

Members ratify state contract, page 3.

# THE Work Force

September 2011

Vol. 14 No. 9

## ALWAYS REMEMBER.

CSEA members Yvette Anderson, Florence Cohen, Harry Goody, Marian "Marty" Hrycak and Dorothy Temple were among the 2,753 people who lost their lives at the World Trade Center on September 11, 2001.

We honor their memory. **Now and forever.**

*See commemorative 10th anniversary retrospective inside.*



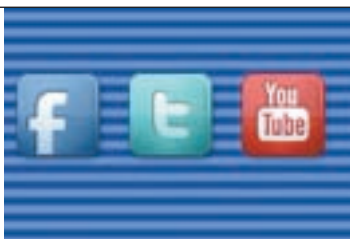
## Photo of the Month



Photo by David Galarza

CSEA members and activists including Health Research Inc. Local President Deb Hanna, Jacqueline Stanford, Mary Harmon, Angelina Black and Damaris Rodriguez join Communication Workers of America (CWA) members on the Verizon picket line in Lower Manhattan. Harmon's son is a Verizon worker. CWA members and the International Brotherhood of Electrical Workers (IBEW) struck Verizon for two weeks in August over the bargaining terms for a new contract. The unions and Verizon have returned to the bargaining table.

Stay informed at [csealocal1000.org](http://csealocal1000.org), and follow our news on Facebook, Twitter and YouTube.



From the Office of President Danny Donohue



### CSEA President Danny Donohue to meet Southern Region members on Oct. 12



President Danny Donohue will visit the CSEA Southern Region on Oct. 12 to meet with members. The meetings will be held at the Southern Region Office, 568 State Route 52, Beacon. Donohue will meet with union members from 1 to 7 p.m. Please call the Southern Region office at (845) 831-1000 or 1-800-757-CSEA for an appointment and directions.

# CSEA adds 1,000 members, targets 1,000 more

More than 1,000 hourly and seasonal employees of Westchester County recently voted by an overwhelming (7:1) ratio to become a part of CSEA.

The newly organized workers include some seasonal workers working at the county's parks, pools, golf courses and an amusement park, and some year-round employees who work on an hourly basis with no benefits.

"Thousands of full-time and part-time public sector workers work alongside us without representation around the state. In recent times local and state governments are increasingly tempted to lay off full-time union members and replace them with non-union, temporary and part-time workers. We are committed to making it harder for them to exploit these workers and undercut our union. This is a major step in the right direction. By coming together with CSEA, all the employees of Westchester County are now made stronger," said CSEA President Danny Donohue.

"This is so exciting for us. Many of us work side-by-side CSEA members, working the same jobs and same hours for less money, no benefits and no opportunities for advancement. We were treated like second-class employees and now this will change," said Jorge Vasquez, a County Center recreation attendant. "We now have a voice on the job and this means the power and respect we deserve to have our place at the negotiating table."

#### Another UPSEU unit switches to CSEA

Food service workers from Cold Spring Harbor School District on Long Island recently decided to join CSEA and dump UPSEU (formerly known as Local 424). The workers filed to decertify UPSEU and began with the election process to join CSEA.

UPSEU suddenly withdrew from the

election and handed over representation of the workers.

This is the second group recently to decertify from UPSEU and join CSEA. Twenty adult nursing instructors at Eastern Suffolk BOCES represented by UPSEU joined CSEA last spring.

#### 1,000 Oneida County workers look to CSEA

With a strong will to organize and the help of numerous volunteer member organizers, nearly 1,000 Oneida County workers want to return to CSEA.

The group filed a petition recently seeking to decertify UPSEU and certify CSEA as the exclusive bargaining agent for nearly 1,000 Oneida County workers in the blue- and white-collar units. A hearing with the state Public Employment Relations Board (PERB) is scheduled for mid-

September.

The group decertified in 1995 only to find their current organization simply not strong enough to help them fight to maintain benefits and standards.

"They are working their way back to CSEA because of its strength in numbers, our skill, and our commitment to a democratic union," said Donohue.

#### In other organizing news

Several other organizing campaigns have reached a majority and have filed for recognition with PERB; a unit of bus drivers, teacher aides, food service workers and maintenance/custodial employees in the Poland Central School District; front line supervisory employees in the Village of Rockville Centre; part-time employees at the Baldwin Public Library and substitute bus drivers in the Bath-Haverling School District are all on their way to becoming part of CSEA.

— Jill Asencio

*"We are committed to making it harder for them to exploit these workers and undercut our union. This is a major step in the right direction."*

# CSEA members ratify state contract

ALBANY — CSEA-represented state Executive Branch employees have ratified a contract with New York state that keeps people working and protects rights and benefits.

Each of CSEA's four bargaining units (Administrative, Institutional, Operational and Division of Military and Naval Affairs) individually approved the agreement.

The agreement was approved by a total vote of 16,896-11,856, nearly a 60 percent approval with more than 28,000 votes cast.

"These are not ordinary times and CSEA worked hard to reach an agreement that we believed would be in everyone's best interest," said CSEA President Danny Donohue. "CSEA members agree that this contract is reasonable and responsible for the long term. CSEA will move forward as we always have."

*"At a time when collective bargaining is under attack all over the country, the CSEA vote demonstrates that collective bargaining can work for the common good. The way both parties handled this process should serve as an example for the rest of the country."*

— New York State AFL-CIO President Denis Hughes



From left, CSEA Statewide Treasurer Joe McMullen, Statewide Secretary Denise Berkley, Executive Vice President Mary E Sullivan, President Danny Donohue and Director of Contract Administration Ross Hanna take part in a news conference announcing CSEA's state contract ratification.

## Job protection

The five-year agreement includes strong job protection provisions to keep CSEA-represented state employees on the job delivering essential services to New Yorkers.

The agreement includes money in each of the last three years.

It preserves step increments and longevity increases and holds the line on health insurance, increasing employee premium contributions based on salary level while keeping co-payment changes minimal.

## Meetings across the state

The tentative agreement was reached in June. The 23 members of the team conducted dozens of meetings across the state to explain the details of the agreement to CSEA members and respond to their concerns.

"First of all we tried to actually engage them and let them know that we were members too," said Abraham Benjamin, Bronx Psychiatric Center Local president and negotiating team member. "Then we

explained the process and gave them some comparison with the circumstances that other union workers are facing in other places."

The union also provided every member with the contract language and full explanation, and had other information available on the CSEA website before ballots were mailed.

*"I applaud Danny Donohue for his leadership and vision in this negotiation. This vote demonstrates their commitment to seeing this state get back on the right track. In these difficult financial times, shared sacrifice is needed, and CSEA members have shown willingness to do their part."*

— Gov. Andrew Cuomo

# THE WORK FORCE

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# Work Force

IN TOUCH WITH THE

CSEA President Danny Donohue

## Always remember

So many things in our world were very different before Sept. 11, 2001.

The term 911 had a very different meaning.

New York City's skyline had a different outline.

We didn't have to take off our shoes or have a body scan to enter an airport.

Torture and personal rights were not matters of polarizing public debate.

Al Qaeda and Osama Bin Laden were not familiar household names.

Tens of thousands had not died in military actions in Iraq and Afghanistan.

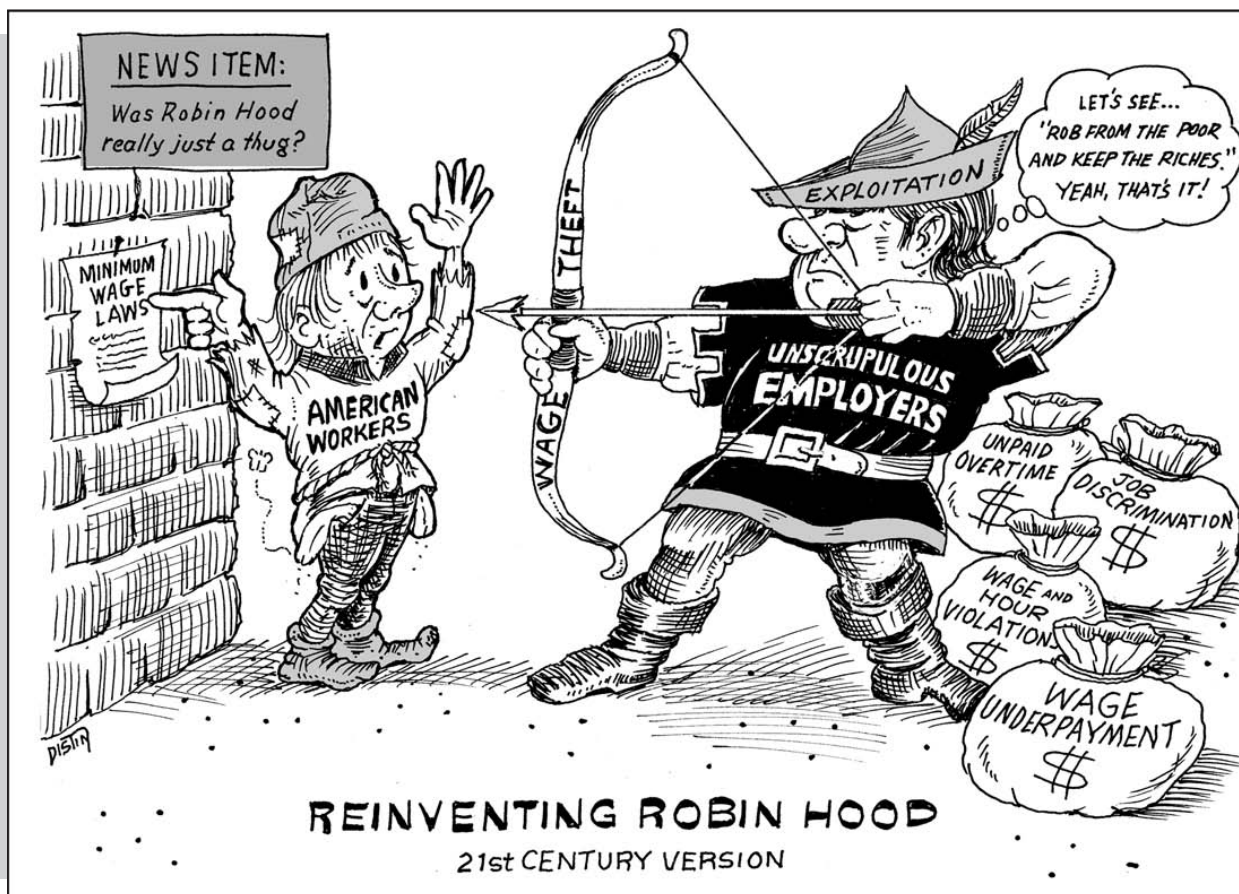
Two thousand, seven hundred and fifty three people, including five of our CSEA brothers and sisters, went about their lives never imagining they would become a tragic part of history.

We were all more innocent then.

For these reasons – and so many more – always remember.



*Danny*



## American workers lose ground while CEOs line their pockets

According to the Federal Reserve, U.S. corporations held a record \$1.93 trillion in cash on their balance sheets in 2010.

But they are not investing to expand their companies, grow the real economy or create good middle-class jobs. Corporate CEOs are literally hoarding their company's cash — except when it comes to their own paychecks.

In 2010, Standard & Poor's 500 Index company CEOs received, on average, \$11.4 million in total compensation — a 23 percent increase in one year.

Based on 299 companies' most recent pay data for 2010, their combined total CEO pay of \$3.4

billion could support 102,325 median workers' jobs.

Fortunately, the 2010 Dodd-Frank Wall Street Reform and Consumer Protection Act contains new tools to help limit runaway CEO pay. Shareholders now have a "say-on-pay" vote on executive compensation, and companies must disclose the ratio of CEO-to-worker pay at each company.

Learn more at:  
<http://www.afl-cio.org/corporatewatch/paywatch/>

### GAINS AND LOSSES, 2007-2009



Sources: New York State Comptroller, Federal Reserve, Bureau of Labor Statistics

### AVERAGE CEO PAY VS. AVERAGE WORKER PAY





**On this page are details about Labor Day parades and other events. More events and details will be listed at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) as they become available.**



**Erie County Local activist Alison Schoonover marches in the 2010 Buffalo parade. Photo by John Normile.**

# Help CSEA mark Labor Day

**CSEA members will mark Labor Day through parades and other events. Please join an event near you to support workers.**

**Long Island, Metropolitan and Southern regions: Manhattan:** Saturday, Sept. 10: New York City Central Labor Council Labor Parade, Manhattan. CSEA and AFSCME members will assemble at West 48th Street between 5th and 6th avenues, 11 a.m. March time at 1 p.m. Members, families and friends are welcome.

This year's march will be held on the eve of the 10th anniversary of the Sept. 11, 2001, attacks. CSEA will honor the victims and all workers at the parade. Members wishing to honor all of those lost in the Sept. 11 attacks are strongly encouraged to join in the parade.

Members planning to march should contact their region communications specialist for more details (*see Page 4 for contact information*).

**Capital Region:**

**Colonie:** Monday, Sept. 5: Solidarity Committee of the Capital District Labor Day Celebration & Picnic, Cook Park, Colonie, noon-5 p.m. Picnic is free, but is a potluck. Please bring a main dish, salad or dessert. The committee will provide hamburgers, hot dogs, vegetarian

burgers, fixings, coffee and beverages. The event will include music and awards for labor and community leadership.

**Albany:** Friday, Sept. 9: Michael L. Burns Capital District Labor Day Parade, 4 p.m. The parade will kick off at Albany City Hall and will end at the Corning Preserve, where a picnic and other events will be held from 6-10 p.m. There will be free food, fireworks, music and kids' activities, including a bouncy-bounce and pony rides. All are welcome.

**Central Region:**

**Syracuse:** Monday, Sept. 5: Greater Syracuse Labor Council Labor Solidarity March, New York State Fairgrounds, Geddes. Line up for the march at 10 a.m. between fair entry gates 4 and 5. The march will start at 10:30 a.m. CSEA members and their families can get free admission tickets from the Central Region Office by stopping by 6595 Kirkville Road in East Syracuse or by calling (315) 433-0050. Tickets are available on a first-come, first-served basis for those who march. Free T-shirts to the first 200 members who attend.



**CSEA President Danny Donohue leads the union's parade delegation in Rochester in 2010.**

**Ithaca:** Monday, Sept. 5: Mid-State Central Labor Council and the Tompkins County Workers' Center Labor Day Picnic, Stewart Park, Ithaca, 11 a.m.-3 p.m. The picnic includes music, free burgers, hot dogs, veggie burgers, beverages, and ice cream, and the Friend/Goat of Labor Awards, Mother Jones and Joe Hill Awards. All are welcome.

**Massena:** Monday, Sept. 5: Labor Solidarity Parade, Massena. CSEA members should assemble at Willow Street in Massena, by Coaches Corner Restaurant at 10 a.m. The parade begins at 11 a.m. and will end at Springs Park with events, refreshments and drawings to follow. All CSEA members and their families are welcome. For more information, contact the CSEA Central

Region office (*see Page 4*) or Amy Simmons at the Jefferson, Lewis and St. Lawrence Counties Central Trades and Labor Council at 315-486-8123.

**Western Region:**

**Buffalo:** Monday, Sept. 5: Buffalo Labor Day Parade, noon. CSEA members wishing to march should meet the group at 11 a.m. at the Buffalo Irish Center at Abbott and Stevenson. The parade route runs down Abbott and Cazenovia.

**Rochester:** Monday, Sept. 5: The Rochester Labor Day parade begins at 11 a.m. and runs down East Avenue and Main Street. CSEA members and their families should meet at East and Strathallen by 10 a.m. The parade route is about 1.5 miles.

# Proposed amendments to CSEA's Constitution and Bylaws

The Committee has, amongst its functions, the duty to review proposals and make recommendations to the Delegates regarding amendments to the CSEA Constitution and By-Laws. Committee recommendations are presented to the Delegates, together with the reasons for the recommendations. This report addresses proposals submitted for the 2011 ADM. (New language is underlined; deleted language is in [brackets].)

THE FOLLOWING ITEM IS PRESENTED TO THE DELEGATES BY THE COMMITTEE AS A PROPOSED AMENDMENT TO THE BY-LAWS. IF PASSED AT THIS MEETING, THIS AMENDMENT WILL BECOME EFFECTIVE IMMEDIATELY.

## Proposal

The following By-Laws proposal was submitted by Region 4 President Kathy Garrison, Region 1 President Nick LaMorte, Region 2 President George Boncoraglio, and Region 6 President Flo Tripi:

### ARTICLE I – OFFICERS

Section 1. TEXT REMAINS THE SAME.

Section 2. EXECUTIVE VICE

PRESIDENT. There shall be an Executive Vice President who shall assume the duties of the President if the President is unable to act for any cause whatsoever or if the office becomes vacant. If the office becomes vacant and the next regularly scheduled election is more than 1 year from the date the office became vacant, the Statewide Board of Directors must approve a special election at the next scheduled Board of Directors meeting. If the regularly scheduled meeting is more than 45 days from when the position became vacant a Special meeting of the Statewide Board of Directors must be called to approve the special election. The election for the vacated office of President must be completed no later than 6 months from the date the office was vacated. REST OF TEXT REMAINS THE SAME.

Sections 3-5. TEXT REMAINS THE SAME.

Section 6.

(a) TEXT REMAINS THE SAME.

(b) Vacancy in the office of President shall be filled by the Executive Vice President. If the office becomes vacant and the next

regularly scheduled election is more than 1 year from the date the office became vacant, the Statewide Board of Directors must approve a special election at the next scheduled Board of Directors meeting. If the regularly scheduled meeting is more than 45 days from when the position became vacant a Special meeting of the Statewide Board of Directors must be called to approve the special election. Vacancy in the office of the Executive Vice President [shall] may be filled by the Board of Directors by electing any one of the six Vice Presidents, the Secretary or the Treasurer. If the office becomes vacant and the next regularly scheduled election is more than 1 year from the date the office became vacant, the Statewide Board of Directors must approve a special election at the next scheduled Board of Directors meeting. If the regularly scheduled meeting is more than 45 days from when the position became vacant a Special meeting of the Statewide Board of Directors must be called to approve the special election. Any member in good standing would be eligible to run in the special election. The election for the vacated office of Executive Vice President must be completed no later than 6 months from the date the office was vacated. A vacancy in the term of any of the Vice Presidents shall be filled according to the Constitution and By-Laws of the respective Region. Vacancies in the office of Secretary and Treasurer may be temporarily filled [for the remainder of the term] by the Board of Directors. If the office of Secretary or Treasurer becomes vacant and the next regularly scheduled election is more than 1 year from the date the office became vacant, the Statewide Board of Directors must approve a special election at the next scheduled Board of Directors meeting. If the regularly scheduled meeting is more than 45 days from when the position became vacant a Special meeting of the Statewide Board of Directors must be called to approve the special election. The election for the vacated office of Secretary or Treasurer must be completed no later than 6 months from the date the office was vacated. No person elected to a position as an officer of the Association shall remain an officer of a Local

or Unit.

REST OF ARTICLE REMAINS THE SAME.

EXPLANATION: This proposal was submitted with the following justification: “This Amendment is a result of numerous conversations throughout 2010 when our Statewide President was nominated to serve as the Secretary/Treasurer of AFSCME. Many concerns were expressed about the leadership of our union during that year. As leaders we often boast about our democratic process and the rights of our members to run for any position within CSEA. This amendment allows for temporary appointments prior to a special election. It also allows for reasonable timelines. If there is opposition to this amendment based on cost delegates should know that this situation has only occurred once in the past 12 years and the cost is minimal compared to our priorities to remain as democratic as possible.”

The Committee does not support this proposal. The basic rationale suggested for this proposal is to preserve democracy with regard to how potential vacancies in CSEA statewide offices are filled. However, this proposal inaccurately suggests that the process already in place is somehow undemocratic. Currently, our Statewide Constitution provides that the “officers of the Association shall be a President, an Executive Vice President, six Vice Presidents to be the six Region Presidents, the Secretary and Treasurer. Our Statewide By-Laws provide for how vacancies occurring during a term are to be filled. A vacancy in the Office of Statewide President occurring during the term is automatically filled by the Statewide Executive Vice President. A vacancy in the Office of the Statewide Executive Vice President is filled by the Board of Directors electing a new Statewide Executive Vice President from any one of the other eight sitting Statewide officers, that is, one of the six Vice Presidents or the Statewide Secretary or the Statewide Treasurer. A vacancy in the Office of Statewide Secretary or Statewide Treasurer may be filled by a Board of

*Continued on Page 8*

# Proposed amendments to CSEA's Constitution and Bylaws

*Continued from Page 7*

Directors' election from any qualified member candidate seeking to fill that position. For the six Vice President positions, a vacancy is filled under the Region Constitution by the highest ranking Region Vice President moving up to become Region President and, hence, also a Statewide Vice President.

This current structure for filling vacancies at the statewide level is paralleled in the mandated constitutional succession rules for the Region, Local and Unit levels. Thus, at every level of CSEA a vacancy in the president position is filled in the same way, by the highest ranking vice president moving up. In most democratic forms of governance, the duly elected vice president succeeds to the presidency automatically, without the need for an intervening election. In democratic forms of governance, this system provides for the orderly transfer of power when a vacancy occurs and for a stable governing body during a transition.

As we know, under the best of circumstances elections can cause political division and unrest within the Union. Under this proposal, the Union could be faced with conducting four statewide elections, over a two-year period, leaving no stable governance in place for that entire period while "everyone" is running for office. Imagine this: The Statewide Presidency becomes vacant. The Executive Vice President successfully runs for Statewide President, thereby creating a vacancy in the Executive Vice President position. The Statewide Treasurer successfully runs for the Executive Vice President vacancy, thereby creating vacancy in the Treasurer position. The Statewide Secretary then successfully runs for the Statewide Treasurer position, creating a fourth statewide vacancy and the need for yet another statewide election to fill the Secretary position. While we cannot say with any certainty that this would happen, we cannot say with certainty that it would not happen either. And, depending on the timing of the first vacancy, this series of four successive replacement elections could run right up against the commencement of the next full term election cycle for the statewide officer positions.

Such circumstances could have devastating effects on the Union as a whole.

The period of instability and uncertainty could last a year or more. The Committee notes that such a situation, particularly detrimental during difficult economic times such as we are experiencing now, would be damaging to our place in the trade union movement, our place across the negotiating table in collective bargaining, and particularly damaging to our relationship with our own membership which, not so long ago, was demanding that we have fewer, not more, elections.

By potentially adding up to four additional statewide elections, this proposal also comes at a significant cost: each statewide election in today's dollars costs the Union approximately one-quarter of a million dollars. This proposal pretty much insures that at least two additional elections would take place: statewide president and statewide executive vice president, for a cost of half a million dollars. While it is possible that a Vice President/Region President would run for and be elected to the vacant statewide presidency and no further election would be necessary, that scenario is less likely than a scenario wherein the Executive Vice President succeeds in the first election to become President and a Vice President/Region President is then elected in a second election to the position of Executive Vice President.

Further, pursuant to By-Laws Article I, Section 2, the main reason we elect an Executive Vice President is to "assume the duties of the President if the President is unable to act for any cause whatsoever or if the office becomes vacant." This proposal would act to disenfranchise the Executive Vice President from the purpose of being elected as an Executive Vice President in the first instance and is completely contrary to By-Laws Article I, Section 2. Absent the purpose as now spelled out in the By-Laws, the Executive Vice President position, unlike any of the other statewide positions, would be a position without a function.

Notwithstanding the proposal's limited reach which would change the Statewide By-Laws, our history tells us that this type of change may well have a cascading effect on the way in which president vacancies are filled in the Regions, Locals and Units. A similar succession

scheme wherein every officer vacancy will require a special election at every subdivision level of the Union will potentially enmesh us in continuous election cycles, with unimaginable costs in terms of dollars and in terms of finding candidates willing to run for office.

Further, the proposal, if applied as written, creates an exception for how a vacancy in the six Vice President positions is filled. The proposal leaves untouched the existing "succession rules" in the Region Constitution to fill a vacancy in a Region President position, even though that position serves as a Statewide Vice President as well. This dichotomy creates a disparity between the Statewide Executive Vice President and Region Executive Vice President positions. A Region Executive (or Region First) Vice President would automatically become Region President without the need for an election. Yet, the Statewide Executive Vice President, duly elected by the entire membership, would have to run again to fill the vacated Statewide President position. The Committee is unsure as to the rationale for leaving this automatic succession in place for purposes of Region President vacancies, while dismantling the same approach at the Statewide level. This is particularly odd in that several vacancies have occurred in Region President positions in the recent past and another vacancy is to happen shortly after close of the Annual Delegates Meeting. No concerns for our democratic process arose then, when Region Vice Presidents moved up to fill those vacancies to become Region President and Association Vice President without having to run in an election.

Stability in governance at every level of the Union is necessary to insure that our mission and our responsibilities as bargaining agent are continued with minimal disruption or breach in the face of a change of leadership at the Statewide President level. The current succession rules insure the least disruption and smoothest transition in leadership when a Statewide President position becomes vacant. The number two statewide officer moves— almost seamlessly— into that position to serve out

*Continued on Page 9*



# Proposed amendments to CSEA's Constitution and Bylaws

*Continued from Page 9*

the term. This proposal creates just the opposite of a smooth transition: it insures a sustained period of disruption, uncertainty, and unnecessary expense.

The Committee believes that this proposal is neither necessary nor workable. The current succession rules have proven to work and to work well over many years at every level of the Union, allowing smooth transitions at no extra cost. Should the Office of Statewide President become vacant in the near future or ever, these rules will work well again, and provide a smooth transition, placing into the Office of the Statewide President a person elected by the membership with the common understanding that this is a person who could be "a heart beat away" from being Statewide President. That is the common understanding in any election for vice president and nothing in our CSEA history or our future makes that untenable today or tomorrow.

Furthermore, the delegates should also realize that should this amendment

be approved, it could not be effective until the 2016 election cycle. The 2012 election cycle has already begun; candidates have petitioned for placement on the ballot with the understandings of possible responsibilities as they currently exist. Members have signed nominating petitions with those same understandings and the nominating period closed before any consideration of this amendment by the Delegates. The duties and responsibilities of the positions running in the current election cannot be changed during an election cycle. Such changes can be prospective only and in this case that means effective with the 2016 statewide election cycle.

FOR THE PURPOSE OF PLACING THIS AMENDMENT BEFORE THE DELEGATES, ON BEHALF OF THE COMMITTEE, I MOVE THE ADOPTION OF THIS AMENDMENT. THE COMMITTEE RECOMMENDS A "NO" VOTE.

\* \* \*

All correspondence regarding proposed amendments to the Statewide

Constitution or Statewide By-Laws received by the Committee as of the constitutional deadline of May 15, 2011, have been reviewed. The Committee wishes to thank its advisors, Nancy E. Hoffman, Steven A. Crain, and Daren J. Rylewicz, as well as the Committee Coordinator, Ameer Camp, for their guidance, attention and hard work.

Respectfully submitted,

Casey Walpole, Chair, Region 5  
Mary D'Antonio, Region 1  
Lester Crockett, Region 2  
Sabina Shapiro, Region 3  
Kim Wallace-Russo, Region 4  
Lori Nilsson, Region 5  
Robert Ellis, Region 6  
Victor Coster, Retiree Division  
Denise Berkley, Officer Liaison

## Resolutions proposed for CSEA's Annual Delegates Meeting

**PROPOSED RESOLUTIONS for consideration by delegates attending CSEA's 101<sup>st</sup> Annual Delegates Meeting, Oct. 3 to 7 in New York City:**

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

### 1. Benefits for Our Military Veterans

*Submitted by Lavarne (Lee) Pound  
Delegate - Local 918*

More than 75,000 veterans are living on the streets or in temporary shelters and virtually all of them served in Iraq and Afghanistan. The resolution proposes CSEA take up the cause to lobby the federal government for shelter and medical treatment for all homeless and disadvantaged veterans.

**The Resolutions Committee recommends the resolution be adopted as amended.**

### 2. Domestic Violence Act of 2011

*Submitted by Lavarne (Lee) Pound  
Delegate - Local 918*

The Domestic Violence Act would amend criminal procedure law as it relates to "all persons" with protective orders wearing electronic devices and penal law as it relates to non-support of a child or children.

**The Resolutions Committee recommends the resolution be defeated. While it acknowledges the resolution was written with good intent, the committee believes there is a sufficient confusion about its implications to merit a "no" vote.**

### 3. Weakening Union Rights Weakens All Workers' Rights and Weakens America

*Submitted by Shaun Chesley  
Delegate - Local 814 and  
Clarence Russell - Delegate, Local 651*

Unions protect the rights of American workers who have helped grow the nation. The resolution calls upon CSEA to lead the way in educating both unionized and non-unionized workers that attacking those rights undermines our nation, our economic health and our prosperity.

The Resolutions Committee recommends this resolution be adopted as amended.

### 4. Member Participation in Organizing - 2010 / 2011

*Submitted by Nancy Ianson  
Delegate - Local 830*

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

The Resolutions Committee recommends this resolution be adopted as amended.

# Summary of July CSEA Board of Directors meeting

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



**Berkley**

ALBANY — CSEA's statewide Board of Directors met on July 21. In official business the board:

- Appointed Amy Simmons (St. Lawrence County) to the Board of Directors;
- Authorized a one-year pilot project for a purchasing program through payroll deduction offered by "Purchasing Power" with Nassau County Local 830, which, if successful, will be extended statewide as long as employers allow payroll deduction;
- Created CSEA Private Sector Local 769 (Odessa – Montour Falls School District Transportation Employees) and CSEA Private Sector Local 771 (Monroe Community College Campus Food Services);
- Approved the proposed 2011-2012 Election Schedule for Statewide Officers,

- Region Officers, Statewide Board of Directors and AFSCME Delegates;
- Endorsed new Critical Illness plan with MetLife as part of the CSEA Insurance Program; and
  - Approved appointment of Karen Pecora and Adele Herzenberg to the Southern Region 3 Political Action Committee and Delphine Moultrie to the Metropolitan Region 2 Political Action Committee.

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

## State, local government and private sector CSEA members:

### Skills for Success courses offered

This fall, CSEA members employed by New York state, local government agencies and the private sector have opportunities to take Skills for Success training courses offered by the NYS & CSEA Partnership for Education and Training (Partnership).

Course participation, as space permits, by CSEA-represented employees in local government agencies, school districts, state authorities and the private sector is sponsored by the CSEA WORK Institute.

Skills for Success courses help employees prepare for the challenges and demands of current and future jobs.

More than 100 classes are scheduled statewide from Sept. 19 through Dec. 15, 2011. The training is available at no cost to employees or agencies.

All courses are held at conveniently located training sites. To increase participation in courses while eliminating time away from the office, the Partnership is offering a select number of courses using webinar formats.

#### Eligibility

Employees are eligible to participate in Partnership courses if they are:

- A CSEA-represented New York State (NYS) employee (ASU/02, OSU/03, ISU/04, or

DMNA/47).

- A CSEA-represented employee working in local government, school districts, state authorities, or the private sector employee, as space permits.

#### Available courses

Choose from 44 job-related and personal development courses under the following topics:

- Individual Development
- Interpersonal Communication
- Language Skills
- Math Skills
- Trades, Operations, and Maintenance
- Work Management
- Writing Skills

Employees may take any of the courses offered, not just courses that typically reflect the work they perform. Employees can directly apply for these courses. However, supervisory approval and signature are necessary to attend without charge to leave credits. Applications should be sent to the Partnership as soon as possible as classes fill quickly.

**For more information about Skills for Success courses, call (518) 486-7814 or, for areas outside the Capital Region, call (800) 253-4332, or email at [learning@nyscseapartnership.org](mailto:learning@nyscseapartnership.org).**

The graphic features the NYS & CSEA Partnership logo at the top left, with the tagline "for Education and Training". To the right is a starburst graphic that says "Apply today! Classes fill quickly." Below this is the title "Skills for Success" in a large, white, cursive font, followed by the subtitle "Courses for CSEA-represented employees" in a smaller, white, sans-serif font. The center of the graphic contains four small images: a man working on a circuit board, a woman at a computer, two women talking, and a classroom scene with a student raising their hand. At the bottom, it states "Courses available September - December 2011" and the website "www.nyscseapartnership.org".

#### For more information

A web catalog of the Skills for Success courses is available on the Partnership's website at [www.nyscseapartnership.org](http://www.nyscseapartnership.org). The catalog contains course descriptions, course schedules, training locations and an application form that can be downloaded and printed.

# Sports fans: Save on special CSEA discounts for the Buffalo Bills and Syracuse Orange!



## REGULAR SEASON GAMES

Sunday, November 6	1:00	<b>JETS (JETS)</b>
Sunday, December 4	1:00*	<b>TITANS</b>
Sunday, December 18	1:00*	<b>Dolphins</b>
Saturday, December 24	1:00	<b>BRONCOS</b>

All dates and times subject to change. Tickets subject to availability. All games played at Ralph Wilson Stadium. \*Games Subject to Flex Scheduling.

## PRICING

\$73, \$63, \$52, \$24  
 Promo Code: GPCSE

**SAVE UP TO 50% ON REGULAR PRICES!**

**CLICK TO BUY**

For more information contact:

**James Zielinski**

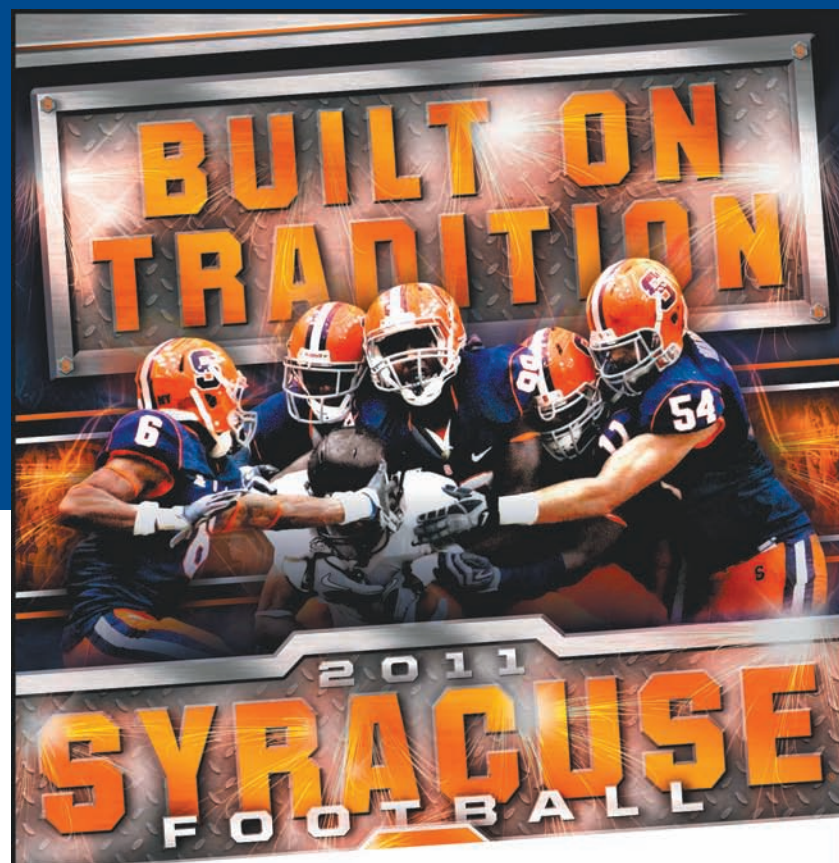
Call 1-877-228-4257 ext. 8931

or email at james.zielinski@bills.nfl.net

**LEAD THE CHARGE**

**VISA**   
 PROUD SPONSOR

*Call or email for club seating options*



**Take advantage of your CSEA membership for a special discount for all 2011 Syracuse University Football Home Games at the Carrier Dome in Syracuse!**

To get your \$19 discount tickets (regularly \$28), order online at: [www.suathletics.com/groupoffers](http://www.suathletics.com/groupoffers) - Click on the CSEA logo and select the game you want to attend - Use special offer code: **CSEA11** (no spaces) - Create a NEW ACCOUNT (even if you have an account already) - Follow the steps to purchase and check out. There will be a processing and print at home fee. You can also call (315) 443-3212.

## SU Football Home Game Schedule:

SU vs Wake Forest	September 1, 2011 - 8:00 PM
SU vs Rhode Island	September 10, 2011 - 4:30 PM
SU vs Toledo	September 24, 2-11 - 12:00 PM
<b>SU vs Rutgers</b>	<b>October 1, 2011 - 12:00 PM **</b>
SU vs. W. Virginia	October 21, 2011 - 8:00 PM
SU vs. South Florida	November 11, 2011 - 8:00 PM
SU vs. Cincinnati	November 26, 2011 - Time TBA

**\*\* Please join us for our special recognition on CSEA Game Day!**

# NYSHIP rate change brings Special Option Transfer Period

The following information is intended for CSEA represented Executive Branch enrollees – enrollees employed by the state of New York covered by one of the following CSEA collective bargaining agreements: Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.

The CSEA collective bargaining agreement ratified on Aug. 15, 2011 will result in a NYSHIP rate change effective Oct. 1, 2011.

For Empire Plan and HMO\* enrollees who are represented by CSEA Grade 9 and below, the state pays 88 percent of the cost of the premium for enrollee coverage and 73 percent for dependent coverage.

For Empire Plan and HMO\* enrollees who are represented by CSEA Grade 10 and above, the state pays 84 percent of the cost of the premium for enrollee coverage and 69 percent for dependent coverage.

\* The state's dollar contribution for the non-prescription drug components of the HMO premium will not exceed its dollar contribution for the non-prescription drug components of the Empire Plan premium.

The new rates listed below (shown along with the increase from the current rate) will be in effect through the end of 2011. As a result of these rate changes, there will be a Special Option Transfer Period from Sept. 1 through Sept. 30, 2011.

If you wish to change your health insurance plan, see your health benefits administrator (HBA) as soon as possible and ask for a Health Insurance Transaction Form PS-404. Return the completed form to your agency HBA by Sept. 30, 2011.

The NYSHIP Rate Change Flier, which includes the Oct. 1, 2011 rates, as well as additional information regarding the date of the earliest paycheck in which a deduction change will be made, will be sent by the NYS Department of Civil Service directly to enrollees' homes.

No action is required if you wish to keep your current health insurance option. The annual rate change and annual Option Transfer Period for 2012 will occur later this year as usual.

## New York State Health Insurance Program (NYSHIP) Biweekly Employee Cost Schedule Effective October 2011

Health Plan Name	Grade 9 and Below		Grade 10 and Above	
	Individual/(Increase)	Family/(Increase)	Individual/(Increase)	Family/(Increase)
The Empire Plan 001	\$ 32.09 (\$4.08)	\$128.08 (\$10.34)	\$ 42.79 (\$14.78)	\$153.00 (\$35.26)
Aetna 210	\$109.56 (\$7.69)	\$465.59 (\$12.35)	\$119.92 (\$18.05)	\$490.22 (\$36.98)
Blue Choice 066	\$ 25.54 (\$4.26)	\$104.92 (\$10.14)	\$ 34.05 (\$12.77)	\$125.19 (\$30.41)
CDPHP Capital 063	\$ 31.01 (\$6.31)	\$134.02 (\$12.01)	\$ 40.83 (\$16.13)	\$157.94 (\$35.93)
CDPHP Central 300	\$ 68.17 (\$7.45)	\$227.26 (\$12.08)	\$ 78.05 (\$17.33)	\$251.34 (\$36.16)
CDPHP West HV 310	\$ 77.81 (\$7.44)	\$251.19 (\$12.05)	\$ 87.67 (\$17.30)	\$275.22 (\$36.08)
Community Blue 067	\$ 30.43 (\$5.07)	\$182.10 (\$13.01)	\$ 40.57 (\$15.21)	\$208.01 (\$38.92)
Empire BC/BS Upstate 280	\$ 84.33 (\$7.79)	\$300.44 (\$13.05)	\$ 94.88 (\$18.34)	\$326.46 (\$39.07)
Empire BC/BS Downstate 290	\$132.00 (\$7.79)	\$425.05 (\$13.06)	\$142.56 (\$18.35)	\$451.09 (\$39.10)
Empire BC/BS Hudson 320	\$132.83 (\$7.80)	\$427.27 (\$13.08)	\$143.40 (\$18.37)	\$453.34 (\$39.15)
GHI HMO Albany 220	\$112.29 (\$7.93)	\$384.57 (\$13.36)	\$123.14 (\$18.78)	\$411.23 (\$40.02)
GHI HMO Mid-Hudson 350	\$140.75 (\$7.93)	\$461.90 (\$13.36)	\$151.60 (\$18.78)	\$488.55 (\$40.01)
HIP 050	\$ 54.94 (\$7.67)	\$185.34 (\$12.57)	\$ 65.26 (\$17.99)	\$210.40 (\$37.63)
HMO Blue CNY 072	\$ 88.79 (\$7.51)	\$272.64 (\$12.11)	\$ 98.78 (\$17.50)	\$296.76 (\$36.23)
HMO Blue Utica 160	\$ 71.04 (\$7.34)	\$254.88 (\$11.80)	\$ 80.71 (\$17.01)	\$278.41 (\$35.33)
Independent Health 059	\$ 29.44 (\$4.91)	\$126.53 (\$12.11)	\$ 39.25 (\$14.72)	\$150.72 (\$36.30)
MVP Rochester 058	\$ 25.29 (\$4.22)	\$107.95 (\$10.35)	\$ 33.72 (\$12.65)	\$128.62 (\$31.02)
MVP East 060	\$ 26.55 (\$4.42)	\$113.43 (\$10.85)	\$ 35.40 (\$13.27)	\$135.15 (\$32.57)
MVP Central 330	\$ 41.07 (\$7.33)	\$158.29 (\$11.78)	\$ 50.72 (\$16.98)	\$181.79 (\$35.28)
MVP Mid-Hudson 340	\$ 36.92 (\$7.30)	\$147.58 (\$11.71)	\$ 46.50 (\$16.88)	\$170.91 (\$35.04)
MVP North 360	\$ 78.30 (\$7.42)	\$251.98 (\$12.01)	\$ 88.11 (\$17.23)	\$275.90 (\$35.93)

# CSEA's notice of nomination and election

**E**lections for the following positions will take place from January 18, 2012 – February 14, 2012.

## **Statewide Officers:**

President, Executive Vice President, Secretary, Treasurer

## **Region Officers:**

Region 1: President, Executive VP, 1st VP, 2nd VP, 3rd VP, 4th VP, Secretary, Treasurer

Region 2: President, Executive VP, 1st VP, 2nd VP, Secretary, Treasurer

Region 3: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 4: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 5: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 6: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

## **Statewide Board of Directors:**

The Statewide Board of Directors consists of representatives of the State Executive Committee and the Local Government Executive Committee. The Private Sector Executive Committee Board of Directors seat is automatically the Chair of the Private Sector Executive Committee.

## **CSEA Election Schedule for Statewide Officers, Region Officers, Statewide Board of Directors**

**Aug. 31, 2011:** First day of the petitioning period. Nominating petitions will not be released until this day.

**Sept. 30, 2011:** Deadline for nominating petitions to be received at CSEA Headquarters, Membership Department (5:00 p.m.)

**Oct. 24, 2011:** Deadline for review of invalid signatures.

**Any CSEA member who is considering the possibility of running for office may obtain information about the election process by calling the Statewide Election Committee at CSEA Headquarters 1-800-342-4146 ext. 1447. Please check the CSEA bulletin boards at your workplace for more election details.**

**Nov. 7, 2011:** Deadline/declinations and name confirmation.

**Nov. 16, 2011:** Ballot position drawing; Local and Unit President labels available.

**Nov. 28, 2011:** Deadline for campaign literature submission for printing.

**Dec. 1, 2011:** Deadline for candidates who qualify for Statewide, Region or Board of Directors to submit for publication in The Work Force their picture, the entity they work for, and the CSEA office they are seeking.

**Dec. 19, 2011:** Voter lists inspection available.

**Jan. 18, 2012:** Ballots mailed.

**Jan. 25, 2012:** Replacement ballots available.

**Feb. 14, 2012:** Deadline for receipt of ballots (8:00 a.m.). Ballot count commences (9:00 a.m.)

**Election results** will be announced after the ballot count is complete and certified. Protest period ends 10 days following Statewide Election Committee's certification of results. Candidates will be notified by mail of the results. Election results will be published in the March 2012 edition of The Work Force.

## **Individual or Slate Petitions**

Persons seeking an office may petition individually or as part of a slate to appear on the ballot.

No person may be a candidate for Statewide and Region office during the same election year. No person may be a candidate for more than one Region office.

In Statewide elections, the slate must contain a candidate for each of the Statewide offices listed herein.

In Region elections, the slate must contain a candidate for each of the Region offices listed herein for the particular Region.

For the Board of Directors elections, slate petitioning is available in those departments or political subdivisions which, in accordance with the CSEA Constitution and Bylaws, are entitled to more than one Board seat. In such instances, to constitute a slate there must be a candidate for each of the seats to which the department or political subdivision is entitled in that election.

## **Voting Eligibility Date**

Only CSEA members in good standing as of Dec. 1, 2011 will be eligible to vote in the election.

## **Rules on Running for CSEA Statewide President, Executive Vice President, Secretary, Treasurer**

To be eligible to seek Statewide office, a candidate must be at least 18 years of age, a member in good standing of CSEA since Jan. 1, 2011; shall not have been a member of a competing labor association or union since Jan. 1, 2011; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and must not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific Statewide office by obtaining on official nominating petition forms the printed name, signature, and 10-digit CSEA ID numbers of at least 1,000 CSEA members eligible to vote in the upcoming election.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2012 and shall be for a single term ending Feb. 29, 2016.

## **Rules on Running for Region Office**

To be eligible to seek Region office, a candidate must be at least 18 years old; a CSEA member in good standing of the Region since Jan. 1, 2011; shall not have been a member of a competing labor association or union since Jan. 1, 2011; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific Region office by obtaining on official nominating petition forms the printed name, signature, and 10-digit CSEA ID

numbers of at least 500 CSEA members eligible to vote in the upcoming election. All signatures must be from the Region where the person is seeking office.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2012 and shall be for a single term ending Feb. 29, 2016.

## **Rules on Running for Statewide Board of Directors**

To be eligible to seek office, a candidate must be at least 18 years old; a CSEA member in good standing of the voting jurisdiction within the Division he or she seeks to represent, since Jan. 1, 2011; shall not have been a member of a competing labor association or union since Jan. 1, 2011; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate for a Board seat and have his or her name placed on the ballot by obtaining on official nominating petition forms the required number of printed names, signatures, and 10-digit CSEA ID numbers of CSEA members eligible to vote in the election.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2012 and shall be for a single term ending Feb. 29, 2016.

## **Election Oversight**

The union's Statewide Election Committee will oversee the election process. The American Arbitration Association, an independent election agency approved by the union's Statewide Board of Directors, will conduct the balloting.

# NOTICE OF NOMINATION AND ELECTION

## 2012 AFSCME Convention Delegates

### Delegate nominating meetings to be held Saturday, Oct. 15, 2011

In addition to our own CSEA elections, the year 2012 also has an AFSCME Delegates election. Meetings will be held in all CSEA Regions on Saturday, Oct. 15th to nominate candidates for the position of Delegate to the 2012 AFSCME Convention scheduled for June 18 – June 22, 2012 in Los Angeles, California. The date, time and location of Region nominating meetings are printed at right.

These Region nominating meetings kick off the AFSCME Delegate election process, which continues in accordance with the schedule of election, printed at right, approved by CSEA's Board of Directors.

CSEA members in each CSEA Region will elect Delegates from their Region. The number of Delegates to which each Region is entitled is based on Region membership strength, in accordance with the AFSCME and CSEA Constitutions.

#### Who is eligible?

Any member in good standing as of Oct. 15, 2011 will be entitled to be nominated as a delegate to the AFSCME Convention. Any member in good standing as of Oct. 15, 2011 will be eligible to nominate Delegates. Any qualified CSEA member will be eligible to nominate as many candidates for Delegates as he or she desires, not to exceed the total number of Delegates to be elected from that Region. Nominees do not have to be at the nominating meeting.

Nominations may be made by slates of two or more individuals who will appear on the ballot as running together under a particular slate designation. The ballot will also allow slate candidates to be elected individually, separate from the slate.

### CSEA REGION NOMINATING MEETINGS AFSCME Convention Delegates Election

SATURDAY, Oct. 15, 2011  
ALL MEETINGS WILL START  
AT 11 A.M.

**LONG ISLAND REGION 1** (41 delegates)  
Region Office, 3 Garet Place, Commack

**METROPOLITAN REGION 2** (14 delegates)  
Region Office, 125 Maiden Lane, 5<sup>th</sup> Floor,  
New York City

**SOUTHERN REGION 3** (38 delegates)  
Region Office, 568 State Route 52, Beacon

**CAPITAL REGION 4** (33 delegates)  
Ramada Inn Plaza Hotel, 3 Watervliet  
Avenue Extension, Albany

**CENTRAL REGION 5** (39 delegates)  
Region Office, 6595 Kirkville Road, East  
Syracuse

**WESTERN REGION 6** (39 delegates)  
Rochester Satellite Office, 3495 Winton  
Place, Building E, Suite 3, Rochester

Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

### AFSCME DELEGATES ELECTION YEAR 2012

The approved schedule for the election is as follows:

- Oct. 15, 2011:** Region Nomination Meetings
- Nov. 7, 2011:** Deadline/declinations and name confirmation
- Nov. 16, 2011:** Local and Unit President labels available
- Nov. 28, 2011:** Deadline for campaign literature submission for printing
- Dec. 19, 2011:** Voter lists inspection available
- Jan. 18, 2012:** Ballots mailed
- Jan. 25, 2012:** Replacement ballots available
- Feb. 14, 2012:** Ballots due 8 a.m.; Tally commences 9 a.m.

**Ten (10) days following Statewide Election Committee Certification of**

**Results:** End of protest period

**March 2012:** Results published in The Work Force

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for Statewide officers, Region officers and Board of Directors. Members are urged to carefully read the election information contained in The Work Force throughout the Year 2012 election cycle as well as the instructions, which will accompany each mail 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.

## Mims is PEOPLE Recruiter of the Month

HEMPSTEAD — Ruby Mims of the Erie County Local in the Western Region is the PEOPLE Recruiter of the Month for June. She recruited 45 new PEOPLE members at the MVP level.

“The PEOPLE program helps protect CSEA’s interests in the political arena,” Mims said. “When legislation is proposed that is bad for CSEA and for us as union members, PEOPLE helps us fight it and stop it before that legislation becomes law. We don’t want to become the next Wisconsin. Today the PEOPLE program is more important than ever before.”

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



Mims

## Child going to school? Don't forget a CSEA EBF Student Proof Form

It is almost that time of year again when summer comes to an unhappy ending; the days start feeling a little shorter and the all so dreaded “back to school” mind set comes to focus.

It is this time of year that children get their requested school supplies, new schedules and new clothes, so be sure you do not forget the CSEA EBF Student Proof Form.

All students returning to college who are age 19 and over need to have this form filled out by their school’s registrar’s office and sent back to: **CSEA EBF, P.O. Box 516, Latham, N.Y. 12110**

Requirements are a minimum of 12 undergraduate or six graduate credit hours, enrolled in



a regionally accredited college or university and working toward a bachelor’s degree, master’s degree or associate’s degree.

Current proof of status must be provided

annually. Full-time students can be covered up to their 25<sup>th</sup> birthday.

Forms will be sent out from the CSEA EBF office every August, or you can download one from our website at [www.cseaebf.com](http://www.cseaebf.com).

Dependents age 19 or over and not a full-time student in school, or dependents that graduated from college can still obtain EBF benefits thru COBRA for a maximum of 36 months. You must contact the CSEA EBF at **1-800-323-2732** for your COBRA application.

**The state Department of Labor and NYS Zero-Lift Task Force are sponsoring a Safe Patient Handling Conference in Albany Oct. 18-19.**

**The conference website is now LIVE!**

**Visit the site at <http://labor.ny.gov/sphconference> to learn more and get updates about the conference.**

**Are you a CSEA member taking the New York State Principal Clerical, Head Clerical and/or Payroll Examiner exams on Oct. 15, 2011?**

**CSEA is offering workshops in all regions!**

**Long Island Region:** Sept. 24, 8:30 a.m. – 4:30 p.m.,  
CSEA Long Island Region office, Commack

**Metropolitan Region:** Sept. 13-14, 5:30 – 9 p.m.,  
CSEA Metropolitan Region office, Manhattan

**Southern Region:** Sept. 19-20, 5:30 – 9 p.m.,  
CSEA Southern Region Office, Beacon

**Capital Region:** Oct. 1, 8:30 a.m. – 4:30 p.m.,  
NYS Nurses Association office, Latham

**Central Region:** Sept. 17, 8:30 a.m. – 4:30 p.m.,  
CSEA Central Region Office, East Syracuse

**Western Region:** Oct. 8, 8:30 a.m. – 4:30 p.m.,  
CSEA Western Region Office, Amherst

### Topic Areas to Be Covered:

- General Test Taking Tips & Strategies
- Understanding & Interpreting Written Material
- Understanding & Interpreting Tabular Material
  - Preparing Written Material
  - Scheduling/Inventory Control
    - Office Record Keeping
    - Supervision
  - Administrative Supervision

**Cost is \$15.75.** You can register online using a credit card at [www.csealocal1000.org/wi](http://www.csealocal1000.org/wi) or you can call the

CSEA WORK Institute at **1-866-478-5548** to register.

We cannot take credit cards

over the phone. If you register by phone, you will have to mail in a check or money order. **YOU MUST REGISTER** for these workshops as space is limited and will be first-come, first-served.

**CAN'T MAKE THESE WORKSHOPS?** Our **Online Learning Center** has seven of these courses available. Take a **FREE DEMO** at [www.csealearningcenter.org](http://www.csealearningcenter.org). If you like what you see, CSEA members get one month of 24-hour/day access from any computer for only \$9.99.



# THE Work Force

[www.csealocal1000.org](http://www.csealocal1000.org)

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Since 1910

**CSEA**

New York's **LEADING** Union

LOCAL 1000 AFSCME, AFL-CIO  
DANNY DONOHUE, PRESIDENT

## On the line every day.

We're family, friends and neighbors  
doing the work that matters.



People working together  
to make a better New York **for all.**

SMART | DYNAMIC | CARING | DEDICATED