesh. We have a moral obligation to do so."

— Jill Asencio



Two days after labor activist Kalpona Akter and garment worker Sumi Abedin visited Albany to raise awareness about a Bangladesh factory fire, building housing garment factories in Bangladesh's Rana Plaza garment district in the city of Dhaka collapsed. More than 1,000 people were killed.

What you can do

Visit www.cseany.org and

1. Sign a petition urging New York to stop spending tax dollars on sweatshop garments
2. Sign the petition asking the Gap and Walmart two of the largest buyers of clothing from Bangladesh — to implement the Bangladesh Fire and Building Safety Agreement
3. Pass this onto family and friends so they can do the same.

Long Island parks and beaches ready for summer, despite Sandy damage

Thirty Long Island state parks and beaches opened to the public with varying degrees of accessibility for Memorial Day weekend, due in large part to the resolve of CSEA members in the State Parks and Recreation Local who have worked long and hard since early last November to achieve a goal that initially seemed impractical at best.

That's because Hurricane Sandy inflicted about \$100 million in damage to Long Island's state parks and beaches when it roared through the region late last October, according to the Office of Parks, Recreation and Historic Preservation. But undeterred in the face of unprecedented devastation, parks workers embarked on a mission to repair heavily damaged park facilities

and restore sand to the beaches only days after the storm passed.

CSEA members in municipalities across Long Island have also done much work to ready county, town and village parks and beaches for the summer, despite the tremendous amount of damage from Sandy.

"Our state parks and beaches are popular destinations for local residents in these uncertain financial times and are also important to the local economy," said State Parks and Recreation Local President Paul D'Aleo. "Our members worked diligently so these parks and beaches could welcome visitors as the summer season begins."

— Rich Impagliazzo



State parks workers Richard Van Horn, left, and Matt Lemonis repair a section of the boardwalk leading to Jones Beach. Parks workers across Long Island have been working to get state, county, town and village parks ready for the summer season after Hurricane Sandy's devastating damage last fall.

More than sun and sand

- 18 million people visited Long Island beaches in 2012
- \$1.9 billion spent by visitors during to parks, beaches in New York annually
- Long Island parks and beaches account for \$410 million annually

Despite Sandy, state parks are ready

Jones Beach

- rebuilt the destroyed boardwalk
- rebuilding fishing piers and boat basin
- creating storm-resistant lifeguard stations

Robert Moses State Park

- rebuilt traffic circle
- extensive fence repair, massive cleanup
- shoreline restoration
- parking at limited capacity, beach still under repair

Bayard Cutting Arboretum State Park

- Annex roof repaired

Orient State Beach Park

- rebuilt access road
- half-mile buffer around buildings
- shoreline restoration

Other parks affected

Belmont Lake State Park, Bethpage State Park, Brentwood State Park, Caleb Smith State Park Preserve, Captree State Park, Gilgo and Tobay beaches, Wildwood, Valley Stream, Hempstead Lake, Connetquot River and Sunken Meadow State Parks

Mandated overtime shows Cuomo's mismanagement

ALBANY — The latest figures on New York's excessive state employee overtime costs reveal the glaring deficiencies in the Cuomo administration's management by news release.

"The Cuomo administration continues to purposely under-staff state agencies and mandate overtime to a perverse degree," said CSEA President Danny Donohue. "They tell the public they're cutting the public work force and improving operations when they are really eroding decent middle-class jobs, leaving people at risk, and still costing the public plenty."

Nearly all the overtime in agencies like the Office of People with Developmental Disabilities (OPWDD) and the Office of Mental Health is mandated. Union contracts DO NOT entitle workers to overtime. It is a management choice to use overtime to cover shifts and necessitated by chronic understaffing. OPWDD, for instance, has been slow to fill direct care positions.

Many budget managers and accountants prefer to pay overtime rather than hire more staff. CSEA has long pointed out, however, that

excessive and chronic mandated overtime is counterproductive. It contributes to fatigue, burnout and the likelihood of occupational injuries and on-the-job mistakes. It takes a human toll and also costs taxpayers in the long run.

The evidence of the administration undermining the front-line state work force is coincidental with other news demonstrating Gov. Andrew Cuomo's misplaced priorities. The administration recently petitioned the Civil Service Commission to authorize the creation of 120 exempt-class positions in a new job title called "Empire State Fellow." (See story, page 2)

Exactly why the new positions and why so many of them are needed is unclear. According to the job description, these "Fellows" would

"work on the most pressing policy issues facing the state and advance the administration's strategic objectives and programmatic initiatives."

Additionally, it was recently reported

that the Cuomo administration is paying an outside consulting firm to advise on recruitment practices for the state work force.

"The people of New York would be better served if Governor Cuomo

showed more concern about managing his existing work force — providing them with the help, resources and respect that they need — rather than bringing in outside consultants and a new layer of political patronage," Donohue said.

"They tell the public they're cutting the public work force and improving operations when they are really eroding decent middle-class jobs, leaving people at risk, and still costing the public plenty."

Next Wave cleans, teaches ecology at same time

BUFFALO — Erie County CSEA Next Wave activists and their families recently celebrated Earth Day by cleaning up the banks of the Buffalo River.

A handful of Next Wave members and their children filled about a dozen large bags of trash from the water's edge and from in the weeds.

"A lot of our members have children, and this family-friendly event gave everyone the opportunity to be involved," said Rachel Casey, chair of the Erie County Local's Next Wave Committee.

"It allowed Next Wave to continue its community outreach and it helped teach the kids why it is important to clean up after yourself and not litter. It is a good lesson."

Next Wave members collectively

dedicated a total of 19 hours to the event, held in a South Buffalo park. Members of the AFL-CIO Next-Up group joined the Erie Next Wave members at the park after Next-Up cleaned a beach on the Lake Erie shore.

Erie County Next Wave is continually active, Casey said.

In the past, the group has cleaned other Buffalo parks and held a fundraiser and pet food drive for the Buffalo Animal Shelter. More community outreach events are being planned for the future.

"We would love to do this again," Casey said. "We were really surprised by the types of gross things we found. It is very important that we keep our waterways clean."

— Lynn Miller

"It is very important that we keep our waterways clean."



Erie Next Wave members Laurie Santiago, left, Alison Schoonover, Keith Ralph and Rachel Casey celebrated Earth Day by cleaning a Buffalo waterfront park, using the opportunity to reach out to their community and help educate children about not littering.

2013 CSEA ELECTIONS INFORMATION

Public Sector Local and Unit Elections

Private Sector Local Elections

Elections will be conducted for all Public Sector Local and Unit Officers and All Private Sector Local Officers

The term of office for all current Public Sector Local and Unit officers and all current Private Sector Local officers expires June 30, 2013. Public Sector officers and delegates will be elected to **four-year** terms. Private Sector officers and delegates will be elected to **three-year** terms.

Balloting for Public and Private Sector officers will be conducted between May 15 and June 15, 2013.

Each Local and Unit executive board must select its own election committee and Election Committee Chairperson, or Election Meeting Chair, if applicable (see box below). The Local and/or Unit Election Committee is primarily responsible for conducting the election.

Slating petitioning and slate voting will be an option for candidates for Local and Unit office (*see Page 15*).

Members may run as individual candidates if they wish to.

Note: When circulating and signing individual and slate petition forms, members must write in their own CSEA ID numbers.

ATTENTION: Public Sector Local and Unit Presidents, Private Sector Local Presidents

Did you send your Election Committee Data Form to CSEA Headquarters?

In early January, registered Election Committee Chairs and Election Meeting Chairs began receiving their election packages from CSEA to assist them in performing their election duties. This material is necessary for the Chairs to have to run a proper election.

Election packages will only be mailed to those Chairs where their Local or Unit President has sent in the required Election Committee Data Form (ECDF). CSEA Headquarters cannot send material and information to any Chairperson, without first receiving the completed ECDF from the Local or Unit president.

Inquiries regarding election committees may be directed to the CSEA Statewide Election Committee at 1-800-342-4146, ext. 1447.



Locals and Units with 150 or Fewer Members Holding an Election at a Special Membership Meeting

Locals and Units with 150 members or less may choose to appoint an Election Meeting Chairperson (instead of an election committee) and conduct an election at a meeting.

Holding your election at a Special Membership meeting simplifies the election process in that, where there are races (more than one candidate for an office), the Election Meeting Chairperson calls a Membership meeting for the purpose of electing officers.

Application for Office

Special election rules are available to Locals and Units of 150 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 150 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 duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership 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.

2013 CSEA ELECTIONS INFORMATION

Public Sector Local and Unit Elections

Private Sector Local Elections

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.
- When circulating and signing petition forms, members must write in their own CSEA ID numbers.
- Candidates who run as a slate must complete a Slate Eligibility and 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 their election committee.
- More detailed information about election slates will be available from Local and Unit election committees.

MEMBERS ONLY INFORMATION

LOCAL 1000 **CSEA** AFSCME, AFL-CIO

Legal Services Program

Workers' Compensation and Social Security Disability	Personal Legal Matters	Personal Injury Matters	Taking Care of Business/ Elder Law	Veterans Disability Benefits
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This members-only benefit program provides attorney representation for *Workers' Compensation, Social Security Disability, Personal Injury, Veterans*

Know Your Rights!

Disability Benefits and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discounted fees for other personal matters.

The Injury Related Program is administered by the firm of FINE, OLIN & ANDERMAN, LLP through its statewide network of offices. Personal Legal Services are provided by a closed network of specially selected attorneys dedicated to quality service for CSEA members.



1-800-342-4146

Call during normal business hours, 8 a.m. – 5 p.m., Mon.–Fri., and follow the menu instructions for the Legal Services Program
CSEA Headquarters, 143 Washington Ave., Albany, NY 12210
Web site: www.cseany.org (through the CSEA members-only portal)
Danny Donohue, President

CSEA Health Benefits Department: We're here for you!

Chief
Responsibility
of the CSEA
Health Benefits
Department is



staff, local and
unit officers and
members.

The
department has

the oversight of negotiated
health benefit arrangements.
The department's primary
goals include developing,
enhancing and expanding
health related benefits while
containing costs to employers
and our members.

The Health Benefits
Department acts as a valuable
resource for all CSEA divisions
(state, local government and
private sector) by providing
direct assistance and support
to region and headquarters

two components: the Joint
Committee on Health Benefits
and the Local Government/
Private Sector Division.
Each unit has its own area of
responsibility, but function
together to provide the most
comprehensive understanding
of health insurance coverage
and related issues: health care
reform, health care trends,
market products, Medicare
coordination and wellness, to
name a few.

Local Government/Private Sector Division

The Local Government/Private Sector Division is here to
provide CSEA members and labor relations specialists with a
valuable resource to ensure that members' rights and needs are
being protected.

Staff members have expertise with analyzing benefit designs
proposed by employers and providing alternative options
available in the health care industry. They are especially helpful
during contract negotiations, where health benefits are generally
a major priority. Outside of negotiations, whenever an employer
proposes changes to health care, a health benefits specialist
can provide insight and clarity by preparing plan comparisons,
analysis and other important information.

Educating members

In addition to providing the above services, the Health Benefits
Department strives to educate the membership about the
efficient use of their health care benefits and provides education
regarding trends in the industry. Staff is available to attend
information days, health fairs and to provide educational
workshops and presentations.

The CSEA Health Benefits Department can be reached by
phone at 518-785-4774 or 1-800-286-5242, or by email at
healthben@cseainc.org.

CSEA-NYS Joint Committee on Health Benefits

The CSEA-New York State Joint Committee on Health Benefits
(JCHB), pursuant to Article 9 of the state contract, is
primarily responsible for the oversight and administration
of the New York State Health Insurance Program (NYSHIP).
The NYSHIP program includes the Empire Plan and health
maintenance organizations located throughout the state.

Our staff is always available to answer member inquiries
and to help with a variety of issues, including claims, appeals,
eligibility, retirement and coordination of benefits. The JCHB
works hard to keep members informed about any changes
made to the NYSHIP program through The Work Force,
attending information days, the CSEA website at www.cseany.org
and leadership mailings.



For more information,
contact:
Erica Maziejka
(518) 792-3500 x 3347

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purchasing prompts. Tickets are available NOW!
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(all capital letters and no spaces)

A Savings of More Than 50%

Get the most out of your EBF dental benefits

Here is an insider's guide for CSEA members who have dental benefits through the CSEA Employee Benefit Fund (EBF). Knowledgeable patients make better choices.

Seek treatment/find a dentist

Probably the most important thing that you can do is **USE** your dental benefits, especially for preventive and diagnostic care. When you see your dentist for cleanings and exams on a routine basis, small problems can be diagnosed and treated early. A full listing of the EBF's participating providers can be found online at www.cseabf.com.

Ask questions/know your plan/understand your dental needs

You should discuss your oral health with your dentist and dental hygienist. They can answer questions that you may have about taking care of your teeth and gums and about various conditions in your mouth. They may make specific recommendations for treatment or for home care. When a dentist recommends a treatment, make sure you understand the



options and the expected results. Once again, talk to your dental professional. Knowledgeable patients make better choices.

When it comes to benefit questions, your plan can be found on the EBF website by using our "Benefit Search" tool at www.cseabf.com. The EBF has customer service representatives available from 7:30 a.m. – 5 p.m. Monday through Friday at (800) 323-2732. They are there to answer questions about your benefits. If your dentist recommends extensive treatment, we recommend having the dentist submit a predetermination so that you will know what will be covered before you have the work done.

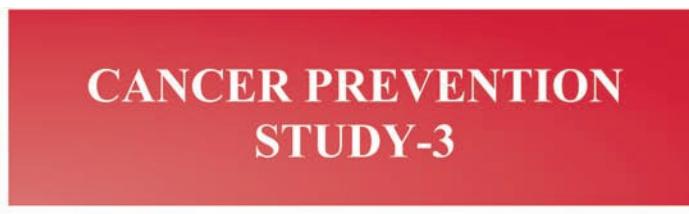
Take care of yourself

Prevention is the key and you have total control over your home care. Brushing and flossing your teeth thoroughly on a daily basis, eating properly and avoiding sweetened foods and beverages are all very important to maintaining your dental health. If you need a refresher on effective brushing and flossing



techniques, ask for a demonstration by your dental provider.

Dental benefits are provided to assist you in achieving optimum dental/oral health. The EBF encourages you to use the knowledge and skill of your dentist and the EBF staff and put forth your best effort at home in the interest of better oral health care.



CSEA members in the Capital Region, Finger Lakes and Buffalo areas: Register Today and Save a Life Tomorrow!

Take advantage of an opportunity to participate in a nationwide cancer prevention research study that has the potential to protect future generations from getting cancer.

CSEA is strongly urging Capital Region, Finger Lakes and Buffalo area members to join this important study by enrolling at upcoming events in Schenectady, Cayuga, Onondaga and Erie counties.

You can enroll if:

- You are between the ages of 30 and 65;
- You have never been diagnosed with cancer (not including basal or squamous cell skin cancer); and
- You are willing to commit to the study long-term.

For more information:
Capital District: Danielle Heller
Danielle.heller@cancer.org
Call 914-388-2934 or
1-888-604-5888

Finger Lakes and
Buffalo: Call 1-888-604-5888

Step 1: Register

Schedule your enrollment appointment time and location by visiting:

- www.cps3schenectady.org (Capital Region)
- www.cps3auburnskaneateles.org (Finger Lakes)
- www.cps3buffalo.org (Buffalo area)

There are multiple enrollment locations in each area. If you live outside the Capital Region, Finger Lakes or the Buffalo area, you can still get involved in the study by visiting www.cancer.org/cps3, clicking on "Where to Join" and making an enrollment session appointment at a location near you.

Step 2: Attend a 25-minute enrollment session.

Step 3: Complete Follow-Up Surveys

Complete periodic surveys sent to your home every few years to update your information.

HOT SUMMER DEALS!

Get the Lowest Air Fares

Go to: www.cseany.org
 Mouse over: For Members
 Click on: Entertainment and Travel
 Click on: Union Plus Travel center.
 Click on: Travel & Entertainment. Flights

Travel the World with Worldwide Vacation Tours

\$150 off booked vacations and more
 Go to: www.cseany.org
 Mouse over: For Members
 Click on: Entertainment and Travel
 Click on: Union Plus Travel center.
 World Wide Vacation Tours
 Register or sign in.



Plan a day at the Great Wolf Water Park then stay, Williamsburg, VA
 Mouse over: For Members
 Click on: Entertainment and Travel
 Click on: Working Advantage website.
 Register or sign in.

Deep Discounts for over 50 Theme Parks

Plan your dream vacation or family theme park weekend with Working Advantage and Union Plus Travel the world, travel the state or get deals at home. Go to: www.cseany.org
 Mouse over: For members
 Click on: Entertainment and Travel
 Click on: Working Advantage website. Register or sign in.



"Staycation" Deals!

SAVE \$150
 Off Booked Vacations!

SAVE 40%
 Movie tickets with participating theaters.

Movie tickets with participating theaters.



BROADWAY Shows Discounted
 Like Mamma Mia, June 15, 2013 - PLUS 5% goes toward charity!
 Mouse over: For Members
 Click on: Entertainment and Travel
 Click on: Working Advantage website.
 Register or sign in.

SAVE \$5750
 Mamma Mia!



Find discounts for Hotels

Mouse over: For Members
 Click on: Entertainment and Travel
 Click on: Working Advantage website.
 Register or sign in.

BOOK EARLY SAVE UP TO 20%



Great Season Specials on Car Rentals

SAVE UP TO 25%

Go to: www.cseany.org
 Click on: Entertainment and Travel
 Click on: Working Advantage website. Register or sign in.



HERTZ SPECIAL: \$14.99 per weekend day for economy/compact vehicle now through June 15, 2013.

AVIS SPECIAL: \$40 off a weekly rental on luxury cars, convertibles, vans and SUVs (excluding intermediate SUVs) now through June 30, 2013.



Go to: www.cseany.org
 Click on: Entertainment and Travel
 Click on: Union Plus Travel center. Rental Cars. Register or sign in.

NETFLIX FREE TRIAL!

Unlimited movies streamed right to your TV
 Mouse over: For Members
 Click on: Entertainment and Travel
 Click on: Working Advantage website.
 Register or sign in.



SAVE MORE with your CSEA Membership

Danny Donohue, President

For these and more deals to help you save
 Go online: www.cseany.org

NEW WINDSOR RATIFIES — Members of the Town of New Windsor Unit in Orange County recently unanimously approved a three-year contract.



The deal, which runs through the end of 2014, includes annual wage increases, a longevity increase and enhancements to the CSEA optical plan ... **ORLEANS NURSING FIGHT**— About 100 community members, faith leaders and CSEA members demonstrated May 8 outside of the Orleans County Legislature meeting. The three-hour event was part of the ongoing battle to keep The Villages of Orleans nursing home publicly operated. The coalition is planning other visibility events, including attendance at festivals and parades throughout the summer. The Orleans County Legislature voted in February to create a local development corporation with the intent of selling the nursing home ... **FIRST CONTRACT**— Congratulations to members of the Bronxville Public Library Unit, who recently ratified their first contract since organizing a union with CSEA. The ratification comes after several years of difficult negotiations. The agreement runs through May 31, 2015 and includes retroactive pay for 2012 and wage

increases for the final two years of the contract ... **REMEMBERING FALLEN WORKERS** —Western New York Office for People with Developmental

Disabilities recently held its annual Workers Memorial Day ceremony at the West Seneca Developmental Center. Union members, management, individuals and community members attended the event. The ceremony is held in memory of all staff who died during the last year ... **CAR WASH FOR VETERANS** — Members of the Long Island Region Veterans Committee and other CSEA activists and members conducted a charity car wash in the region office parking lot with the help of student volunteers from SUNY Stony Brook. The more than \$700 raised through the event will be used to assist homeless or needy veterans ... **GENEVA CONTRACT** — Geneva City School District Unit members recently overwhelmingly ratified a new agreement, which runs through 2015 and includes wage increases in each year. It also spells out the procedure for compensatory time, sets contribution rates for health insurance for active employees and adds a new subsection for health insurance in retirement.

Bringing labor's message to the libraries

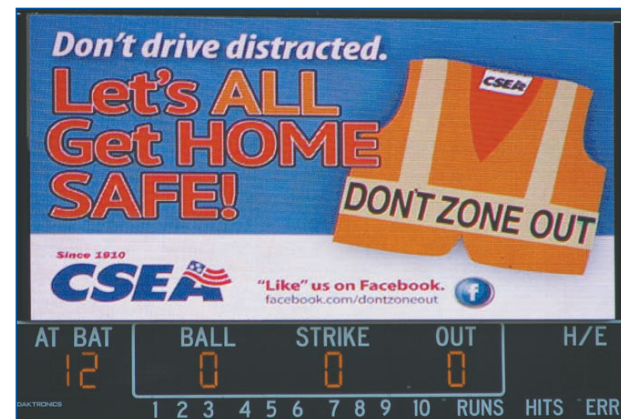


City of Rochester Library Workers Unit Treasurer Lorry Wisse and President Ove Overmyer celebrate National Library Week by accepting a dozen copies of *The Main Street Moment: Fighting Back to Save the American Dream*, a book by former AFSCME President Gerald W. McEntee and current AFSCME President Lee Saunders that points out the ongoing attacks on middle-class working people and how Americans are fighting back.

Library workers in Monroe County also recently marked the week by hosting workshops on pay equity and workplace safety, as well as participating in World Book Night on April 23. Many CSEA members also honored National Library Workers Day by wearing buttons that read 331.88, the Dewey Decimal number for trade unions. CSEA represents thousands of library workers throughout the state.

Summer baseball deals sure to hit your "sweet spot!"

CSEA's longstanding support of baseball across New York will have a focused message once again this summer, reaching thousands of fans with our "Don't Zone Out" message.



"Let's All Get Home Safe — Don't Zone Out" will again be the message delivered at all minor league ballparks through CSEA promotional activities and distribution of local team-branded static decals.

Help make some noise and ramp up our message to help end distracted driving and enforce work zone safety. Make it a night out to remember with co-workers, friends and family. Visit the CSEA website at www.cseany.org for season discounts and local dates and times of these special CSEA Nights Out.



Help knock it out of the park!

Help end distracted driving for good.

Bush is PEOPLE Recruiter of the Month

Rutha Bush of the Long Island Developmental Disabilities Services Office Local in the Long Island Region is the PEOPLE Recruiter of the Month for April. She recruited 17 new PEOPLE members at the MVP level.

"That soda or candy bar is not good for you," Bush told The Work Force after being honored as the PEOPLE Recruiter of the Quarter last month. "The dollar you put into PEOPLE will help you save your job and benefits."

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



Bush

— Rich Impagliazzo

THE Work Force

www.cseany.org

Published by CSEA

143 Washington Ave • Albany NY • 12210

Danny Donohue, President

(518) 257-1000 • (800) 342-4146

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AUGUST 8 - 11, 2013



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