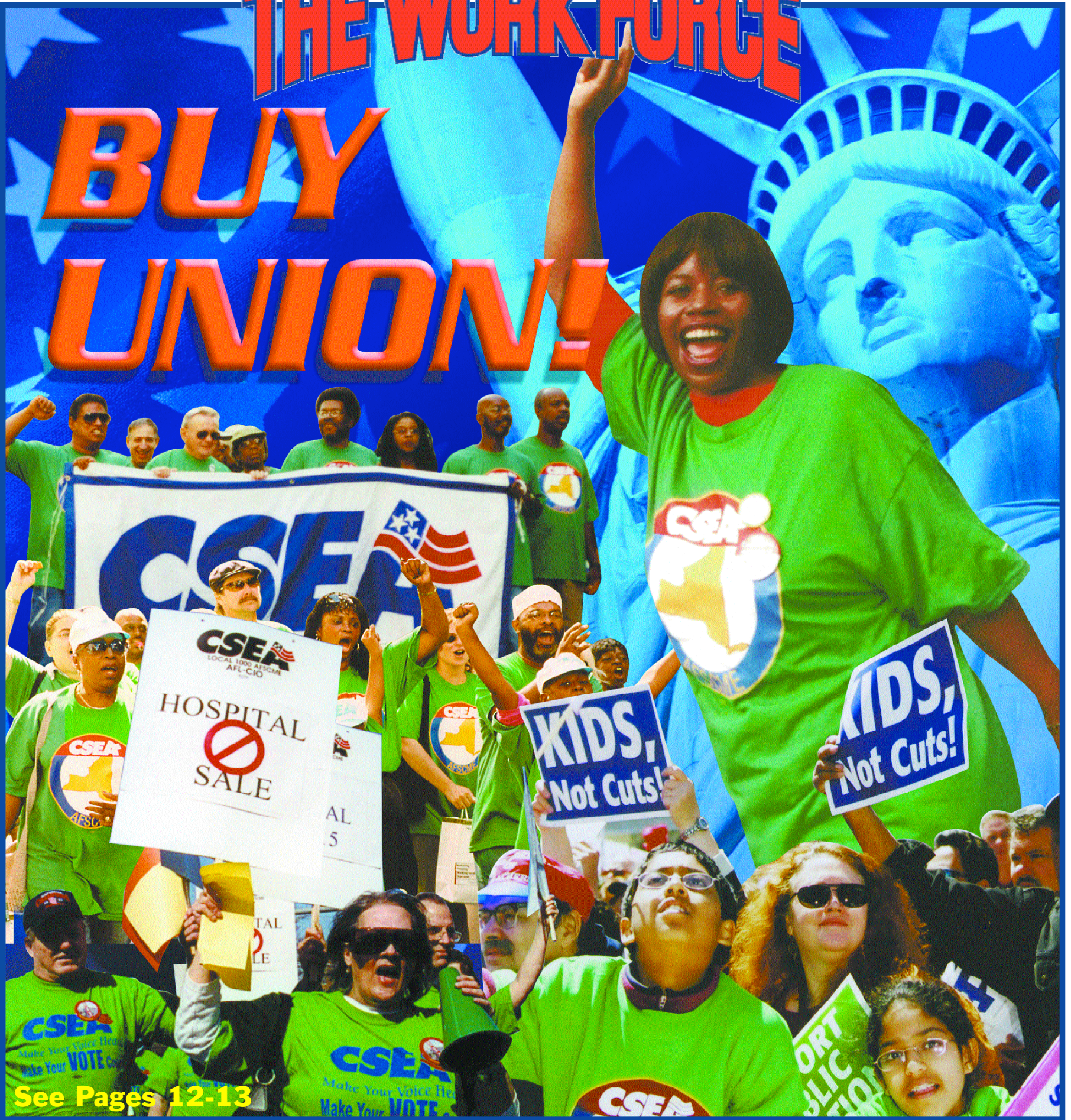


THE WORK FORCE

BUY UNION!



See Pages 12-13

Photo of the Month



From left, Long Island Region Veterans Committee members Nelson Gutierrez, 2nd vice president, Pilgrim Psychiatric Center; Nick LaMorte, president, CSEA Long Island Region; William Gwynn, 2nd vice president, Long Island DDSO; and Maryann Phelps, 4th vice president, SUNY Stony Brook, take part in a Veterans Day event at Armed Forces Plaza in Hauppague. Not pictured is Veterans Committee Chair Steve Abramson, City of Long Beach, who also took part in the ceremony.

Paul Ruller, 54, Sch'dy activist

SCHENECTADY — Longtime CSEA member and activist Paul Ruller, 54, died unexpectedly in early November. Ruller served as City of Schenectady Unit president since 1991. He began working for the city as a police dispatcher in 1988 and in 1999 transferred to the Department of Neighborhood Revitalization. He leaves behind a wife and two children.

"Paul's activism and dedication to the union were an inspiration. He made sure the members came first," said CSEA President Danny Donohue.

Contributions may be made in Paul's memory to the American Heart Association, 440 New Karner Rd., Albany, NY 12205. The Ruller family's address is 1359 Glenwood Blvd., Schenectady, NY 12308.

CSEA President Danny Donohue to meet Long Island Region members Dec. 10

CSEA President Danny Donohue will visit the CSEA Long Island Region office on Friday, Dec. 10 to meet with members.

The meetings will be held in the region office at 3 Garet Place, Commack. Donohue will meet with union members from 1 to 7 p.m. Please call the Long Island Region office at (631) 462-0030 for an appointment and directions.

OCFS attack leaves injuries, questions

RUSH — CSEA is demanding the state Office of Children and Family Services address staffing issues at the Industry secure youth center following a recent attack that left a union member hospitalized.

Several youths staged a coordinated uprising beginning with a distraction in one unit, causing youth development aides to respond.

With the decoy in place, youths in another unit lashed out at the remaining YDAs. When staff attempted to intervene they were attacked, and when other staff arrived on scene they were attacked also.

The incident involved five YDAs and five or more youths. One CSEA member was hospitalized and another four were treated at the facility. That member's name and the extent of his injuries were not available at press time.

The State Police arrested and removed some of the youths from the facility and several were transferred to other centers. Specific charges were not available.

"Our primary concern, aside

from the safety of our members, is why it apparently took 10 minutes for the response teams to come to the assistance of the YDAs being attacked," said CSEA Western Region President Flo Tripi.

CSEA had met with OCFS representatives shortly before the attack to discuss a number of issues, including staffing and emergency response times.

"Our concerns played out on the day this incident went down," Tripi said.

OCFS has claimed in the past that staffing levels meet those authorized by the state for the facility. CSEA is taking issue with the authorized levels.

On some days, the center's two units share a "floater" who responds to situations in one or the other unit, as well as designated response teams in each unit.

The union's position is that when more than one situation occurs, the staff's ability to respond can be dangerously limited.

— Lou Hmieleski

Monroe County budget cuts jobs

ROCHESTER — The Monroe County budget approved Nov. 15 eliminates 160 jobs, 131 of which were vacant.

Of 29 layoffs, 14 were CSEA members.

"Obviously we are concerned about any layoffs. They are detrimental both to the employee and to the services," said CSEA Monroe County President Jim Volpone.

"We've lost close to 650 positions in the last two years. The work force is already extended to its limits and that creates a lot of other issues," he said.

"We're continuing to fight but once the budget is done there is little we can do. We are going to try to find other positions for as many of those people as we can," he said.

Warren County members OK pact

By a vote of 276-58, CSEA members in Warren County overwhelmingly ratified a new four-year contract on Nov. 10.

Nearly 90 percent of eligible CSEA members turned out to cast ballots at

various worksites with 83 percent of those voting in favor of the pact.

The new four year contract includes salary increases in each year retroactive to Jan. 1, 2004. The contract runs through Dec. 31, 2007.

CSEA decries mismanagement in Erie County budget, priorities

BUFFALO — CSEA is wasting no time in mobilizing members and the community against Erie County Executive Joel Giambra's "scorched earth budget."

At a recent news conference, Western Region President Flo Tripi and Erie County CSEA officers launched their own scorching attack on the executive's mismanagement and misplaced priorities.

Giambra's proposed budget would result in the loss of about 3,000 county positions and another 3,000 jobs in community and non-profit agencies. The budget, which includes no new revenue sources, would result in massive service cuts, including the closure of every library in Erie County.

Mismanagement evident

Increased Medicaid costs have been cited by the county executive as the reason for the budget dilemma. However, mismanagement by the county executive has also come into play, Tripi said at a recent news conference.

"We are in this position because the county executive has squandered away our reserves as well as our tobacco settlement money while digging our county further and further into debt," Tripi said.

The mismanagement continues.

With the current financial situation, funding for travel and office furniture and excessive vacation time for appointees and salaries for new appointments should be redirected to help preserve services such as libraries, snowplowing and parks. The



From left, CSEA Erie County officers and activists Joan Bender, Steve Szymura, Nancy Moran, Scott Smith, Western Region President Flo Tripi, Ann Marie Haas, Denise Szymura and Sylvia Thomas attend a news conference in which CSEA took Erie County Executive Joel Giambra to task for a proposed budget that would drastically cut jobs and services.

county executive also should eliminate management-confidential positions created in recent years and all funded vacant positions, Tripi said.

CSEA officials and Erie County officers continue to meet to discuss strategy. CSEA representatives will testify at public hearings in the coming days.

"Over the next few weeks, CSEA is going to make sure the public and politicians know the impact that the county executive's scorched earth budget will have on the citizens of Erie County," Tripi said. "We plan to offer suggestions to make this process more acceptable to the community and public employees. We will be watching, acting and holding elected officials accountable."

— Lynn Miller

Red budget, black future

Under the proposed Erie County budget:

- The new Public Safety Center, being built for \$33 million, would not have the staff needed to operate.
- Medical examiners would not be able to visit death scenes to retrieve bodies.
- Dental clinics, which cost county taxpayers less than \$400 a year because of outside aid, would close.
- The Department of Emergency Services would shrink to an unrecognizable level, unable to train emergency medical technicians or firefighters or update an antiquated radio system.
- Vans would no longer shuttle senior citizens to doctors' offices or to dialysis and chemotherapy treatments because of a shortage of drivers.
- The county would remove the nurses it provides to Buffalo schools under an agreement that dates from the 1940s, when city health departments in New York merged with county health departments.
- The Department of Veterans Services would shrink to a staff of one, Director Louis R. Palma, who says he might have to end the tradition of decorating veterans' graves with U.S. flags for Veterans Day and Memorial Day.
- State and federal regulators could seek the return of grant money if they determine that Erie County has failed to provide vital services.

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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

We must fight for Democracy every day

The 2004 Election may be over but our work for a better America must continue.

Clearly we remain a nation divided and must work at finding common ground.

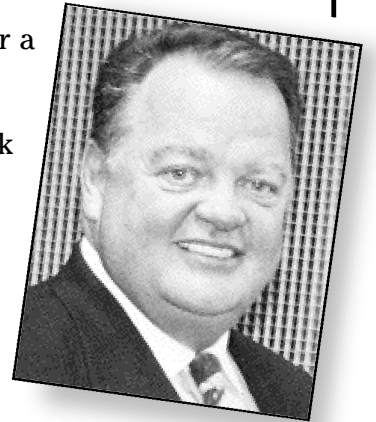
Disagreement over issues of policy is not unpatriotic. In fact, disagreement is often healthy for building consensus, which should be the objective of our government.

It's very nice that the president says he wants to reach out to all Americans and help our country heal its wounds. But it's hard to take him at his word when his top priorities are privatizing social security and a radical overhaul of the progressive income tax system, to note just two sharply divisive issues.

CSEA members should be proud for standing up for the America we believe in during the campaign and for acting on those beliefs at the ballot box. It is a responsibility that must never be taken for granted and one which we must continue to advance.

The intense interest and involvement in the election was an encouraging development. It is up to all of us to maintain that level of activity in the time ahead. There are serious and complex issues that face our nation, state and localities. They demand debate and deliberation and responsible action by our elected officials that includes considering many points of view.

It is up to each of us to try to understand what is at issue and make our voices heard. And we must be sure that we hold our elected officials accountable at every level. Democracy is a concept that we must fight to secure every day, especially when that fight gets tougher.



CSEA fights contracting out at Herkimer Adult Home

HERKIMER — CSEA members in Herkimer County have begun a public battle to retain another vital piece of their public health care system as the county seeks a new operator for Country Manor, the county's adult care facility.

As the county considers the responses to a Request For Proposals for operating the adult home, the CSEA members working at the home have already begun attending county Legislature meetings in force to tell the public their health care is worth keeping.

For some, the battle has reopened old wounds from 2002 when the county failed to heed to public pressure to continue operating their public hospice care, which they contracted out with little public comment or debate.

Now, the adult care workers want to make sure legislators don't try to do the same with their facility. CSEA has already run ads in local newspapers opposing the move. The union has also launched a campaign to educate the public about what they stand to lose.

The workers are also



CSEA Herkimer County Unit President Joan Grose speaks at the county Legislature meeting.



Workers from Herkimer County's Country Manor hold signs at a recent county Legislature meeting, urging legislators to stop efforts to contract out the county adult home.

gathering petition signatures to gain public support. Among others, CSEA Herkimer County Unit President Joan Grose spoke at a recent legislature meeting to urge county leaders to do the right thing.

"We urge you to reject any bids that you've received and

instead work cooperatively with the union to find other ways to realize cost savings, without impacting the wonderful quality of care our members provide at Country Manor," she told county officials.

— Mark M. Kotzin

CSEA slates statewide health care reform ad campaign

New CSEA TV and radio ads are airing statewide as the first salvo in CSEA's campaign for health care reform.

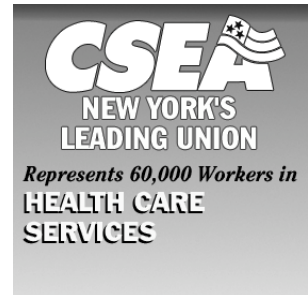
In the spots, CSEA President Danny Donohue delivers the message that "Health Care Reform needs urgent care now!"

CSEA will focus intense effort toward health care reform in the months ahead, including making it a legislative priority to ensure beneficial changes in the Health Care Reform Act, which is up for renewal next spring.

The act currently short changes public health care facilities in its funding formula, which is wreaking havoc for CSEA represented facilities

across New York. The ads are currently airing during morning drive time (between 6 a.m. and 10 a.m.) on the top news and information radio station in each market; on TV, the ads air during the 6 p.m. local news in all markets and on the Sunday morning talk shows (Meet the Press, Face the Nation, This Week).

There are also some selective cable news outlets airing the ads including News 12 Long Island, News 12 Westchester, RNN (Hudson Valley), Capital News 9, News 10 Syracuse and R-News (Rochester).



For some, the battle has reopened old wounds from 2002 when the county failed to heed to public pressure to continue operating their public hospice care, which they contracted out with little public comment or debate.

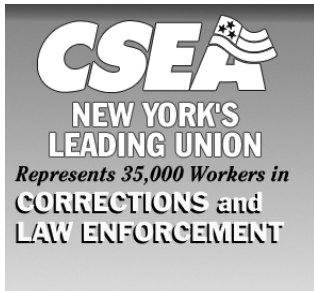
CSEA Voices



"Irene was a true lady and a fighter for all members, having worked hard to establish day care centers. She'll be greatly missed by myself, the officers and members of the Southern Region."

— Southern Region President Diane Hewitt, commenting on the passing of former statewide Secretary Diane Hewitt

(See feature on Pages 10-11)



Auburn corrections workers preserve piece of history

The Revolutionary War era Continental soldier named “Copper John” has stood at attention on the roof of the maximum-security facility for more than 150 years.

CSEA Voices



“Irene was an early and passionate advocate for working families and women in particular and she helped our union become more responsive and sensitive to needs of working women. Her activism and dedication will be missed.”

— Metropolitan Region President George Boncoraglio on the passing of former CSEA Statewide Secretary Irene Carr (See feature Pages 10-11)



With the head of Copper John sitting in the foreground, Auburn Correctional General Mechanics Pete Longo and Milo Tanner work in the background giving his body a fresh coat of paint.

AUBURN — CSEA members at the Auburn Correctional Facility took a recent project in stride even though it had historic significance. The workers were responsible for the cleaning and repair of the statue of a Revolutionary War era, Continental soldier named “Copper John” that has stood at attention on the roof of the maximum-security facility for more than 150 years.

General mechanics Pete Longo and Milo Tanner and Industrial Training Supervisor Brett Ray were given the job of restoring the statue, which was brought down from the roof for

the first time since its installation in 1848. The restoration turned out to be an involved process with a lot of detail work.

“It was pretty weather-beaten,” Tanner said of the 8-foot, 8-inch statue, originally built by prisoners. “The paint was flaking off and chipped, and some of the copper had deteriorated and had to be replaced. The reinforcing rods inside were shot and also had to be replaced.”

For two months, Tanner, Longo and Ray worked on the statue, formed from sheets of pure 1/4-inch copper affixed to

steel reinforcing rods. It was slow and delicate work. “We had to be careful with it,” Longo said.

The project was not without some unusual developments and generated some local notoriety.

In the end, though, everyone was pleased with the work they did.

“It came out very good,” he said. “They were really, really happy.”

“Actually, a few pounds under,” he said with a chuckle.

— Mark M. Kotzin

Washington County Unit strides for the cure

FORT EDWARD — CSEA Washington County Unit members recently raised more than \$2,000 to fight breast cancer.

Claire Winans-Keech, a Department of Motor Vehicles employee and 1st vice president of the Washington County White Collar Unit, was asked in July whether CSEA would participate in the annual Making Strides Against Breast Cancer Walk. Winans-Keech, who is active in the unit's Member Action Team, approached the group at its August meeting.

"People were very supportive, we got quite a few walkers," Winans-Keech said. The team then asked the general membership to walk during a meeting held the following week. While Winans-Keech served as the DMV contact person, and Jackie Spears and Unit President Terry Glasier reached out to county Department of Social Services workers.

Winans-Keech also reached out to CSEA Washington County Local President Brenda Facin, who also serves as the Greenwich Central School District unit president. Facin joined the walk and brought in some more people.

Winans-Keech gave a tally of



Seated in front, from left to right, is Bill Lochner, Labor Relations Specialist, Terry Glasier, unit president, behind Terry is Unit Treasurer Sue McNeil, Erin Barber, Lisa Tyler with Logan and Lindsay Carpenter and Madeline. Standing in back is Claire Winans-Keech, unit vice president, Brenda Facin, local president, Stacy Gray and Stephanie Gray.

the group's fund-raising totals, which totaled more than \$2,000, to members at the October membership meeting. "Everybody was pleased with the turnout and the results," Winans-Keech said.

The group walked in honor of Elaine Gibbs, a former Washington County employee.

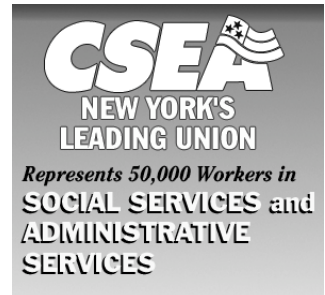
"We had quite a few survivors, more than I anticipated," Winans-Keech said.

Winans-Keech added that

because of the fast pace of work in the department, members don't always have time to socialize. She said she was surprised to learn that some of her co-workers are also breast cancer survivors.

"It's kind of a good feeling to know there are so many survivors," she said. "It gives you hope."

— Therese Assalian



"It's kind of a good feeling to know there are so many survivors. It gives you hope."

CSEA Voices



"Women of my generation owe so much to women like Irene Carr who really blazed the trail on so many progressive issues. Her life's work is an inspiration to me and to all women who want to lead and want to be heard."

— Kathy Garrison, CSEA Capital Region president, commenting on the passing of former statewide Secretary Irene Carr

(See feature on Pages 10-11)



CSEA members practice exam taking during a training session.

Want to improve your career?

Let the CSEA WORK Institute help you!

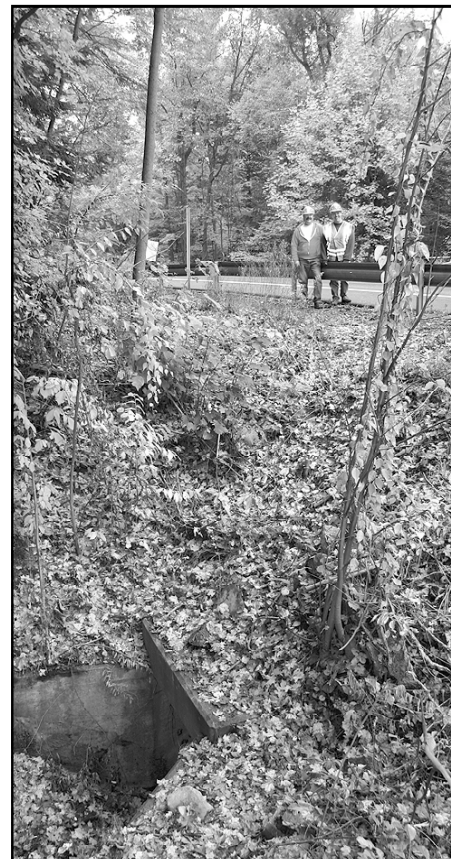
CSEA WORK Institute is offering New York state Professional Careers Test preparation in Schenectady and New York City.

Call the institute at 1-866-478-5548 for more information.



Find injured motorist in highway ditch

DOT sign painters hailed as heroes



Tim Haire and Lois Marshall look down from above into the culvert where they found Smith's truck.

“The EMTs told us ‘thank God you found him,’ because a couple more hours, he might have died from hypothermia.”

CSEA Voices



“Irene was the quintessential lady. She was as tough as she could be. She fought to bring women’s issues to the forefront. She did this all with grace and fooled everyone who thought they could walk all over this ‘nice lady.’ She was a good friend and will be sadly missed. 99

— Western Region President Flo Tripi commenting on the passing of former statewide Secretary Irene Carr.

(See feature on Pages 10-11)

ITHACA — It turned out to be a very lucky day for accident victim Glen Smith.

CSEA member Tim Haire was driving on state Route 89 to Ithaca from his Interlaken home during the early morning hours in September when he noticed a toppled road sign. Haire said it was simply luck that he happened to notice the sign that Smith had knocked over, as he had driven the route numerous times.

It was also lucky that Haire, a maintenance assistant, is half of the Ithaca state Department of Transportation’s two-person sign crew. When Haire reported the fallen sign to Sign Crew Supervisor Lois Marshall, they decided to replace it that day.

As Haire and Marshall were replacing the sign, Haire noticed a pair of tire tracks running along the road bank, and something dark laying at the side of the road. A few hundred yards away, Haire discovered that the object was a

jacket. He also noticed that the tire tracks continued along the wrong side of a guardrail, ending abruptly on the side of a small hill by a deep culvert.

Curious, Haire looked into the culvert, where he noticed a pick-up truck laying on its roof. Haire told Marshall, “Lois, a truck’s down there.”

“I just hollered out, ‘is anybody in there?’ and I heard a voice saying, ‘help me, I’m up here,’” Haire said. He finally located Smith on the opposite hillside of the culvert, away from the roadside, where he’d apparently climbed to try to find help.

While Marshall called 911, Haire went to check if anyone else was in the truck and then climbed the embankment to check on Smith.

“He was conscious. He was laying down, he was cold, and he was happy to see us,” Haire said. “He’d been down there quite a while.”

Temperatures had dropped into



Lois Marshall, left, and Tim Haire outside their DOT truck. They are credited with recently saving the life of a driver whose truck went into a culvert.

the 40s that night, and although he wasn’t seriously injured, Smith was suffering from exposure. Haire quickly gave him his own jacket to warm him up.

Marshall, meanwhile, went down the road to flag down the rescue crew. Haire cleared some brush nearby to make it easier for them to get to Smith, who was then brought to the hospital, treated and released. Afterward, the rescue crew told Haire and Marshall they had probably saved Smith’s life.

“The EMTs told us ‘thank God you found him,’ because a couple more hours, he might have died from hypothermia,” Haire said.

“The only way someone would have seen that poor guy would have been if they were walking and looking for him,” Marshall said. “I think the good Lord just put us all in the right place. He’s a lucky man.”

“It was just sheer luck,” Haire said.

— Mark M. Kotzin

SUNY fight eyes job titles

BINGHAMTON — CSEA members on the SUNY campus are working to spread the word that they and their job titles are in danger of being classified out of work.

Specifically, CSEA members are seeing their work slowly usurped by subtle job title changes that often lead to outsourcing. The positions are absorbed by a competing union, United University Professions, which represents instructors on SUNY campuses.

“We’re working at the statewide level with SUNY trying to come up with some type of solution. They’re aware of the issue,” said CSEA SUNY Labor-

Management Committee Chair Joe McMullen. “We’re well aware that it’s out there and we’re trying to attack it. There’s legislation that’s been drafted and needs to be strengthened,” McMullen said.

Fighting a loss of CSEA membership to the so-called U-grade positions is part of the battle, said CSEA SUNY Binghamton Local President Tyrone Webb. Getting CSEA members motivated and active in the fight and making CSEA’s clout known is just as important.

“One of the things the local is trying to do is change the attitude that CSEA has little say



Above Kelly Wilson and below, Chaheeda Sherba work at SUNY Binghamton, helping make the campus an economic force in the Southern Tier.

on campus,” Webb said, noting that the issue is a statewide concern.

Part of the Team

CSEA has already taken an active role in a campus-wide effort to turn SUNY Binghamton into an economic engine for the Southern Tier region, with union activists providing comment on the university’s overall plan.

But that work needs to go hand-in-hand with fostering employee morale to help protect CSEA titles.

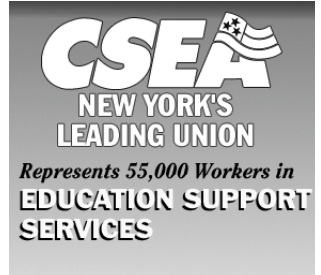
“CSEA believes strongly that the loyalty of its members needs to be rewarded by the university, especially when promotions are not present. Though we would appreciate the university’s willingness to look into the possibility of increased position upgrades, we appreciate the ideal of

rewarding employees whenever and wherever possible,” Webb wrote in a letter to SUNY Binghamton Provost Mary Ann Swain recently.

The hard work CSEA members do in maintaining the campuses is one reason the campuses are desirable for such projects and for parents sending their children to school, Webb said.

“You can’t disregard the potential and ability of folks who have been working on these campuses for so many years to get SUNY to this point,” Webb said, suggesting that one solution could be civil service law reforms that would help CSEA members advance in their positions without leaving the union.

— Lou Hmieleski



“You can’t disregard the potential and ability of folks who have been working on these campuses for so many years to get SUNY to this point.”

CSEA Voices



“When I was a local president, Irene Carr gave me a lot of support, and she was very supportive of the educational locals as well. She was a true unionist, and an early, vocal advocate of women’s and children’s issues. She also pushed for the statewide secretary and treasurer positions to be accorded the respect they deserve within CSEA. She could be as warm and as compassionate as anyone, but she wouldn’t hesitate to cut to the chase when it was necessary.”

— Long Island Region President Nick LaMorte commenting on the passing of former CSEA statewide Secretary Irene Carr (See feature Pages 10-11)



INSIDE THE WORK FORCE

CSEA mourning the death of work and family issues crusader

Former CSEA Secretary Irene Carr recalled as pioneer

ONEONTA — Former CSEA statewide Secretary Irene Carr died on Nov. 1, leaving behind a legacy of strong advocacy - and many advancements - on behalf of issues concerning working women.

Her tenure as a CSEA activist included serving 17 years as the union's statewide secretary, an office she held longer than anyone else.

Carr, a Delaware County native, held jobs at Hartwick College and the Veterans Service Agency early in her career. She soon became a Chemistry department secretary at the State University of New York at Oneonta, where she first became a



CSEA activist.

"Irene's accomplishments remade CSEA," President Danny Donohue said. "She tirelessly advocated for women's rights in our union and in our society. She succeeded in bringing about necessary and meaningful changes in our union and in our members' lives. Irene could be tough as nails when she had to be, but she was always a lady."

Carr, who had been a single mother when she first joined CSEA, devoted much of her four decades of union membership to fighting for progress on women's issues such as pay equity and child care. She also shattered the glass ceiling that had prevented many women from pursuing union leadership positions.

After attending the National Women's Conference in 1977, Carr was inspired to fight for what she called "work and family issues" and soon formed the first CSEA Women's Committee.

"Irene was the first lady of CSEA," Executive Vice President Mary Sullivan said. "She was a true pioneer for women in this union. She paved the way for women to become leaders in CSEA."

"Throughout her career, Irene faced adversity both professionally and personally with challenges to her health and well-being," Secretary Barbara Reeves said. "She faced all of these with quiet courage and determination, and I took a lesson from her in this regard when I faced my own battle with breast cancer. I feel privileged to hold the position of CSEA Statewide Secretary, and I never forget that it was Irene's strength and dedication that made this office what it is today. It is her legacy to us that CSEA is truly the union of working



families."

"Irene Carr was a leader in CSEA who advanced issues affecting women and their families," Treasurer Maureen Malone said. "She was instrumental in establishing affordable child care facilities for state employees."

"The first time I met Irene, I was mesmerized by her," CSEA Women's Committee Chairwoman Jackie Stanford said. "She made me feel like I'd known her forever. Irene was a beautiful woman, and she was respected everywhere."

One of her proudest accomplishments was



Carr, left, with former Senate Minority Leader Manfred Ohrenstein and former CSEA President Joe McDermott.



Carr with AFSCME President Gerald McEntee.

her work in establishing more than 50 work site day care centers at state agencies, which allow employees to access affordable, quality child care. Carr's efforts eventually made her a leading, national advocate for affordable work site child care. Shortly after retiring, Carr called her visits to the centers one of her fondest CSEA memories.



Women's roles in CSEA have also evolved because of Carr's efforts to encourage them to become leaders. As one of the few women leaders in CSEA when she was first elected to office, Carr was determined to have an active voice. She urged local and unit secretaries to not act as mere "notetakers," but to take on a strong role on their executive boards.

Today, largely because of Carr's influence, women hold more than half of CSEA's local president positions, as well as the majority of region and statewide offices. She had permanently marked her union with unprecedented career, training and leadership opportunities for women.

Carr's legacy also lives on through the biennial Irene Carr Leadership Award, which is presented at each CSEA Women's Conference. The award honors a CSEA member, retiree or union staff member who has taken a leading role in advancing one or

more "work and family issues" through the union's agenda.

Carr is survived by her husband of 46 years, Wilbur B. Carr; her son, Terry Foster, and his wife, Donna, of Cary, N.C.

Contributions in Carr's memory may be made to the Parkinson's Center at Albany Medical Center. The address is 43 New Scotland Ave., Albany, N.Y. 12208 (mark on envelope MC#119).

— Janice Marra



Carr's place was in her union

Irene Carr's accomplishments improved union members' lives on and off the job. Carr's activist involvement included:

- Formation of the SUNY Oneonta local in the 1960s.
- CSEA local delegate and secretary.
- Central region secretary for eight years.
- Elected as CSEA statewide secretary in 1976, serving until her retirement in 1993.
- First CSEA woman to serve as a vice president of the New York state AFL-CIO's Executive Council.
- Formed and served as first chairwoman of the CSEA Women's Committee.
- Served as chairwoman of the AFSCME National Women's Advisory Committee.
- Instrumental in establishing more than 50 on-site child care centers at New York state agencies, testifying before Congressional and state legislative committees to promote work site child care centers.
- Played a key role in CSEA's successful efforts to promote clerical training and advancement opportunities, pay equity adjustments for women and minorities and proper video display terminal use.
- Established ongoing training for CSEA local and unit secretaries.
- Served on Cornell University's Advisory Board for Labor Studies, and was a member of the Coalition of Labor Union Women (CLUW), among other organizations.

Give union for the holidays

This holiday season, you can give the gift of good union jobs to millions of Americans when you buy union products made in the United States.

Shoppers are expected to spend more than \$1 trillion during the holidays. The season's purchases have a large impact on the economy and jobs. CSEA and the AFL-CIO are encouraging union members to help preserve American jobs by buying union-made, American-made gifts and other products.

The CSEA eStore, which can be found at www.csealocal1000.org, contains clothing, office supplies, mugs and other items that are all union-made in the United States. Items can be individually or mass ordered, and you are able to customize many items.

Stumped on gifts to buy your co-workers? Give them coffee mugs or pens featuring the CSEA logo. Have no idea what to buy that travel buff in your life? He or she will appreciate quality CSEA bags. Sports nuts will surely love stadium cushions, Frisbees or golf balls. Even clotheshorses will do well at the CSEA store with its wide offering of shirts, sweaters and hats.

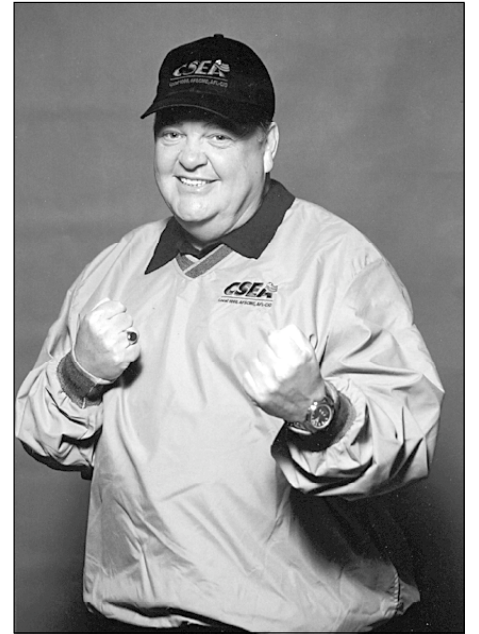
Buy, or don't buy

You can also visit other web sites or store shelves to buy union products, thanks to lists published by the AFL-CIO's Union Label & Service Trades department that urge consumers to purchase — or boycott — products. The AFL-CIO is promoting union-made gifts, service and other items during "Buy Union Week," from Nov. 26 to Dec. 5.

One highlight of the "Buy Union Week" campaign is a new all-union shopping web site administered by the Union Label. The site, www.shopunionmade.org, offers union-made items such as clothing, toys, food and greeting cards.

Union-made Ghirardelli or Hershey chocolates will get you in a festive mood. Complete your holiday table spread with union-produced Boar's Head, Hillshire Farms or Hormel meats, Snyder's Birdseye and Hanover vegetables, Sara Lee baked products and Ritz crackers.

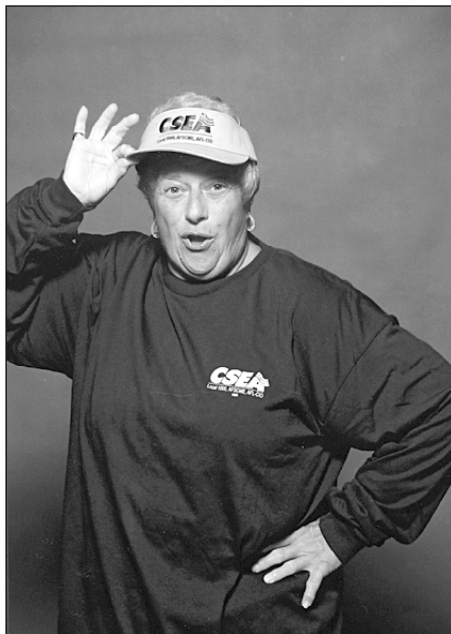
You can toast to the holidays by sipping union-made wines from C.K. Mondavi, Columbia Crest or Gallo of Sonoma. You can deck out for your local's holiday party in union-made duds from



CSEA President Danny Donohue is fired up and ready to fight in the CSEA windbreaker and cap.

Ellen Tracy, Tahari, Jones New York, Chaps Ralph Lauren or Perry Ellis, with some extra sparkle with cosmetics and other personal care products from Revlon.

Continued on page 13



Western Region President Flo Tripi, no stranger to the links, models a visor and pullover perfect for play or lounging at the 19th hole.



Long Island Region President Nick LaMorte is cool and comfortable in the CSEA golf shirt.

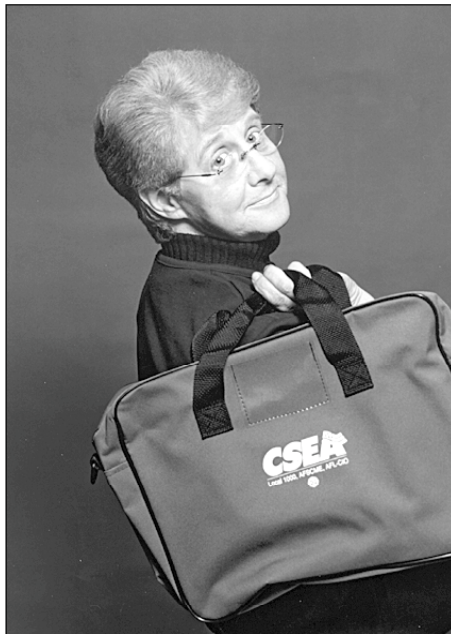


Marching in a Labor Day Parade? Capital Region President Kathy Garrison has the look for miles and miles.

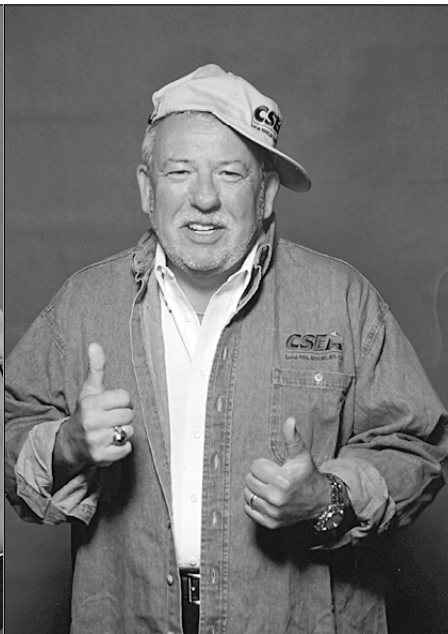


A hot toddy on a cold winter night works in a CSEA mug and long-sleeve pullover, shown here by Metropolitan Region President George Boncoraglio.

Buy union, keep America strong



Southern Region President Diane Hewitt has it all together and organized in her CSEA attache.



CSEA cotton baseball cap and denim shirt are all Central Region President Jim Moore needs to feel calm, collected and casual.



Executive Vice President Mary Sullivan knows that when the wind blows, she can count on her CSEA pullover wind shirt to keep out the chill.



Treasurer Maureen Malone is ready to go with a CSEA tote, visor and denim shirt.

Toys for Tots

You can also give gifts the union way. Union-made toys from Hasbro, Fisher Price and Milton Bradley are sure to delight the young and young-at-heart. Music lovers will find hours of fun and creativity with instruments from Yamaha and Buescher. Sports fans will also do well with union-made Top Flite golf balls, Louisville Slugger baseball bats and Wilson footballs.

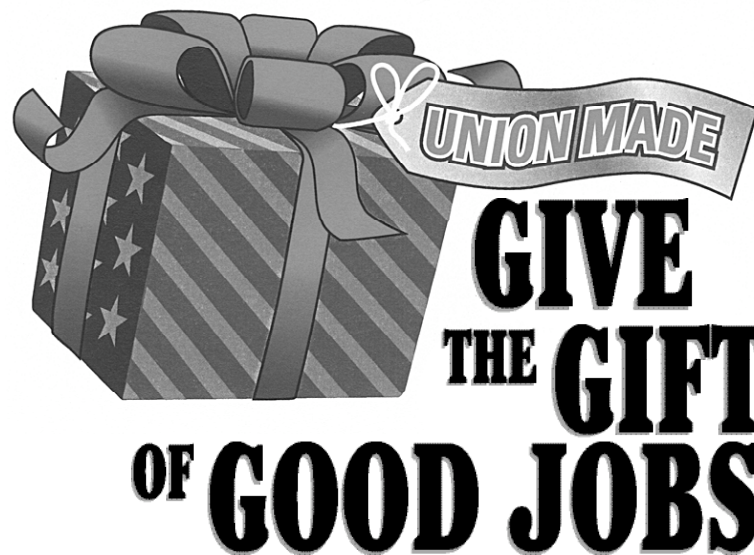
You can wrap your union-made gifts with union-made wrapping paper from "Cleo Wrap," which is sold under some items bearing the Hallmark and American Greetings brands. You can also wish your loved ones happy holidays with union-made greeting cards from Brown & Bigelow, Homestead and Mark Holiday Cards.

The AFL-CIO urges people wishing to buy union products to carefully check the source of the item because many brands sell both union and non-union products. Many of the items produced by union workers will include a union label.

For more information on finding union-made products and CSEA discounts with union manufacturers and service providers, visit the CSEA member benefits page, available on the "members-only" section on the CSEA web site. You can also visit the AFL-CIO web site at www.aflcio.org, for more information about union-produced products.

— Janice Marra

Shop Union for the Holidays



This holiday season, support good jobs by giving union-made gifts. Your shopping dollars can keep good-paying jobs – with good wages and benefits – in your community.

For a fine selection of holiday gifts, go to: www.shopunionmade.org

Union Label & Service Trades Dept., AFL-CIO



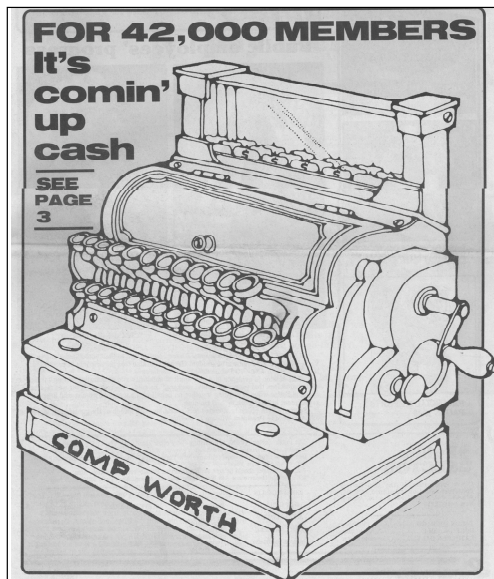
The
"Pioneer"
at
work...



17 years ago ...

1987 brought one of the most dramatic changes in the history of the state classification and compensation plan as 42,000 CSEA members were upgraded, sharing pay increases in excess of \$30 million, while thousands more received several million for performing hazardous work.

CSEA negotiated with the state in 1985 to set aside a total of \$75 million to ensure the findings of two studies of inequities in the state system would be put into effect. It was negotiated to correct historic wage discrimination in job titles held primarily by women and minorities and was the first plan of its kind in the nation to guarantee adjustments.



Front page from 1987 *Public Sector*, CSEA's newspaper. The cartoon at the top of the page was drawn by Ralph Distin on the occasion of former statewide Secretary Irene Carr's retirement in 1993.

Also in 1987

- * Aretha Franklin becomes the first woman inducted into the Rock and Roll Hall of Fame.
- * Young Jessica McClure falls down a well and is later rescued as America watches on TV.
- * Stock market falls sharply around the world on Black Monday.
- * "Married ... with Children" premieres on the Fox television network.
- * Congress holds inquiry into Iran-Contra affair.
- * New York Giants defeat Denver Broncos in Super Bowl XXI.
- * "Platoon" wins Academy Award for best picture.

Members fight hard

CSEA gets out the vote

CSEA members across the state hit the streets and worked the phones on Election Day, and throughout the campaign season, to get out the vote for candidates supportive of working families.

The union's hard work resulted in the election of many of CSEA's endorsed candidates for the U.S. House of Representatives, state Assembly and state Senate.

In the Western Region, union members pounded the pavement to elect Brian Higgins to the U.S. House of Representatives seat being vacated by Rep. Jack Quinn. U.S. Sen. Hillary Rodham Clinton recently visited the area to help boost support for Higgins.

"There isn't any district in America that has more at stake than this district right here," she said. "Nobody has more at stake than organized labor. I believe Brian Higgins ... will make a difference not just for this district but for America."

Voters appear to have heard Clinton's message. On election night, Higgins defeated his opponent, Erie County Clerk Nancy Naples.

CSEA members were out in force in the Southern Region, where State Sen. Nicholas Spano is still facing a tough fight for re-election. At press time, Spano led his challenger in the polls, but no winner has

been declared as votes are still being recounted.

CSEA members handed out sample ballots outside polling places and staffed phone banks in the weeks before the election. The union endorsed Spano because he has demonstrated strong support for working families throughout the state.

CSEA members were also working hard in the Long Island region to fight for candidates friendly to working families. All of the Congressional candidates endorsed by CSEA were elected to office, as were nearly all of the state Senate and Assembly candidates backed by the union.



President Danny Donohue joins CSEA activists in Albany on Election Day for the union's get out the vote effort.



U.S. Senator Hillary Rodham Clinton recently spoke at a Buffalo rally in support of U.S. House of Representatives candidate Brian Higgins.

In the Capital Region, CSEA members are basking in the glow of victory for local endorsed candidates who won their elections. Members and staff were busy throughout the campaign season at rallies and working phone banks. U.S. Rep. Michael McNulty and State Sen. Neil Breslin were handily re-elected to office.

— Therese Assalian, Lynn Miller and Jessica Stone



U.S. Congressional candidate Brian Higgins speaks to a crowd of supporters from CSEA and the community. With strong support from CSEA, Higgins defeated his opponent for election to the 27th Congressional District.

Stay informed about what state government is doing through

INSIDE ALBANY

CSEA is a longtime, major underwriter of this award-winning public television program. See the times below for the 2004 broadcast schedule in your area.



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



What's In It For You?



Include CSEA Employee Benefit Fund in your negotiations

Why not make the Employee Benefit Fund part of your wish list? Now is the perfect time to take advantage of the benefits that are offered through the EBF.

If you are a member of a local government bargaining unit that does not participate with the CSEA Employee Benefit Fund and would like information on our programs for upcoming negotiations, contact the EBF Marketing department. We are available to meet with the unit to review all options that are available. Or, if you are a member of a local government bargaining unit and have benefits with the fund and are looking to upgrade benefits in upcoming negotiations, please contact us. We will even attend negotiation sessions addressing EBF benefits.

Contact the following local government representatives for more information:

Region 1: Linda Sclafani
631-462-5224
LindaSclafani@aol.com

Region 3: Carisa Haberl
1-800-323-2732 x813
Chaberl@cseaeaf.org

Region 4: Kim Bailey
1-800-323-2732 x818
Kbailey@cseaeaf.org

Region 5: Meghan Pastiglione
1-800-323-2732 x860
Mpastiglione@cseaeaf.org

Region 6: Michael Wagner
716-668-8720
MWagner@cseaeaf.org

All local government plans are obtained through contract negotiations. Therefore, individual units may have different coverages. For those who have vision benefits through the fund, you are eligible for coverage either every 12 or 24 months, depending on the plan negotiated in your contract.

For those who have a dental plan, annual maximums are based on a calendar year of January through December. If you are a member of a local government bargaining unit and have benefits with the fund, updated materials are available at any CSEA region or satellite office.

If you would like additional information on the EBF, please visit us on the web at: www.cseaeaf.com.

An Ever Better Future

Preventing discrimination in the workplace

Editor's Note: This is the second in a series of discrimination articles appearing regularly to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). The program covers employment and labor issues involving disciplinary procedures, contract grievances and arbitrations, court litigation and agency proceedings. Get more information about the LAP by calling CSEA headquarters at 1-800-342-4146, ext. 1443, or by visiting www.csealocal1000.org, and clicking on the legal programs and services menu item.

This article provides an overview of race discrimination in the work place. Other specific discrimination laws will be addressed in more detail in future editions of *The Work Force*.

Since the end of the Civil War, lawmakers have passed constitutional amendments and laws aimed at ending racial discrimination in the United States.

During Reconstruction, the 14th Amendment to the U.S. Constitution was approved, which prohibits states from denying equal protection of the laws to U.S. citizens.

During that era, Congress also passed laws prohibiting race discrimination by states and other government agencies.

The civil rights movement of the 1950s and 1960s led to Congress enacting the Civil Rights Act of 1964, which was aimed at ending race discrimination by employers and labor unions.

The New York Human Rights Law also contains prohibitions against employment-related racial discrimination.

These laws make it illegal for most private and all government employers to fire, discipline, or treat an employee differently in terms of employment because of his or her race.

An employer can be held responsible for the existence of a hostile work environment when an employee's work place is filled with racially based intimidation, ridicule and insult that creates a hostile or abusive work environment.

To prove racial harassment, an employee must show many isolated incidents of discriminatory comments or conduct.

The same standard holds true for other forms of discriminatory harassment, such as sexual harassment and harassment based on national origin.

The issue of racial harassment is important to CSEA. Racial harassment claims can be based on the conduct of co-worker within the same CSEA local or unit.

Co-workers who engage in racially charged conduct are subject to disciplinary charges by the employer, even if the conduct is not severe enough to be considered a hostile work environment.

It is also unlawful for an employer to cause an employee to resign by engaging in



racially motivated behavior toward the employee, such as badgering, harassment or humiliation.

Such conduct by an employer is known as constructive discharge.

Proving constructive discharge is difficult, because it must be shown that the employer planned to force the employee to resign through using discrimination.

Courts will consider all of the events to determine whether the employer showed severe enough discriminatory conduct that the employee was forced to resign.

To maintain the unity, solidarity and harmony necessary for a strong and vital labor movement, it is important that to work together to eliminate racism.

Discrimination in the work place can be reduced through regular training and information distribution.

CSEA is committed to fighting for racial justice and building a stronger union. It is very important that all activists and representatives ensure that their behavior, conduct and statements are consistent with CSEA's legal obligations to represent all of its members regardless of race.

Discrimination in the work place can be reduced through regular training and information distribution. CSEA is committed to fighting for racial justice and building a stronger union.

Health insurance option transfer period extended to Dec. 17

Members who are considering changing health insurance options for 2005 should weigh many factors before making a decision. A good source of specific health insurance information is the *Choices for 2005* guide available from the agency health

benefits administrator. The guide contains information on the Empire Plan and the health maintenance organizations which participate in the New York State Health Insurance Plan (NYSHIP).

Check the Rates

At press time, the health insurance rates and deadlines publication for 2005 were being printed and mailed to enrollees' homes. Members who want to change health insurance options must submit a signed Health Insurance Transaction Form PS-404, to their agency health benefit administrator by **Dec. 17, 2004**. The 2005 biweekly health insurance premium deductions for CSEA — represented state employees are listed below.

NOTE: Although the Empire Plan has experienced a modest premium increase this year, the HMO premium rates vary. Many of the HMOs have made significant changes to their copayments and benefit structure, which may have resulted in a decrease in premium and extensive increases to out-of-pocket expenses.

Please remember to review all benefits changes and premium rates during this option transfer period. This is necessary because enrollees will have limited opportunities to change health insurance options outside the option transfer period. See your general information book/Empire Plan certificate for more information.

NYSHIP 2005 Premium Rates (For active, CSEA-represented Executive branch employees)			
Health Plan Name	NYSHIP option code	2005 Individual Premiums	2005 Family Premiums
The Empire Plan	001	19.11	78.24
Aetna	210	45.71	158.63
Blue Choice	066	13.24	63.83
CDPHP (Capital)	063	14.61	73.34
CDPHP (Central)	300	16.30	100.83
CDPHP (W. Hudson Valley)	310	19.78	109.82
Community Blue	067	14.33	84.61
Empire BC/BS (Upstate)	280	16.52	94.43
Empire BC/BS (Downstate)	290	25.42	132.47
Empire BC/BS (Mid-Hudson)	320	39.58	169.53
GHI HMO	220	14.27	70.54
HIP	050	16.26	79.69
HMO Blue (Central NY Region)	072	51.74	208.85
HMO Blue (Utica Region)	160	70.53	219.21
Independent Health	059	12.80	68.33
MVP Health Care (East)	060	23.62	121.14
MVP Health Care (Central)	330	42.72	172.03
MVP Health Care (Mid-Hudson)	340	46.85	181.56
Preferred Care	058	12.54	59.53
Univera Healthcare	057	12.27	66.59
Vytra Health Plans	070	31.38	151.99

Payroll Changes

New health insurance options for administrative lag-exempt employees will begin Dec. 15, 2004. If you change options, you will see an adjustment in the Dec. 30, 2004 paycheck. New health insurance options for administrative lag payroll employees will begin Dec. 29, 2004. If you change options, an adjustment will be reflected in the Dec. 30, 2004 paycheck. New health insurance options for employees under the institutional payroll will begin Jan. 6, 2005. The earliest paycheck in which you will see a health insurance deduction change will be the payroll check issued that day.

Because of processing time, most paycheck changes will be made retroactively in mid to late January and will include retroactive deductions to the effective date of coverage. More information about the option transfer period is available at the agency personnel office.

CSEA membership dues/agency shop fees effective Jan. 1, 2005	Annualized Salary as of Jan. 1, 2005	Bi-Weekly Dues/Agency Shop Fee Rate
The scheduled adjustment in membership dues and agency shop fees is effective Jan. 1, 2005, to reflect AFSCME's minimum dues structure approved by delegates at the AFSCME convention.	Under \$5,000	\$4.64
	\$5,000 - \$9,999	6.96
	\$10,000 - \$12,999	9.56
	\$13,000 - \$15,999	11.88
	\$16,000 - \$21,999	13.43
	\$22,000 - \$27,999	15.04
	\$28,000 - \$29,999	15.35
	\$30,000 - \$31,999	16.35
	\$32,000 - \$33,999	17.24
	\$34,000 - \$35,999	17.56
The change applies to annualized salaries, not including overtime or location pay, based on salary at Jan. 1, 2005. No adjustments will be made during the year for raises or increments.	\$36,000 - \$37,999	18.51
	\$38,000 - \$39,999	19.46
	\$40,000 and higher	19.94
	New hourly and per diem employees have dues deducted at the "Under \$5,000" category of \$4.64 bi-weekly.	
CSEA's membership dues and agency shop fee structure effective Jan. 1, 2005 is as follows:		

Leading Edge

SALAMANCA — Joanne Vesotski is a 23-year employee of the New York State Department of Transportation in Salamanca, located near the Pennsylvania border in the CSEA Western Region.

In addition to running highway equipment and driving a plow, she takes care of “Katy the Snowplow,” an important component of an educational program for kindergarten students. Vesotski takes her plow, “Katy,” to visit kindergarten classes in a half-dozen school districts.

The goal is to teach children to stay away from the side of the road in winter.

Through her program, young children have the opportunity to see a snowplow up close.

They get to examine the truck and learn how it works. Perhaps best of all, the children get the chance to sit in the driver’s seat and peer through the vehicle’s large windshield.

Children completing the program each receive a special hard hat, a signed certificate and a photograph.

The “Katy” program continues to grow, with its coverage area expanding.

Vesotski plans to continue visiting kindergarteners as long as she can.

She takes two assistants with her, to help with the volume of children — as many as 80 during a single presentation — and to help with lifting them into the truck.

The Katy the Snowplow program is based on the children’s book “Katy and the Big Snow” by Virginia Lee Burton.

The Work Force’s Lynn Miller recently caught up with Vesotski and asked her about the program.

Q: How did Katy the snowplow get its start in Salamanca?

JV: “It started in 1996, a kindergarten teacher, Mrs. Nan Miller, she’s retired now, had a book called ‘Katy and the Big Snow.’ She wanted me to bring down the snowplow and show the children the plow and where all the material comes out and the importance of safety. I decorated it with balloons and put a sign on the front that said ‘Katy.’ I just had the one class at first, but then it blossomed. I go to eight kindergarten classes ... and I just started BOCES preschool.”

“At first, I almost didn’t get to go because I had an older truck; (a co-worker) with a newer truck was going to go. But the teacher wanted me to come because she also wanted to show children that women are doing the same work as men.”

Q: When you visit a class, what’s it like for the students?

JV: “Oh gosh. They get so excited. I take them all around the truck and show them where the material comes out. A lot of them, they just walk right under it. They’re just mesmerized by it. Then we give them their hard hats and a Polaroid picture of them sitting in the truck. And then when we’re done we have a group picture taken by the side of the truck.”

Q: Why is the Katy program important?

JV: “It shows children that they should not play around the road in winter and when the plow comes by. They need to stay away. When Katy is out doing her job, it is sometimes hard for her to see. The children need to know they need to stand back and stay away.”

Q: The program has been going on for almost a decade; do you find that older children remember



Above, state DOT snowplow operator Joanne Vesotski shows a group of schoolchildren how the salt spreader on “Katy the Snowplow” works. Vesotski uses the truck to educate youngsters about the dangers of getting too close to plows.

their experience?

JV: “Kids come up to me all the time. If I go into the grocery store, kids come up and tell me their name and say ‘Remember me?’ Then they will ask me how Katy is.”

Give a meaningful gift this holiday season!


Give the acclaimed book

Border Witness: Youth Confront NAFTA


With more than 50 revealing and powerful photographs, *Border Witness* chronicles the experience of youths and adults traveling on a New York State Labor-Religion Coalition delegation to Mexico. In English and Spanish, *Border Witness* tells the stories of people living on both sides of our shared border, offering vivid commentary on the impact of NAFTA and a compelling glimpse of the future of globalization.

**Holiday Special:
\$25 suggested donation**

To order, contact the NYS Labor-Religion Coalition at (518) 213-6000 ext. 6294; or visit the web site at www.labor-religion.org.

Local 1000 Members  AFSCME, AFL-CIO

KNOW YOUR RIGHTS!



This members-only benefit program provides attorney representation for **WORKERS' COMPENSATION; SOCIAL SECURITY DISABILITY; PERSONAL INJURY and PERSONAL LEGAL MATTERS** for members **AND** their dependents.

Quality legal representation at little or no out-of-pocket cost for injury/illness related matters. Also, representation is available at pre-negotiated, pre-published fees for other personal matters.

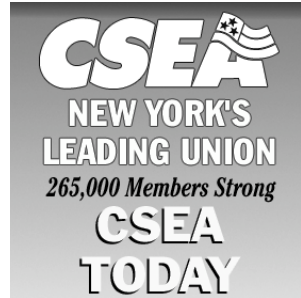
Call 1-800-342-4146
and Follow Prompts for
CSEA Legal Services Program

PEOPLE PERSON — The PEOPLE recruiter of the month for September is Rutha Bush of the Long Island Developmental Center/Sagamore Children's Psychiatric Center Local in the Long Island Region. She recruited eight new PEOPLE members. PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so CSEA can effectively promote our interests at the state and federal level ...

GRAND OPENING — The CSEA Warren County Local held a grand opening celebration in their new offices on Oct. 30. The event had a Halloween theme, with treats and door prizes. The local encouraged its members to bring their family in costumes. Local President Dave Duell, along with 1st Vice President Joe Slattery and 2nd Vice President Bonnie Farmer, welcomed CSEA members to their new office ...

INJURED — A Town of Cornwall mechanic recently was injured in an explosion at the town garage. The mechanic was in a maintenance pit working on a town vehicle when a 30-gallon waste oil tank exploded. The employee was airlifted to Westchester Medical Center and was released the next day with second-degree burns on his face and left arm. The cause of the explosion has yet to be determined. The CSEA Occupational Safety and Health department is investigating the incident ...

CONTRACT FIGHT — CSEA members from the Amsterdam City Hall Unit recently joined the city's AFSCME local for a joint demonstration at City Hall. Both groups are protesting a recent vote by the city council to strike down their respective contracts. CSEA members in Amsterdam had signed an agreement in July and ratified the contract at that time ... **MORE CONTRACT BATTLES** — More than 100 members of the Lakeland School



District Unit in Westchester County recently demonstrated outside the district's administration office to demand a fair contract. The workers, including bus drivers, cafeteria workers, clerical staff, teacher aides and maintenance employees, have been without an agreement since July 2003.

Stalling negotiations have been issues relating to health insurance contributions and parity with other unions ...

CITY OF WHITE PLAINS CONTRACT — Elsewhere in Westchester County, the City of White Plains Unit has a new contract after more than two years of negotiations, Unit President Joe Roche said. The contract, retroactive to July 1, 2002, and expiring June 30, 2007, includes raises, a longevity pay boost, an attendance bonus raise, and an increase in personal leave time ...

CONTRACT SETTLED — CSEA members in the Bedford Central School District Unit in Westchester County also recently ratified a new agreement. The contract, retroactive to July 1, provides raises in each year of the agreement. The pact also includes a \$500 top step bonus for members who have reached the maximum step by June 20, 2004, as well as a \$300 increase on each longevity schedule ... **AND THE NOMINEES ARE ...**

—*The Record*, Troy's daily newspaper, recently published in its "Sound Off" section a message from a reader who expressed appreciation of the workers in the city's Public Works and Water departments. CSEA represents employees in both departments. "If there was a nomination of the employee of the year, I would like to nominate all the Department of Public Works and the Water Department street workers for their work. They are friendly, courteous, and willing to help. They are out in the worst weather with the dirtiest job. They help the police and fire departments and anyone who asks."

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.

Med center to cut 144 more jobs

County Nursing Facilities Struggle Sick Tax Ill Conceived Contracting Out Health Care Jobs A Growing Epidemic Care battles bottom line

GET PUBLIC HEALTH CARE OFF THE CRITICAL LIST

Reimbursement out of step with needed care

It's hard, though, to find nursing home beds for people like this couple, physically healthy relative to their peers but possibly suffering from dementia. "Our population is getting older and sicker," said Wesley Health Care Center CEO Brian Nealon. "It's not the sweet, little old lady with a little bit of dementia anymore." That's largely because of the way Medicaid pays for nursing home care. Simply put, people lots of intense person in a money than typical little. The Medi Please se

From small community clinics to large, complex public hospitals, the future of public health care is in serious doubt in every part of New York state.

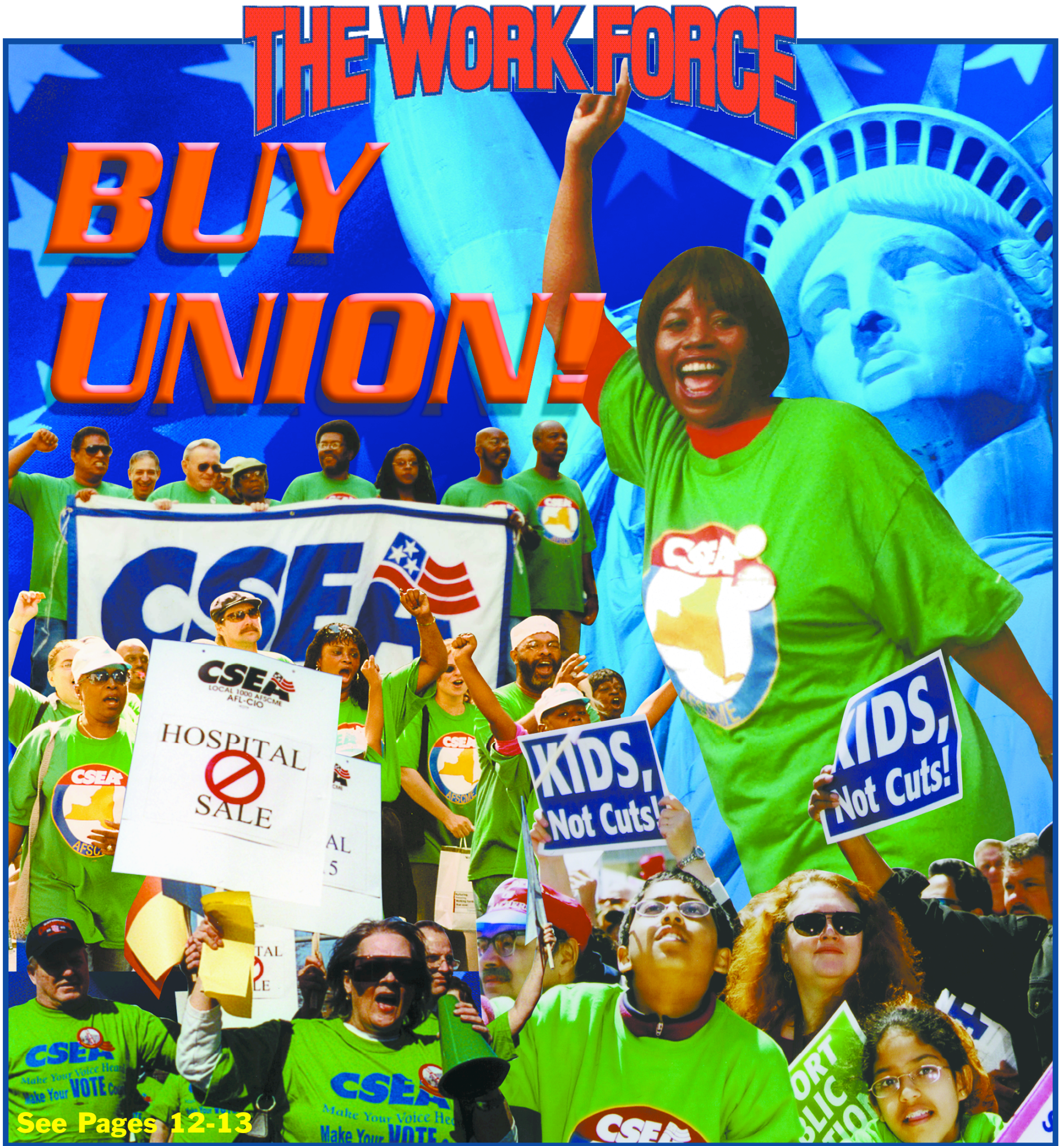
Why is such essential public health care gasping for life? Years of neglect and inadequate funding from the federal and state governments have made a bad situation worse. A 20-year-old state funding formula has left local taxpayers shouldering a back-breaking burden trying to maintain needed public health facilities and services. It's not right and it puts the sick and elderly at risk.

The time is now for real reform. The governor, state lawmakers and local officials need to act quickly and responsibly to ensure services will be there for the people who need them most.



CSEA
 New York's
Leading Union
 Local 1000, AFSCME, AFL-CIO
 Danny Donohue, President
www.csealocal1000.net

Tell your elected officials:
 Health Care Reform
 needs urgent care now!



A special supplement from the New York State & CSEA Partnership is enclosed

The Road to Success is Always Under Construction ...

For all of us, the road to success is always under construction. It is never too late to learn new skills, change career direction, or participate in a new learning opportunity.

"The New York State & CSEA Partnership believes that at any point in your working life you can learn new tricks! All it takes to achieve your goals is a little guidance and help with financing your education."

— CSEA President Danny Donohue

Do you want to:

- Advance your career
- Update your job skills
- Obtain a certificate or degree
- Get a high school diploma
- Receive advice on financial aid
- Receive financial assistance to go

back to school

The Partnership is ready to help you.



This *Work Force* insert is a guide to your educational benefits as a CSEA member. It



also profiles the motivation of five CSEA members in New York state agencies who have navigated the return to school. Some of them are pursuing a degree or have recently completed a degree. They share their experiences along the road to success. In their own words, they offer tips to other working adults who are thinking about returning to learning.

We invite you to consider using the educational resources available to you. All you need to do is call **1-800-253-4332** or e-mail advisors@nyscseapartnership.org so you can be in charge of the construction of your road to future success.



Thomas Clough
Highway Maintenance Worker
New York State Department of Transportation
Oneonta

Goal: To become prepared for a specialized career in the railroad management industry.

Although Thomas Clough has served for 20 years on the roads in various job titles at the Department of Transportation, he has always been a railroad buff. He has an associate's degree in business administration from the State University of New York at Cobleskill. He transferred credit from this degree to a unique program at Empire State College focused on railroad management. Thomas earned 18 credits from Empire State College through their Individual Evaluation Program. He was able to document college level learning, which he acquired through his various positions at DOT and his avid interest in railroads.

For the past two years, Thomas has been taking courses during the summer, fall, and spring semesters. Keeping up with several courses during a single semester has tested his time management skills. He has used the Partnership's advisement services and Tuition Benefit program. When finished, he will have a bachelor's degree of professional studies in transportation and planning with a specialization in the railroad management industry.

Tip: "If you have a specialized interest in something, follow it. Stay focused, find a way to study it, and pursue a degree that will allow you to eventually make it your occupation."



Colleen Militello Hosie
Licensed Practical Nurse
New York State Office of Mental Retardation and Developmental Disabilities
West Seneca



Goal: Achieve career advancement in the direct care and nursing field.

Colleen had previously worked in respiratory disabilities therapy. In early 2003, she was awed at being chosen as a trainee along with 18 other employees from the Western and Finger Lakes area OMRDD Developmental Disabilities Services Office (DDSO) to pursue a Licensed Practical Nurse (LPN) certificate. The intensive, one-year program was aimed at recruiting and training LPNs to provide acute nursing services at OMRDD community group homes. A Workforce Development Grant and advisement services from the Partnership helped link the efforts of CSEA locals and state agency management, participating educational providers, and the motivation of employees for a cooperative "grow your own" approach to work force development.

Colleen worked in the West Seneca Developmental Center while enrolled full-time in Trocaire College's LPN program. For Colleen, finding time to study and catch up on assignments was the toughest thing to do. She used any time off to keep up with studies. She took the LPN board certification examination in February 2004 and passed along with all of the other LPN recruits in the program.

Tip: "Form a study group with other people in your class. Work together. There is usually something that you understand that can help another student and something they understand that can help you."

Educational Advisement

The Road to Success is Always Under Construction ...

Does going back to school seem overwhelming? Would you like to complete a degree program with the help of financial aid? Not sure how to start, where to go for information, or what to take? Assistance from Partnership advisors is only a telephone call or e-mail away. All conversations with Partnership advisors are confidential.

Services

Individual advice for employees in the areas of professional development, job skill needs, educational planning, financial aid, non-traditional approaches to further education, and adult education basics. Contact a Partnership advisor by calling 518-486-7814 or 1-800-253-4332 or by e-mail at advisors@nysceapartnership.org.

Academic planning helps you . . .

- Choose courses best suited to your needs
- Determine if a school or non-traditional college program is the best alternative
- Decide whether to pursue a college degree
- Choose a college major

Adult Education Basics offers advice and referrals to . . .

- Improve reading, writing, and arithmetic skills
- Obtain a high school General Equivalency Diploma (GED)
- Study English for Speakers of Other Languages (ESOL)
- Enhance college preparatory skills

Financial Aid Information includes . . .

- Various ways to pay for education
- Eligibility requirements
- Federal educational tax credits
- Scholarship searches

Figure this

2 — Number of courses you can take each year with the Tuition Benefit Program

\$460 — Average cost of a course

\$724 — Amount a voucher can cover for one non-credit course

\$2,000 — Maximum amount of money you can receive back for tuition in the form of a tax credit

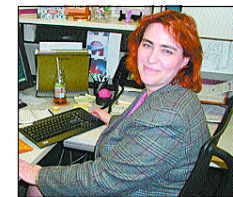
\$55 — Cost of College Level Examination Program (CLEP) exams, accepted for college credit at more than 2,900 colleges across the United States

0 — How much it costs to submit a Free Application for Federal Student Aid (FAFSA), the form required to apply for financial aid at any college

3 to 5 — Number of business days it usually takes to receive your voucher after applying over the phone on any Thursday

2,000 — Number of applications that have been taken by telephone since May 2004

7,200 — Advisement contacts made between members and Partnership advisors per year



Heidi-Lynn Wagner
Senior Personnel Administrator
New York State Department of Transportation
Albany

Goal: To work in a position involving human resources management and labor relations.

Heidi-Lynn Wagner has used the Partnership's Tuition Benefit program since 1991 for traditional college course work and credit-by-examination reimbursement. She used tuition vouchers to take courses at Sage Evening College while working full time in various titles at the state Office of Mental Health.

After earning her associate's degree in legal studies from Sage in 1995, Heidi-Lynn enrolled in Excelsior College and continued to use the Tuition Benefit program and advisement services. She also used the program to pay CLEP and DANTES examination fees. In less than two years, she earned 21 college credits through these two programs. Presently, she has six courses remaining towards a bachelor's degree in human resources.

While using Partnership programs, Heidi-Lynn has increased her promotional opportunities. In May 2004, she began a two-year traineeship as a Senior Personnel Administrator and will complete the program at DOT.

Tip: "When thinking about taking a course, you should find a course that you think will be fun. A positive learning experience with a first course sets the stage for wanting to do more courses."



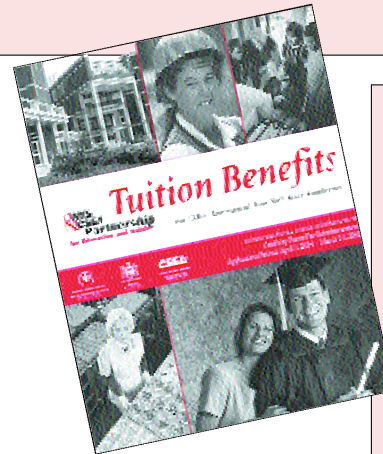
Tuition Benefits

The Road to Success is Always Under Construction ...

Assists CSEA-represented New York state employees with their education and job skills training needs. Education benefits help employees earn college credits toward a degree or certificate, update their skills, improve their career and promotional opportunities and prepare for future state work force needs. The program is described in a catalog that includes directions for completing an application (April 1, 2004 to March 31, 2005).

Tuition

- Vouchers are used to pay for tuition at more than 130 participating schools, including schools offering statewide and non-traditional programs.
- Reimbursement provides tuition payments to students upon successful completion of course work at accredited schools that do not accept vouchers.

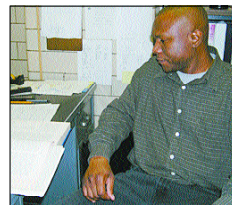


Credit-by-examination fee reimbursement

In addition to regular tuition benefits, reimbursement is provided for an unlimited number of exams, including test center fees, offered through the following programs:

- CLEP – College Level Examination Program
- DSST – DANTES Subject Standardized Tests
- TECEP – Thomas Edison College Examination Program
- Excelsior College examinations

Applicants must work with an advisor to be eligible. Contact the Partnership at 518-486-7814 or 1-800-253-4332 or e-mail advisors@nyscseapartnership.org.



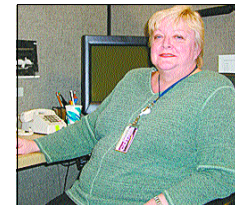
Ian Jordan
Plant Utilities Engineer
Middletown Psychiatric Center
New York State Office of Mental Health
Middletown

Goal: Take the entrance exam to get into law school.

Ian Jordan has worked 11 years for New York state. He has an associate's degree in liberal arts, with a technical base that he has used in working as an assistant support aide at the attorney general's office. Currently, while employed as a plant utilities engineer at the state Office of Mental Health, Ian is taking 12 academic credits at Excelsior College and John Jay College in Manhattan. He has accepted the challenge of full time studies while working full time. He has 40 credits left toward a bachelor's degree in criminal justice.

Ian has been using Partnership advisement services and tuition benefits. He will continue to use these benefits for courses in the spring. He is proud of the "base he has built" through the encouragement and help from CSEA. He knows that all the hard work will pay off in pursuing his dream of getting into law school.

Tip: "For every 24-hour day, you owe yourself a few hours to advance yourself. If you know what you want to do when you choose job-related courses, it will be easy to apply what you learn."



Kathy Mackenzie
Principal Audit Clerk
Office of the State Comptroller
Albany

Goal: To get a degree for free using what she knows.

Based on her employment and other life experiences, Kathy Mackenzie gave herself a lot of credit for the knowledge and skills she had learned since high school. Then, an advisor at Hudson Valley Community College challenged her to earn 30 college credits toward a degree by taking three tests and some additional courses. She worked with Partnership advisors to find out how to:

- Get credit-by-examination fees reimbursed by the Tuition Benefit Program for CSEA-represented New York state employees
- Pay for up to two courses per year with the Tuition Benefit Program
- Claim a tax credit up to \$1,500 for the first two years of college
- Find other ways to finance her education expenses

Kathy pursued her education by taking three CLEP exams in less than two years and was awarded 30 credits in Spanish, French, and humanities. At the same time, Kathy began taking courses at HVCC and has accumulated 45 credits towards an associate's degree in individual studies. The Tuition Benefit Program has paid for most of those courses, and other courses were paid for using the HOPE federal tax credit. She is taking courses this fall and next spring and hopes to graduate in May 2006.

Tip: "Do it! Just about everything you do is a valuable learning experience. So, give yourself credit for what you already know and to learn some new things that can add up to a degree. It might provide new opportunities for your job or add to your satisfaction in life."



Educational Resources at Your Fingertips

A range of helpful resources for your education and training needs can be found at www.nyscseapartnership.org, including:

- Information on obtaining free and confidential education advisement
- Latest *Tuition Benefits* catalog and application
- Access to online learning courses
- Downloadable publications that feature application forms and education guides
- Coming Soon — Success stories about educational experiences from employees . . . and you will be able to e-mail your success story!
- How to contact the Partnership

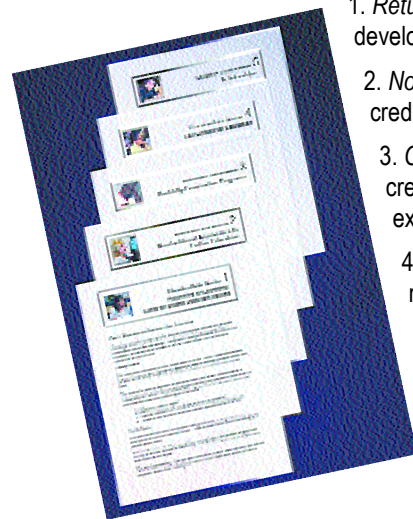
Other Resources

Want to have courses or services brought to your work site? CSEA-represented New York state employees can ask their CSEA local officer and state agency administrators to submit a joint request to the Partnership for a course or service listed in the Partnership's Resources catalog.

What about courses directly available to employees? Apply for *Skills for Success* catalog courses scheduled at training sites around the state. The catalog will be available in 2005.

Description of publications on the web for CSEA-represented New York state employees

Education Guides 1 through 5 – Information for full- or part-time employees furthering their education



1. *Returning to Learning: Guide to Sound Decision Making* – A seven-page guide covering tips on making educational decisions, developing career plans, identifying options for school, and being an informed educational consumer.
2. *Non-traditional Approaches to Further Education* – A five-page guide to alternatives for taking courses and gaining college credits including distance learning, credit-by-examination programs and evaluation of learning.
3. *Credit-By-Examination Programs* – A six-page guide that describes the major exam programs available for getting college credits and how to use them. Included are CLEP, DSSTs, Excelsior College exams, and Thomas Edison College examinations.
4. *Tax Credits for Education* – A four-page guide on how to use the HOPE Credit and the Lifetime Learning Tax Credit to receive up to \$2,000 per year for tuition paid out-of-pocket or through loans.
5. *Scholarships* – A five-page guide on how to find and effectively apply for local and national scholarships based on academic major, geographic location, and other factors.



Educational Advisement Services – A one-page description of the areas where Partnership advisors can offer advice on educational planning, alternative approaches to further education, education financing, and adult basic education.

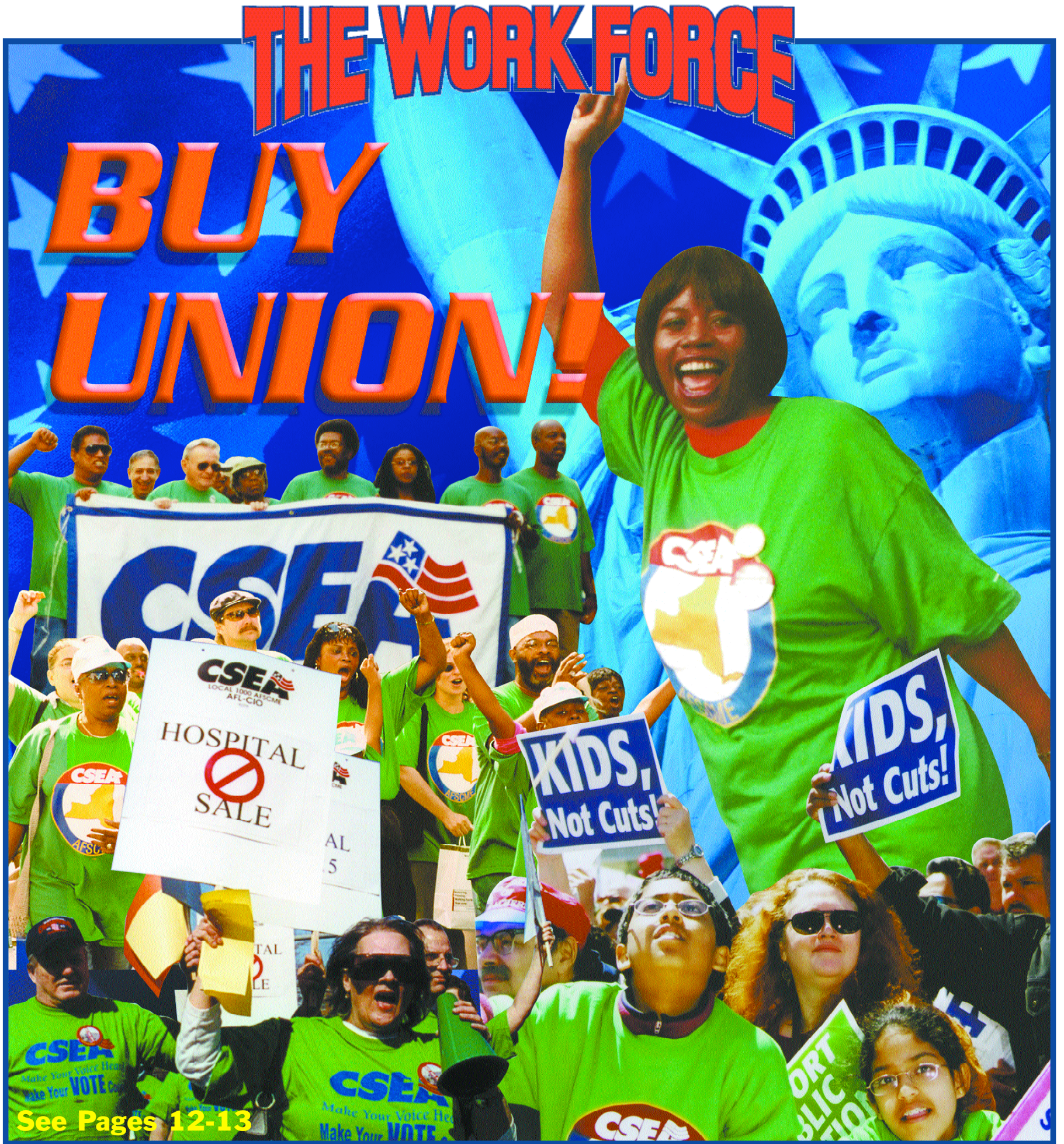
Financing Your Education: A Quick Reference Guide – A four-page summary of the types of financial aid programs for adult students that can be combined to help pay for college in affordable ways.

Guide to Financial Aid for Working Adult Students – An easy-to-read booklet of tips for obtaining financial resources for the full-time worker and part-time student considering further education.

NYS & CSEA Partnership
For Education and Training

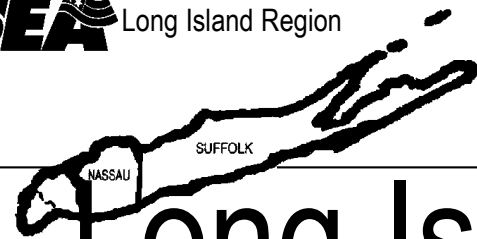
Corporate Plaza East
240 Washington Avenue Ext.
Albany, NY 12203
(518) 486-7814
1-800-253-4332
E-mail:
advisors@nyscseapartnership.org
Visit our web site at:
www.nyscseapartnership.org





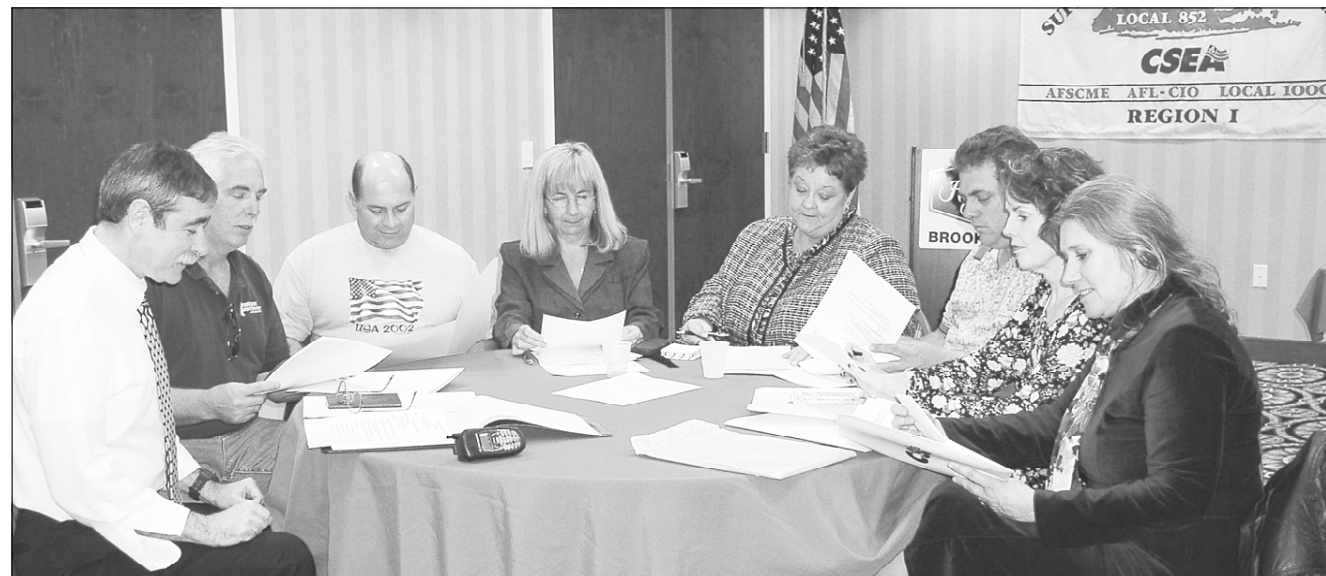
See Pages 12-13

Your Long Island Region Newsletter, *The Long Island Reporter*, is enclosed



Long Island Reporter

Variety the spice of working life in 852



C

OMMACK — The members of Suffolk Local 852's Executive Board vary as widely in the work they do and where they do it as the 3,000 workers that the local represents throughout the entire county.

Local President Irv Bitman is a social worker, 3rd Vice President Matt Hattorff works at a sewage plant. Treasurer Debbie Trapp is an account clerk and 2nd Vice President Bill Walsh wears a blue collar to work. Executive Vice President Pat Fisher works in the Smithtown library, Recording Secretary Jeanne McCarthy in Babylon's Town Hall, Please see Variety continued on Page 3

Shown at their semi-monthly meeting are the officers of Suffolk Local 852. From left are President Irv Bitman, 2nd Vice President Bill Walsh, Sergeant-at-Arms Bill Parente, Treasurer Debbie Trapp, Recording Secretary Jeanne McCarthy, 3rd Vice President Matt Hattorff, Executive Vice President Pat Fisher and 1st Vice President Meg Shutka. Not present is Joe Sanzano, 4th vice president.

Variety continued from page 1

Sergeant-at Arms Bill Parente in Lake Grove, and First Vice President Meg Shutka in Brookhaven.

The local encompasses 34 units from the suburban Nassau-Suffolk County line eastward to villages in the Hamptons, a vacation spot on the Atlantic for many of the country's super-rich. Its members perform all sorts of work for the seven towns, 11 villages, a dozen public library systems and a smattering of other governmental agencies, such as the Smithtown Fire Department.

Their jobs vary from the traditional, patching roads and keeping records of licenses issued, to the exotic, caring for mountain lions, bobcats and bald eagles at Brookhaven's animal preserve in Holtsville.

To keep up with the many, far-flung activities of its units, the local's Executive Board meets every other month. Its regular October meeting was held 5:30 on Tuesday evening, Oct. 26 at the Hampton Inn in Medford. After an executive session for the officers, other unit representatives joined. President Bitman opened the meeting with an announcement that all units should appoint an Election Committee to conduct the upcoming CSEA elections and inform the local of the names of the committee members.

Reports from units followed. After noting that things were fairly quiet in his unit, the Town of Huntington Unit, Bitman was pleased to report that its contract, reached nearly two years ago, had finally been printed.

Dave Wilcox, president of the Town of Southampton Unit, said his unit had just ratified its contract after a 4 1/2-year fight. That agreement is set to expire soon after its ratification, so the unit has begun setting up a committee to look over contract proposals for the next agreement.

Cindy Miller, president of the 50-member Central Islip Library Unit, said a grievance has been filed for seven long-term employees who were contractually entitled to higher salaries in the present agreement but were not receiving them yet.

Dianne Roberts of the Longwood Public Library Unit said that as its two-year contract was expiring in June, she was writing to the board president to begin the negotiations process.

With reports focusing on bargaining, Maureen Sullivan, the local's office secretary, reminded the group that expenses in the negotiations are usually reimbursable, and suggested negotiators keep accurate records.

Bill Walsh is president of the Brookhaven Blue Collar Unit, which, along with the two other Brookhaven units, White Collar and Highway, signed 10-year contracts with the town several years ago. Such long contracts are unusual in collective bargaining. He said the length was working out well for the membership. "People thought we were nuts, but I'm glad," he said.

He also reported on a grievance the unit won for a large number of its members.

Hattorff said an agreement with the Town of Riverhead now enables bargainers to settle questions on disputed contract language much faster after negotiations end. He added that he did not favor longer contracts.

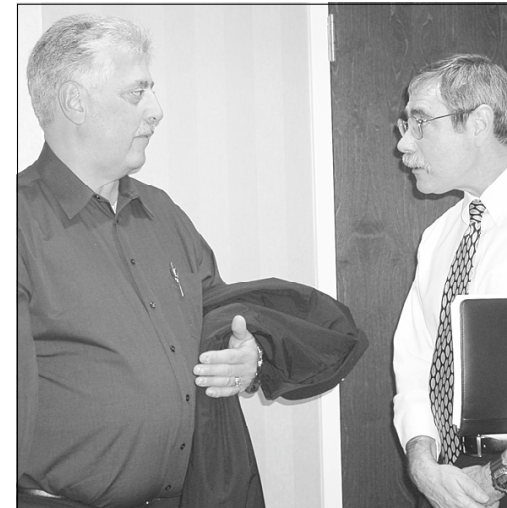
"It just shows every unit is different," said Bitman.

Wilcox told about a compensation study now going on in Southampton. CSEA members sit on the study committee, which will examine compensation of appointed officers and administrators, other towns' compensation scales and private industry contracts.

Bitman noted that all unit contracts are now on its website, suffolklocal852.org. He moved over to the question of affordable housing to point up the importance of the union to the residents of Suffolk County. "One thing we're running out of is capable union workers," he said. "We are a valuable asset."

He closed the meeting with a reminder about the website. "We have a variety of contracts," he said. "Look on our website."

News



Above, after the meeting ends, Nick Zambelli of the Village of Patchogue Unit, left, discusses contract negotiations in the South Shore village with Bitman.

Below, Pete Collins, left, and President Dave Wilcox of the Southampton Unit attend the Executive Board meeting.



Three librarians at the meeting are Cindy Miller of Central Islip, left, and Dianne Roberts and Kitty Grinnell, both from the Longwood Public Library.



PHOTO OF THE MONTH



From left, Long Island Region Veterans Committee members Nelson Gutierrez, 2nd vice president, Pilgrim Psychiatric Center; Nick LaMorte, president, CSEA Long Island Region; William Gwynn, 2nd vice president, Long Island Developmental Center; Maryann Phelps, 4th vice president, SUNY Stony Brook; and Veterans Committee Chair Steve Abramson, City of Long Beach, take part in a Veteran's Day event at Armed Forces Plaza in Hauppague.

Message from Long Island Region President Nick LaMorte



Greetings brothers and sisters!

Now that the cold weather is moving in, so is the creeping realization that the holidays aren't far behind. I just don't know where the year went! As we think about the perfect gifts for friends and loved ones, I suggest we think about *quality*. We can find that quality by looking for the Union Label.

When you purchase a union made article, manufactured in America, you are not only getting a high quality item, but you are also helping to make the American Dream a reality for someone's family.

It's been proven that unionized workers in America are paid higher wages, get better health benefits, and are generally able to maintain a better quality of life than non-union workers. And with the Internet, it's easier than ever to buy American! You don't even have to leave your house!

Just take a look at the CSEA Store at www.csealocal1000.org.

Here you will find a wide variety of American made CSEA items, everything from hats & sweatshirts to car safety kits and golf balls. If you want a catalog, call (518) 370-1158.

And if you know what type of gift you want, it's easy to find out which brands are American made. Just check out the AFL-CIO's official guide at <http://shopunionmade.org>. It not only includes links to places where you can order things like union made holiday cards, toys, housewares, and much more; but it also allows you to search for union made goods

that you can buy either through catalogs or in stores.

Just remember that shopping at discount retailers may be extremely costly in the long run. Putting your money behind American quality and workmanship makes a powerful statement that businesses understand! As the saying goes, "Labor creates all wealth." So, show that you value the labor and craftsmanship of your union brothers and sisters this holiday – Buy Union, Buy American. Encourage your friends and family to do the same!

In solidarity,

Nick LaMorte, president
Long Island Region

Nick LaMorte

Flagpole fitting honor to Tom Byrne

COMMACK — The CSEA Long Island Region's deep, long-felt respect and affection for Tom Bryne underlay the ceremonies dedicating a flagpole outside the region office in his name at Veterans Day ceremonies.

Byrne, who died in September at the age of 61, was the longest serving local officer in the region, having led State Employees Local 016 for 24 years before his retirement in 2001. He also chaired the region's Veterans Committee and CSEA's Special Veterans Committee, and served on numerous statewide labor-management committees. He received the CSEA Mission Achievement Award in 2000 for his many contributions to the betterment of CSEA members.

"Tom became part of us and will never go away," President Nick LaMorte told the 40 family, friends and CSEA co-workers who attended the ceremonies. "He lives in our memory every day. Many of us think of him in our daily routine, so it's nice to have a material thing we can see.

"The flag and all it stands for is a wonderful memory of Tom," LaMorte continued. "Now, when anyone looks up at the flagpole, they'll know that it is dedicated to his memory."

His widow, Jeanne, to whom he was married for 35 years, and members of her family and friends attended the dedication.

After the ceremonies, friends and family talked of Byrne's three loves, his family, his union and the American Legion, and spoke fondly of his humor, patriotism, good will and eagerness to help others.

Members of the family of Tom Byrne and CSEA leaders look up at the flagpole dedicated to his memory as Long Island Region President Nick LaMorte, left, leads the Pledge of Allegiance to open dedication ceremonies on Nov. 11. Byrne, who died in September, was the longtime president of Local 016.



Jeanne Byrne, widow of Tom Byrne, holds plaque given to her at the flagpole dedication ceremony, expressing the union's gratitude for the decades of service the late Local 016 president gave to the Long Island Region and its members. Presentation was made by Region President Nick LaMorte, at right of Byrne. Others in foreground, from left, are Barbara Reynolds, president of Local 920; Michael Hemberger, Donna Hemberger, Tom Byrne's niece, and Nelson Gutierrez of Local 418. The ceremony was attended the Byrne family and friends and CSEA leaders and members who had worked with Tom Byrne over the years.

Inside Reporter

CSEA Provides Training; Prepares Leadership of the Future

OLD WESTBURY AND GARDEN CITY — One workshop given by CSEA's Education and Training Department in the Long Island Region recently grew out of difficulties Local 618 President Mary D'Antonio was having with personnel staff at SUNY, Old Westbury.

"I asked for the workshop because of the problems I was having at Old Westbury with regard to family medical leave," she said.

A second workshop presented by a specialist from the department was shop steward training, part and parcel of one basic goal of CSEA and all unions — preparing the leadership of the future.



Above, among the more than 50 Local 618 members at the workshop are, from left, clockwise around the table, John Pettway, Nick Mangra (partly obscured), Frazier Hughes, Deborah Butler, Alix Florestal and Michael Williams.

Below, members of Local 618 at workshop are Valerie Paig, in plaid jacket, foreground and Treesa Varhese, left in striped shirt, Margie Carr and Joanne LoCascio, right.



FMLA 101

The Family and Medical Leave Act was pushed through Congress in 1993 by the Clinton administration. It provides that a worker may take unpaid leave for up to 12 work weeks in 12 months because of the worker's or family's medical needs, childbirth in the family or adoption of a child. The employer must maintain the worker's health benefits, and the worker's job, or a similar one, must be available when he or she returns from leave.

The problem at Old Westbury was interpreting the law. "The biggest problem was the interpretation as to what constitutes 'serious illness,'" said D'Antonio. "We've had members put on family medical leave by management for earaches, bronchitis and even sprained ankles."

Enter Education and Training Specialists

So she called Eric Muldoon, one of CSEA's education and training specialists, who came to the campus and gave a well-prepared workshop on the legislation.

More than 50 members of the local, nearly half its membership, attended the session, along with officers of two other CSEA locals. The workshop, held in a large meeting room in the Student Union Building, began soon after 11 a.m. and ended about 1 p.m.

"It's a complex law that has a lot of good ramifications for us but there are different aspects — I don't want to say pitfalls — of the law," said Muldoon as he began the workshop.

He discussed its basic benefits, requirements for a worker to be covered by the law, conditions that qualify for leave under the act (a serious health condition generally is not a cold, the flu, bronchitis, tooth extraction, earaches, or an upset stomach), how the "12 month period" may be defined, how an employee or family member's serious health condition is certified by a health care provider, provisions covering the employee's return to work and appeals.



John Andersen (left) and Bobby Rauff of the Town of Oyster Bay Local 881 were among officers of other unions at the workshop.

Members of the audience asked questions and offered comments based on their experiences with their employer, which enriched the session.

Helpful Sessions

Manny Mangual, executive vice president of Pilgrim Psychiatric Center Local 418, found the workshop useful.

"It was a very good workshop," he said. "You can always learn something from the questions."

Laura Gallagher, executive vice president of the host local, thought the workshop had been excellent.

"I think the workshop eased some of the concerns members had who had been placed on FMLA by management," she said.

D'Antonio has spoken to other local presidents and found that only a few had the same sort of problems she was having at Old Westbury. But nevertheless she thinks that all local presidents can benefit from attending this type of workshop.

"The feedback I've received has only been positive," she said.

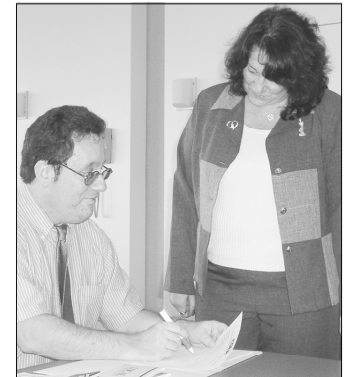
Steward Training at NCC

Earlier that month, Patty McArdle, another of CSEA's education and training specialists, conducted a shop steward course for Long Island Region members on the campus of Nassau Community College in Garden City.

Members from five locals attended the two-night class, which prepares members to serve as their union's voice in the workplace.



Patty McArdle, education and training specialist, introduces herself to the class. Members are, first row, from left, Valerie Marmo, Local 830; Roy Piper, Local 016; Joseph Josaphat, Local 865, and Lucille Kaleck, Local 016; in second row, from left, are John C. Russo, Local 508; Corey Hill and Carelus Etienne, Local 865; George Herbst, Local 881, and Maureen Oates, Cynthia N. Turk, Denise Pope and President George Kalamaras, all of Local 016. At rear are Alicia Sanchez and Sandee Horowitz, members of the Nassau Community College Unit of Local 830 who served as registrars.



At right, before the stewards class starts, Patty McArdle chats with one of the students, Roy Piper of Local 016.

Above, attending FMLA workshop with members of Local 618 are LRS Bob Brooks, right, and seated in row with him Cathy Custance and Manny Mangual of Local 418.

Below, Joanne LoCascio fills out evaluation form after the workshop ends.



Local 618 President Mary D'Antonio, left, Eric Muldoon and Local Executive Vice President Laura Gallagher seek an answer for a question raised by Sheila Farrell. Farrell, secretary to the college's vice president of enrollment services, said she thought the workshop had been "very informative and helpful in clarifying the purpose of the law...I did feel that it could have been presented over a day-long workshop because there is just so much information to cover and so many answers to give. I really appreciated attending this workshop."

Long Island Region Women's Committee

Making Strides Against Breast Cancer



Cathy Custance, seated second from left, and Cathy Pipitone, seated at right, co-chairs of the Long Island Region Women's Committee, coordinated advance planning for the union's participation in the event.

JONES BEACH — On a blustery October morning, 200 CSEA members turned out to fight breast cancer at the annual Strides Against Breast Cancer.

"We raised well over \$20,000," said Bobbi Eisgrau, chairwoman of the Long Island Region Women's Committee, which coordinated the union's efforts at the annual walk.

She said members of several locals that had not participated before showed up this year. The Coalition of Black Trade Unionists and the Nassau County Federal Credit Union shared CSEA's tent and sponsorship.

Eisgrau thanked Women's Committee members for their hard work in making this year's walk a success.

"The committee members work very hard coordinating the whole function," said Eisgrau. "They started in April to get this rolling. I want to thank everyone for their participation. I love them."

She expressed special appreciation to Cathy Pipitone of the Town of Oyster Bay Local and Cathy Custance of the Pilgrim Psychiatric Center Local for serving as committee co-chairwomen, as well as Long Island Region President Nick LaMorte for his support of the walk and women's issues.

"He's always given us his support," Eisgrau said.



Region President Nick LaMorte, center, joins two leaders of the Long Island Chapter of the Coalition of Black Trade Unionists, Les Eason of Local 830, left, first vice president of Long Island Region, and Rudy Bruce, chapter president, also a Local 830 member.



Bundled up against a chilly morning at Jones Beach are, above, from left, Barbara Maniscalco, Local 330; MaryAnn Phelps, Local 614; Mary D'Antonio, Local 618; Region President Nick LaMorte; Bobbi Eisgrau, Local 830, chairperson of the Women's Committee; Loretta Zuch, Local 881, and Shelley Davidson, Local 920.



Among the 200 CSEA members who walked are Steve Abramson, Tina Killian, center, and Lynnda Delasant of the Long Beach Unit of Local 882.

Local 430 fetes 'community of caregivers'

COMMACK — Seventy Local 430 members with longtime service at the Long Island Developmental Disabilities Service Office were honored at the agency's annual Employee Recognition Awards Dinner.

The union members were honored for completing 35, 30 and 25 years of service with LIDDSO.

"We are a community, a community of caregivers," Irene Jill McGinn, the office's director, told the 300 dinner guests, "and we are all committed to provide services with pride."

Local 430 members who were honored for 35 years of service at LIDDSO are Carol Beck, Diane Clemons, Nellie Davis, Mollie Hutler, Elizabeth Jones, Ubirda Morales, Linda Napolitano, Shirley Pernel, Josephine Potter, Stephen Rampell, Rosalie Russo and Paulette Sheridan.

Those who were marking 30 years of service are Rachel Burke, Barbara Callahan, Geraldine Cobbs, Shirley Davidson, Savina Debrodt, Judy Dennis, Samuel Durant, Margie Greer, Regina Harris, Phyllis Hussain and Doris Jones.

Also, Clarissa Kelley, Nicholas Loretta, Sylvia McCallum, Patricia Moenius, Zachary Oliver, Glenn Paige, David Quinn, William Starke and Wanda Tunson.

Forty-three members of Local 430 were honored for a quarter-century of service with LIDDSO. They are Nancy Affelt, Mary Ellen Barber, Annese Bickman, Theresa Branca, Mary Bulger, Linda Chiolo, Joan Curtis, Betty Dekanchuk, Nelson DelCastillo, Irma Diaz, Roscoe Felton, Sandra Hawkins and Jayne Hogan.

Also, Aresles Holder, Verlie Jackson, Hattie Johnson, Yvonne Johnson, Joseph Joyner, Marlene Kerr, Ruby Latham, Nora McCall, Varniell McCarthy, Theresa McDonly, Leslie Martin and Sharon Motley.

Also, Claudia Nischo, Sharon Oliver, Jane Ott, Alice Pernel, Charles Pipitone, Patricia Power, Suzanne Quinn, Pearlie Reid, Margaret Rizzitano, Joan Serling, Denise Smith, Brenda Thomas, Clive Tobias, Tina Troxler, Barbara Ward, Geoffrey Williams, Robin Williams and Gloria Wimbley.

The officers of the local are among the hundreds of long-time employees at LIDDSO. Five of the seven officers — President Willie Allen, Executive Vice President Shirley Baker, 2nd Vice President William Gwynn, 3rd Vice President Veronica Oliver and Treasurer Rutha Bush — have 25 or more years of service; Baker and Bush have 37 years at LIDDSO and Allen has 36.

"This is an annual acknowledgement from management honoring the employees for their many years of hard work and dedication to the consumers of LIDDSO," said Local President Willie Allen.

He noted that each honoree received two dinner tickets for the evening, a framed, personalized certificate and a gift.

"Along with this," he added, "we all enjoy the opportunity to party and meet and greet each other's families and friends."



Rachel Burke holds plaque she received for completing 30 years of service at the Long Island Developmental Disabilities Service Office. Flanking her are Irene Jill McGinn, the office's director, and Local 430 President Willie Allen.

Around the Region

Calendar of Upcoming Events: December 2004

- 6 - LUTI State Grievance Workshop — 5:30 -9 p.m.
- 7 - LUTI State Grievance Workshop — 5:30 -9 p.m.
- 9 - Region 1 Holiday Party, Fox Hollow Country Club, Woodbury — 7-11 p.m.
- 10 -Statewide President Danny Donohue visits Region 1 — 1-7 p.m.
- 13 -Health and Safety Committee Meeting — 5 p.m.
- 14 -PEOPLE Committee Meeting — 5 p.m.
- 15 -Defensive Driving Course — 5:30-8:30 p.m.
- 16 -Defensive Driving Course — 5:30-8:30 p.m.
- 18 -Defensive Driving Course — 9 a.m. - 3 p.m.
- 20 -Women's Committee Meeting — 5:30 p.m.
- 21 -Education & Training Committee Meeting — 5:30 p.m.



24 - Region Office Closed for Christmas
31 - Region Office Closed for New Year

Happy Holidays and a
Happy New Year!

COMMACK — CSEA Statewide President Danny Donohue will pay his annual visit to the Long Island Region on Friday, Dec. 10 from 1 to 7 p.m.

Members who wish to meet with Donohue must call the Long Island Region office for an appointment.

Call Jennifer Nagy at the region office, (631) 462-0030, to make an appointment.

Medford DMV folks say so long to Hansen



Jeanne Hansen, seated, second from right, was honored by co-workers when she retired recently after 27 years as a DMV representative at the department's Medford office.

MEDFORD — Present and former co-workers of Jeanne Hansen feted her recently on the occasion of her retirement from the Department of Motor Vehicles office in Medford.

Ansen spent her entire career at the Medford DMV.

"A grandmother of two, she retired to spend more time with her family after working for the state for 27 years," said Cynthia Turk, Local 016 executive vice president and a fellow DMV representative at Medford. "Her sunny personality will be missed by all her co-workers, who saw her every day."

Hansen worked in audit and checked the intake of all the representatives every morning, so she was well known to everyone in the office.

Welcome Back Sal!

CENTRAL ISLIP — Co-workers of Local 508 member Sal DiQuattro have welcomed him back to work after recent surgery.

He is the local's shop steward at the equipment management facility in the Department of Transportation's Central Islip facility.

Operation Shoebox: 'It's a beautiful thing'

STONY BROOK — Members across the Long Island Region are contributing to Operation Shoebox, which sends packages of toiletries, candy and other items to soldiers serving in Iraq and Afghanistan.

Maryann Phelps, a member of the Long Island Region Veterans Committee and fourth vice president of the SUNY Stony Brook local, is coordinating the collection.



MaryAnn Phelps

The region put out a flier, and the response has been overwhelming, Phelps said. "I've had calls from all over Long Island, Queens to Southold," she said.

"We have so many people wanting to pitch in, I'm spending two hours a night on the e-mail answering. It's a beautiful thing."

Shoebox wants to include soap, sunscreen, disposable razors, toilet paper, shaving cream, magazines, lip balm, baby powder, baby wipes for cleaning between showers, chewing gum, hard candies and similar items.

Local 016 Executive Vice President Cynthia Turk, who works at the Department of Motor Vehicles' Medford office, said some items collected at her office are especially intended for women serving overseas, including women's deodorants. "There are a lot of them there, too," she said.

The Medford office became aware of Operation Shoe Box through a local Boy Scout troop, said Turk, an Air National Guard member who served on active duty overseas. Tania Ciappa headed the drive.

Members of Suffolk Cooperative Library Local 701 have also gotten involved in Operation Shoebox.

"So far, we have a lot of contributions and several volunteers," said Debi Groh, vice president of the local. "The members who have volunteered are Linda Hoff, Michele Toscanini,

Vivian Loper, Lorraine Rossano and me. We are all excited about helping out and being able to do something for our troops."

Donations were to be delivered to the Long Island region office in Commack by Nov. 15 and taken the next evening to the Medford Veterans of Foreign Wars hall. The items will then be packed in shoe boxes for shipment to the troops for the holiday season.

A second Operation Shoebox drive is being conducted by CSEA member Barbara Sarringer, who created the program in October 2003, at SUNY Farmingdale.

"My brother, Sgt. Maj. Donald Sarringer, was serving in Iraq and he had suggested that the troops miss items from home, so we compiled a list of items to make their time in this terrible place a little more bearable," she said. "We thought of the shoe box because we did our first shipment during the 2003 holidays, and I thought that opening a package for the holiday would be special for the soldiers."

Since then, she and other volunteers at SUNY Farmingdale have sent approximately 250 boxes overseas through five shipments through Operation Shoebox. They have been working with the VFW, and were to recently joined other CSEA members in Medford packing the shoe boxes.

Sgt. Major Sarringer, who served in Iraq for 18 months, is now stationed in Wiesbaden, Germany. A second brother, Sgt. Edward Sarringer, is at Westhampton Beach Air Base after serving in Kuwait and other posts overseas. A nephew, Sgt. Derek Sarringer, now at Ft. Bragg, North Carolina, will be going soon to Iraq or Afghanistan.

Holiday Parties Announced for Locals

STONY BROOK AND LONG BEACH — SUNY, Stony Brook Local 614 and the City of Long Beach Unit of Local 882 have announced the dates of their holiday parties.

The Local 614 schedule is as follows:

Ambulatory Surgery, Dec. 6, 11:30 a.m. to 2 p.m.

West Campus SAC Center, Ballroom B, Dec. 9, 11:30 a.m. to 3 p.m.

University Hospital Level 3 Galleria, Dec. 10, 11:30 a.m. to 4 p.m.; the evening shift outside the union office, Level 5, 2 a.m. to 4 a.m.

Tech Park Conference Room, Dec. 13, 11:30 a.m. to 1:30 p.m.

Long Island State Veterans Home, New Wing, Dec. 17, 11:30 a.m. to 3:30 p.m.; evening shift 2 a.m. to 4 a.m., and

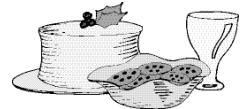
Coram Health Center, Dec. 20, 11:30 a.m. to 1:30 p.m.

The parties are for members and there is no cost.

Bobby Holland is president of the local.

The Long Beach Unit will hold its holiday party at 6 p.m. on Dec. 16 at Paddy McGee's in Island Park. The cost is \$10 a person, and all members and their guests are invited to attend. Carolyn Campbell, who works in the city's Purchasing Department, is in charge of arrangements. She may be reached at (516) 431-1000, Ext. 204.

Colleen Silvia is president of the unit.



Election update

CSEA clout helps carry candidates

COMMACK — Thanks to the voting strength of union members and their families, CSEA is gaining clout in Long Island's political world.

Of the 24 candidates for the U.S. House of Representatives, New York state Senate and state Assembly who were endorsed by the union, 22, or better than 91 percent, won election on Nov. 2.

All four endorsed Congressional candidates won, as did all nine state Senate candidates and nine of the 11 endorsed Assembly candidates.

Congressional winners were: Tim Bishop, 1st Congressional District; Steve Israel, 2nd District; Peter King, 3rd District, and Carolyn McCarthy, 4th District.

Elected to state Senate seats were: Kenneth LaValle, 1st Senate District; John Flanagan, 2nd District; Caesar Trunzo, 3rd District; Owen Johnson, 4th District; Carl Marcellino, 5th District; Kemp Hannon, 6th District; Michael Balboni, 7th District; Charles Fuschillo, 8th District, and Dean Skelos, 9th District.

Assembly winners from the region were: Pat Eddington, 3rd Assembly District; Steven Englebright, 4th District; Ginny Fields, 5th District; Philip Ramos, 6th District; Robert Sweeney, 11th District; Joseph Saladino, 12th District; Thomas DiNapoli, 16th District; Earlene

Hooper, 18th District, and Harvey Weisenberg, 20th District.

Long Island Region Political Action Committee Chairman John Shepherd thanked CSEA members and their families who volunteered for the campaign.

"CSEA came out for this year's elections like never before," said Shepherd, president of the Nassau Municipal Local. "This year, we stuffed more envelopes, made more phone calls and walked door-to-door more than ever before. Even though the national election didn't go as we hoped, we showed that CSEA is a political stronghold on Long Island."

"CSEA-endorsed candidates from Long Island were everywhere," Shepherd said. "Good job, brothers and sisters!"



John Shepherd

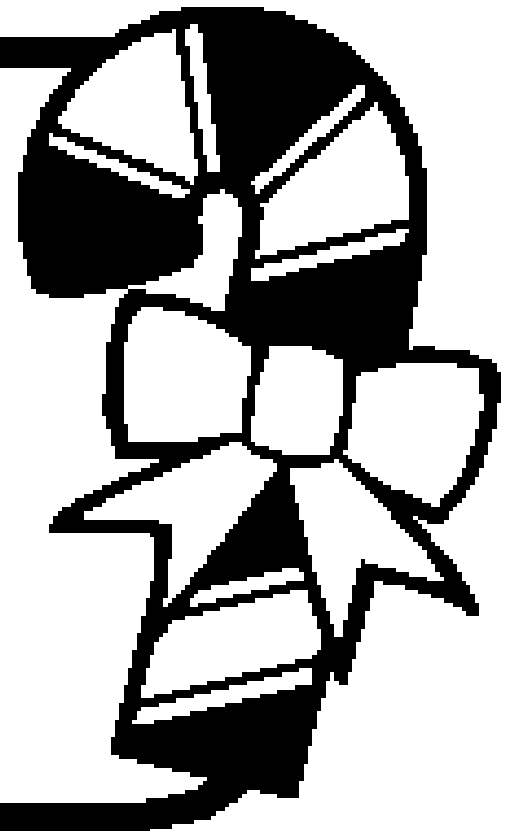


Region President Nick LaMorte worked with CSEA members in Long Island to get out the vote.

Long Island Region President Nick LaMorte
and the Social Committee
cordially invite you to attend the
2004 Holiday Party

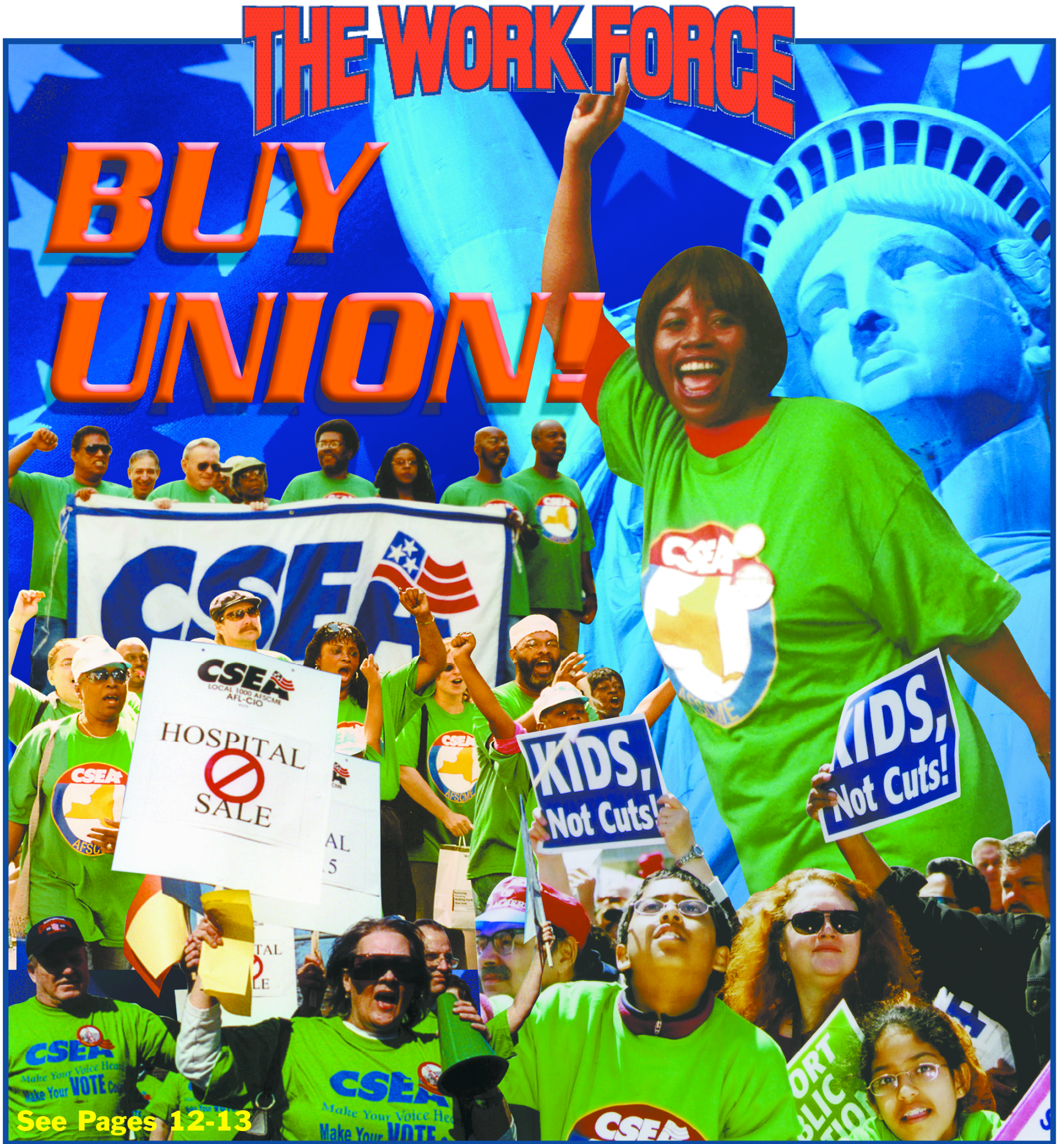
Honoring the Children of Hope Foundation

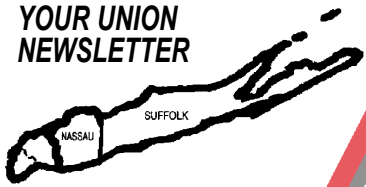
**At the Fox Hollow Country Club,
7725 Jericho Turnpike, Woodbury, N.Y.
Thursday, Dec. 9, 2004
7 p.m. to 11 p.m.**



The cost is \$75 per person. Please make checks payable to CSEA Region I and return to:
CSEA Long Island Region, 3 Garet Place, Commack, N.Y. 11725, Attn: Social Committee, by Friday, Dec. 3, 2004.
Please include the names of the guests who will be seated at your table(s).

For more information, call Social Committee Co-Chairpersons Lee Reynolds or Laura Gallagher at the
Long Island Region Office, (631) 462-0030





Message from CSEA Local 830 President Jane D'Amico

County Will Stabilize Staffing in 2005; Cautious Optimism for NHCC Contract

ON THE COUNTY SIDE

With the passage of the county budget, we have a commitment from the county to backfill any positions vacated in 2005. We have already been successful in our fight with the county to fill dozens of vacant positions in the Department of Parks, Recreation & Museums and with the Probation Department. In addition, the county has begun to hire in highly sensitive areas where staffing levels have dropped dangerously low, such as C.B. operators, crossing guards and public safety. Our demands that the county continue efforts to civilianize certain positions in the Police Department and Correctional Center have also met with success. We have been assured that this trend will continue into the new year.

The topic of employee evaluations has come up once again as the county initiates a new round of its controversial program. This time, however, CSEA has input as to notification forms and format thanks to our successful grievance. We encourage our members to utilize the procedures that are now in place, noting those areas that are intentionally marked as "optional," including the appeals process if evaluations are perceived to be unjust.

In the Real Estate Consolidation Program, we have been advised that the Health and Human Services Vertical continues to be in flux relative to the movement of personnel. Our Health & Safety representatives continue to monitor the situation.

As I mentioned last month, the issue of Fleet Services consolidation has been put to rest since the idea was voted down in the legislature. However, we continue to fight the ill-advised idea of merging the Police Department's Building Maintenance Unit into the Department of Public Works.

In our next edition, I will have a complete update on one of CSEA's largest grievance wins ever, a class action grievance that will benefit hundreds of members whose salaries were improperly calculated following promotions. We are hopeful that all salary adjustments will have been completed by year's end, and retroactive salary will follow in 2005.

Meanwhile, the contract books should be ready for distribution by the holidays. Unfortunately, a printing error delayed more timely completion and the books are currently being reprinted.

I am immensely proud of the work of our members, who continue to perform with dedication and professionalism through these difficult times.

ON THE NHCC SIDE

With two meetings scheduled with the mediator as this edition goes to print, we are cautiously optimistic that significant progress toward a new contract will result. Our most important goal is to complete a salary and benefits package before management begins contemplating a new round of layoffs, which are possible sometime after the new year.

NUMC Unit President George Walsh and I have been trying to reach many of our NHCC employees personally through a series of worksite meetings, which have begun the process of allowing us to keep members informed on the progress of negotiations and to listen to their concerns. Additional meetings are planned. We will, of course, make all employees aware of any major contract breakthroughs. Watch for union bulletins.

I am immensely proud of the work of our members, who continue to perform with dedication and professionalism through these difficult times. Elsewhere in this edition of *The Express* is a story about a NHCC employee and CSEA member who wrote and obtained a large grant for the NUMC Breast Imaging Center. There can be little doubt it is the work of our members that continues to maintain the high level of quality of Nassau County's public health care system.

I would like to take this opportunity to wish everyone in both the county work force and the Health Care Corp. a healthy and happy holiday season and a New Year that brings success in all endeavors.

Yours in solidarity,

Jane M. D'Amico, President
CSEA Local 830

The Work Force



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JANE D'AMICO, President

Tony Panzarella, Editor
(516) 571-2919 Ext. #13

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

NASSAU LOCAL 830

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- TIM CORR, 7th Vice President
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- JOHN ALOISIO III, Treasurer's Office
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- MICHAEL TIMMONS, Social Services
- GEORGE WALSH, Nassau University Medical Center
- JEWEL WEINSTEIN, Nassau Community College
- PETER WRBA, Probation
- JOSEPH WHITTAKER, Fire Marshal

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

LEGAL UPDATE

Disciplinary Investigations — Are There Limits on What an Employer can do?



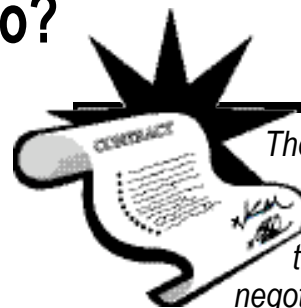
Nancy Hoffman, Esq.
CSEA General Counsel

Employers who seek to implement a new policy or procedure for internal disciplinary investigations are prohibited from

doing so, unless the union agrees to the terms and conditions of that policy. A union does not have the legal right to interfere with criminal investigations. If a new procedure, such as mandatory fingerprinting of all employees, is to be used by the employer, the union has the right to negotiate it under the Taylor Law.

Although there have been no decisions by the Public Employment Relations Board (PERB) or the courts which specifically state that fingerprinting is a mandatory subject of bargaining, CSEA believes that it is mandatory to negotiate. PERB has ruled that similar investigatory techniques are mandatory negotiation subjects. For example, a polygraph test to be used by an employer as part of an internal investigation is a mandatory subject of bargaining. A new requirement that employees sign in or out also must be negotiated. Based on these cases, fingerprinting should also be a mandatory subject of bargaining.

Assuming fingerprinting must be negotiated into a union contract. An employer cannot otherwise establish such a policy. The employer is prohibited from implementing a fingerprinting policy unless CSEA negotiates it into a contract, and the union is under no obligation to agree. If the union does not agree to a fingerprinting policy, the employer would be prohibited



There is no legal obligation for the union to agree but if the parties reach agreement through good faith negotiations, then the employer can establish a fingerprinting policy.

from fingerprinting workers.

If an employer wants to start a fingerprinting policy and requests that the union negotiate it, the union is obligated to bargain the policy in good faith. The parties can discuss any proposed restrictions on fingerprinting, such as fingerprinting methods and safeguards to ensure the privacy of the fingerprints. There is no legal obligation for the union to agree but if the parties reach agreement through good faith negotiations, then the employer can establish a fingerprinting policy.

This analysis would be true for almost any new policy or procedure that the employer seeks to use for disciplinary investigations. Vigilant workers and the union can safeguard against the employer's demands for new investigatory procedures. It's up to us to keep on top of these efforts to ensure that we do not give up our bargaining rights in regard to disciplinary procedures.

Holiday Crafts



CSEA members work on holiday crafts at a recent workshop sponsored by the Local 830 Women's Committee. More than 25 people made reverse decoupage leaf plates for the Thanksgiving table. The workshop was one of a series of free programs presented by the Women's Committee on a regular basis.

Give the Gift of FUN! for the holidays

CSEA is collecting board games for the use of the residents of The Nassau County Juvenile Detention Center

We are asking members to donate games such as:

- * Monopoly * Uno * Yatzee * Life
- * Checkers * Chess * Dominoes
- * Backgammon * Trivial Pursuit

DROP OFF POINT: (Through Dec. 17)
CSEA Office, 400 County Seat Drive, Mineola
Phone: 571-2919

Nomination Forms Available 2004 Women's Awards Dinner Set for Thursday, May 5

Now is the time to mark your calendars for the 2004 "Women in Local Government Outstanding Achievement Awards Dinner." Several outstanding speakers are expected to be on hand to discuss topics of importance for women and families. The event has been set by the Local 830 Women's Committee for Thursday, May 5, at Verdi's of Westbury on Jericho Turnpike in Westbury.

The dinner is to honor CSEA members who have achieved outstanding success at their jobs, in their communities, in the labor movement or in the field of women's and family issues. Award winners are selected from nominations submitted by other CSEA members.

Award criteria include:

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

Members wishing to nominate someone for an award can do so by filling out the form located elsewhere in this paper and returning by the deadline of April 1, 2005, to CSEA, 400 County Seat Drive, Mineola, N.Y. 11501, Attn: Women's Committee. The dinner is a program of the Nassau Local 830 Women's Committee, chaired by Sandee Horowitz.

A Women's Committee Program The Women of Glory House Need Your Help!

Glory House is a unique housing program for women who are struggling to recover from drugs and alcohol, mental illness, HIV/AIDS, domestic violence and poverty as it relates to homelessness. We, the Women's Committee, have adopted Glory House in order to help a neighbor in need.

Your Donations of the Following New Items Will Be Very Much Appreciated

Kitchen Items: Glasses, Dishes, Cutlery, Cookware, Slow Cooker.
Baby Items: Clothing, Lotions, Diapers, etc.
Toiletries, Household Cleaning and Laundry Products.
Other Items: Paper Goods, Plastic Ware, Linens, etc.

Drop-Off Location:
CSEA Local 830 Office, 400 County Seat Drive, Mineola

For further information please contact:
Alicia Sanchez, Project Director - 571-2919 Ext. 20 or
Asanchez15@nyc.rr.com

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

(PLEASE PRINT CLEARLY OR TYPE)

1. GUIDELINES

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

2. ELIGIBILITY

Nominees for the award must be a member who is either:

- A current dues paying CSEA Nassau County Local member, or
- A dues paying retiree who was a Nassau County Local member while actively employed.

Previous award winners are not eligible, but previous nominees will be considered. Nassau County Local Women's Committee members are not eligible.

3. CRITERIA

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

Factors that are considered are:

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

I NOMINATE _____
DEPARTMENT _____ JOB TITLE _____
JOB DESCRIPTION _____
Home Address _____ Phone _____
Work Address _____ Phone _____
Nominated By: _____ SS# _____
Work Phone _____ Home Phone _____
Address _____

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

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

MAMMOGRAPHY SCREENING PROGRAM

Fact Sheet

TO MAKE YOUR APPOINTMENT, PLEASE FOLLOW THESE EASY STEPS:

The "Mammography Screening Program" is a benefit negotiated by CSEA for all Nassau County government employees, regardless of insurance carrier or coverage. This benefit allows you to go to the Nassau University Medical Center BREAST IMAGING CENTER on your work time and with no out-of-pocket cost to you. You will stay as long as it takes to get a proper diagnosis, and you will meet personally with the doctor to discuss the results.

1. Call the NUMC Breast Imaging Center at (516) 572-5781 to schedule an appointment. (If you get a recording, identify yourself as a CSEA member and leave your phone number.) Appointments for county employees will be held on Wednesdays from 9 a.m. to 3:30 p.m.

2. When you call, you will reach the CSEA mammography program hotline voice mail system. Please leave your name, daytime phone number and best time to be reached. A scheduler from the Breast Imaging Center will promptly return your phone call and schedule your examination.

CSEA member writes grant to enhance NUMC's mammography program

Christine Mancuso, RN, a public health nurse at the Nassau Health Care Corp., was successful in writing and securing a grant from the Avon Foundation for Breast Care for the hospital's breast screening program.

Nassau University Medical Center recently received a \$352,500 check from the foundation to buy new equipment for its breast imaging center.

"It is through the hard work, expertise and dedication of CSEA members such as Christine that the Nassau Health Care Corp. will flourish. CSEA is especially proud of Christine for making a major difference in an extremely important area of health care," said CSEA Local 830 President Jane D'Amico.

Through the Avon Foundation's generosity, the hospital will purchase a new computer-aided diagnostic unit, which applies a second reading of the mammogram, as well as a motorized mammography alternator viewing system. This necessary equipment will enhance the quality of screening, will speed and improve mammography film readings and will allow NUMC to initiate a computerized mammography reporting system.

Mancuso, a nurse for more than 25 years, is the director of the hospital's Breast and Cervical Cancer screening program which provides screening and follow-up services for women at NUMC, the community health centers and the mammography van. About 8,000 women get breast screening services through the facility.

"I would like to remind our members that CSEA has a long-standing negotiated agreement with NUMC to provide mammography screening with no out-of-pocket expense," said D'Amico.

Elsewhere on this page is a fact sheet listing the procedures that CSEA members should follow for visiting the breast imaging center.



Christine Mancuso

3. Fill out a department time and leave slip; check "other," and write "mammography screening." Submit it to your supervisor.

4. Mammography screening will be given to you at no out-of-pocket expense. Your insurance company will be billed. If you have insurance, bring your insurance card with you, and an employee ID card if you have one. Bring your prior mammographic films with you, if you have any.

5. A parking map is available through your department coordinator. The designated parking spaces on the map will be free or you may park at your own expense in the paid parking lot. Inside NCMC, follow the rose-colored "Breast Imaging Center" signs.

6. Upon returning to work, you will be required to submit documentation to your department, which will be supplied by NUMC at the examination.

7 You will be excused with authorization and will be granted leave without loss of time or pay for travel and examination.

Member seeks CSEA's help for husband's bone marrow transplant

A CSEA member whose husband needs a bone marrow transplant to live has asked for her union's help.

Valerie Markert's husband, Chris, was diagnosed with leukemia in July and the family must now find a suitable donor by establishing a match from the bone marrow registry.

Markert, a county employee for 18 years in the accounting section of the Health Department, wants to organize a dedicated bone marrow donor drive, but the cost to do so is high and not covered by insurance.

Judy Bejarano, Nassau County's assistant accounting director and a friend of Markert's, said bone marrow transplants differ from heart and lung transplants in that a patient does not register once in the transplant bank, wait for a donor match, and then pay for the organ at the time of the transplant. In this case, a blood sample is required first to see if a person can be a potential marrow donor.

"A bone marrow transplant, through the patient advocate, requests a search from the bone marrow donor registry, which, in turn, generates a list of approximately eight candidates each time," Bejarano said. "The donor candidate's blood sample then requires additional testing to determine if they are a perfect match for the recipient. The entire process costs thousands of dollars and if no match is found the first time, the search request and testing is repeated until a match is found, funds run out or the patient dies."

Chris Markert, 42, and Valerie have two young children. He has been unable to work since July and spent six weeks in the hospital. At press time, a bone marrow drive was being planned, but no date had been set.

"Dollar donations are needed to offset the costs incurred to purchase the kits to be used in the bone marrow drive, as well as to access the bone marrow registry. Blood is needed to test for a match," said Bejarano.

Bejarano said that there are several methods of obtaining bone marrow from a donor that do not involve a hospital stay or surgery.

CSEA Nassau County Local President Jane D'Amico is urging members to take a blood test and/or make a contribution to help in this worthy cause. Checks should be made payable to the "Chris Markert Benefit Fund" and mailed to: Chris Markert Benefit Fund, c/o Regina Rubenstein, 2591 Milburn Ave., Baldwin, NY 11510. Numbers to call for more information are 516-223-8328 or 516-571-2016.

Making Strides Against Cancer

Local 830 Secretary Bobbi Eisgrau, chair of the Long Island Region Women's Committee, once again successfully put together a CSEA team for the Annual "Making Strides Against Breast Cancer 5K Walk at Jones Beach. Braving chilly winds outside the CSEA tent are, from left, Local 830 Executive Vice President Les Eason, President Jane D'Amico, Long Island Region President Nick LaMorte, DPW Unit President Rudy Bruce, Drug & Alcohol Unit President Nancy Ianson and Nassau Community College Unit Secretary Alicia Sanchez. Each year, CSEA serves as a Flagship Sponsor for the event, raising tens of thousands of dollars for the fight against breast cancer. Eisgrau was on hand at 6 a.m. setting up the CSEA site.

Alicia Sanchez heads program to help Glory House residents

Alicia Sanchez always seems to be in the right place at the right time. That was certainly the case at CSEA's Martin Luther King, Jr. luncheon last February, when Sanchez was introduced to Terenna Williams, the director of Glory House.

"Terenna explained to me what Glory House was all about, a place where women in need can go for support, help, shelter and start a new life," Alicia said.

Sanchez' meeting with Terenna sowed the seeds for CSEA's relationship with Glory House.

"Having been an active member of CSEA's Women's Committee for five years, I thought that this was something we should be involved in," Sanchez said. "This was a way we could help our neighbors in our community."

At a Women's Committee meeting following the luncheon, Sanchez presented the idea of "adopting" Glory House, an idea that the committee quickly and unanimously approved. Women's Committee chairwoman Sandee Horowitz appointed Sanchez as the project director.

"Today, 10 months later, we have been able to make a difference in the lives of these women and their families. CSEA members throughout the county have helped the residents of Glory House get many of the items that they need to make their transition from helplessness to hopefulness easier."

Sanchez, who can often be found deeply involved in community causes, was not only the catalyst for CSEA involvement with Glory House, but she is the person who continues to stimulate interest in the program on a regular basis. She currently serves as secretary for CSEA's Nassau Community College Unit.

Sanchez' greatest reward is simply "knowing that these women will be able to regain their lives."

She is urging members to participate in the Women's Committee effort on behalf of Glory House. On Page 4 is a list of items that Glory House residents need, along with the drop-off location and contact information.



Veterans Corner Benefits for Veterans in Nursing Homes

By Edward G. Aulman
Nassau County Veterans Service Agency

An almost unknown benefit for wartime veterans living in nursing homes is a \$90 pension that is paid directly to the nursing home, but is for the exclusive use of the veteran. To qualify, Medicaid must pay all or part of the veteran's expenses. The Veterans Service Agency in Denton, Texas, has been able to successfully get this benefit extended to wartime veterans living in assisted living facilities as long as the veteran is certified by a physician as being housebound or in need of aid and attendance by another person.

A veteran in an assisted living facility who has financial assets of less than \$40,000 and who pays all or most of his income to the assisted living facility may qualify for hundreds of dollars every month from the VA that cannot be taken by the facility. There are many conditions and limits involved, but interested wartime veterans in nursing homes or assisted living facilities should seek the counsel of a veterans' counselor.

Election Day Service

Jim Colwell, commander of the Farmingdale Post No. 449 of the American Legion provided a service to the Farmingdale community that should be recognized. On Election Day, members of this American Legion post provided free transportation to any voter who needed a ride to the polls.

Walls of Honor

If you would like to place your name or the name of any honorably discharged Nassau County veteran on the Walls of Honor at Eisenhower Park, or contribute to the construction of a Vietnam monument, call 516-681-8214.

Noise Exposure

Combat veterans and others who were exposed to loud acoustic trauma are encouraged to see a veterans' counselor if they have experienced increasing hearing loss throughout their lives. Having adequate hearing until you are a senior citizen, and then suddenly needing a hearing aid is probably not connected to service, but gradual hearing loss over the years following a period of armed service where you were exposed to loud noise should be considered service connected. Contact a veterans' counselor at 516-572-8452.

Women's Committee Launches \$500 Scholarship Program

The CSEA Women's Committee has initiated a scholarship program that will offer a \$500 scholarship each year to a college student or graduating high school senior. The award will be presented at the committee's annual Women In Local Government Recognition Dinner, set next year for May 5.

According to Women's Committee Chair Sandee Horowitz, the theme of the scholarship will be the

items most closely associated with women's issues and social concerns, such as health, pay equity and improving the quality of family life. Application deadline is Feb. 1, 2005.

Only CSEA Local 830 bargaining unit members in good standing and their children are eligible. They must be enrolled in an accredited two or four year college or vocational school. Career goals should be in the fields of social/behavioral sciences, health, legal or related fields with the intent of furthering issues that are relevant to women and working families.

To obtain a complete list of criteria and application requirements call Horowitz at 571-2919.

CSEA NASSAU LOCAL 830 WOMEN'S COMMITTEE SCHOLARSHIP

APPLICATION FORM

Eligibility Requirements

a) A student who is a child of, or in the legal custody of and active CSEA Local 830 bargaining unit member and who is either:

a graduating high school senior to be enrolled in an accredited two or four year college or vocational school; or

a college student in good standing, enrolled in an accredited two or four year college or vocational school.

b) A CSEA Local 830 bargaining unit member, in good standing, enrolled in an accredited two or four year college or vocational school.

Student's Name: _____

Address: _____

Phone: _____

College: _____

Parent's Name (CSEA Bargaining Unit): _____

Department/Location: _____

Address: _____

_____ Phone
ne _____

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

- School Activities
- Community Involvement
- Career Goals

ALL APPLICANTS MUST BE VERIFIED AS TO RELATIONSHIP TO CURRENT CSEA LOCAL 830 BARGAINING UNIT MEMBER.

Return Application and Essay to:

CSEA Nassau Local 830

Women's Committee

Attn: Sandee Horowitz, Chair

400 County Seat Drive

Mineola, N.Y.

A Message From Long Island Region President Nick LaMorte



Now that the cold weather is moving in, so is the creeping realization that the holidays aren't far behind. I just don't know where the year went! As we think about the perfect gifts for friends and loved ones, I suggest we think about *quality*. We can find that quality by looking for the Union Label.

When you purchase a union made article, manufactured in America, you are not only getting a high quality item, but you are also helping to make the American Dream a reality for someone's family.

It's been proven that unionized workers in America are paid higher wages, get better health benefits, and are generally able to maintain a better quality of life than non-union workers. And with the Internet, it's easier than ever to buy American! You don't even have to leave your house!

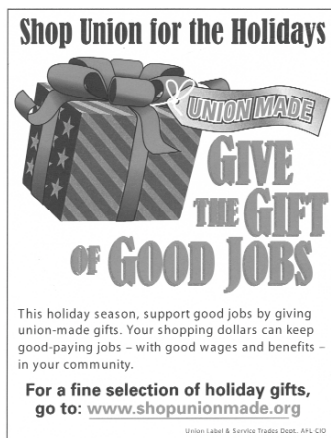
Just take a look at the CSEA Store at <http://www.cseastore.sm-pm.com/m/welcome.asp>. Here you will find a wide variety of American made CSEA items, everything from hats and sweatshirts to car safety kits and golf balls. If you want a catalog, call (518) 370-1158.

And if you know what type of gift you want, it's easy to find out which brands are American made. Just check out the AFL-CIO's official guide at

<http://shopunionmade.org>. It not only includes links to places where you can order things like union made holiday cards, toys, housewares, and much more; but it also allows you to search for union made goods that you can buy either through catalogs or in stores.

Just remember that shopping at discount retailers may be extremely costly in the long run. Putting your money behind American quality and workmanship makes a powerful statement that businesses understand! As the saying goes, "Labor creates all wealth." So, show that you value the labor and craftsmanship of your union brothers and sisters this holiday – Buy Union, Buy American. Encourage your friends and family to do the same!

In solidarity,



**Buy Union!
See Pages
12-13
in this
month's
edition of
*The Work
Force*.**

Nick LaMorte, president
Long Island Region

Set for Dec. 15 CSEA Holiday Party Almost a Sellout

If you expect to attend CSEA Local 830's 2004 Holiday Party, you'd better get your tickets

soon because sales have been very brisk and the Social Committee expects another sellout. The event, which is the highlight of the holiday season, will be held this year on Wednesday, Dec. 15, at the Coral House on Milburn Avenue in Baldwin. The festivities will get under way at 7 p.m. and run through midnight.

The admission price is still the best deal in town. Once again this year tickets are on sale for \$25 per person for Local 830 bargaining unit employees. For guests of bargaining unit employees, the price is \$45.

The party will include a cocktail hour, open bar, full sit-down dinner, music and dancing. Adding to the excitement will be a raffle featuring many great prizes.

George Walsh and Nydia Concepcion, Social Committee co-chairs, are asking members to bring an unwrapped children's toy for the U.S. Marines Corp's annual "Toys for Tots" program. In the past, this very successful program has brightened the holiday season for hundreds of children from underprivileged families on Long Island.

Tickets are available at the Local 830 office, 400 County Seat Drive, Mineola, or through your unit president. For more information call 571-2919.

Deadline for AFSCME Scholarships is Dec. 31

Nassau CSEA President Jane D'Amico has advised parents of high school seniors that the deadline is rapidly approaching for the AFSCME Family Scholarship Program. Completed applications must be postmarked no later than Dec. 31, 2004.

D'Amico noted that AFSCME awards 10 scholarships of \$2,000 each selected from applicants who meet the eligibility requirements. The scholarships are renewable each year for a maximum of four years provided the student remains enrolled in a full-time course of study.

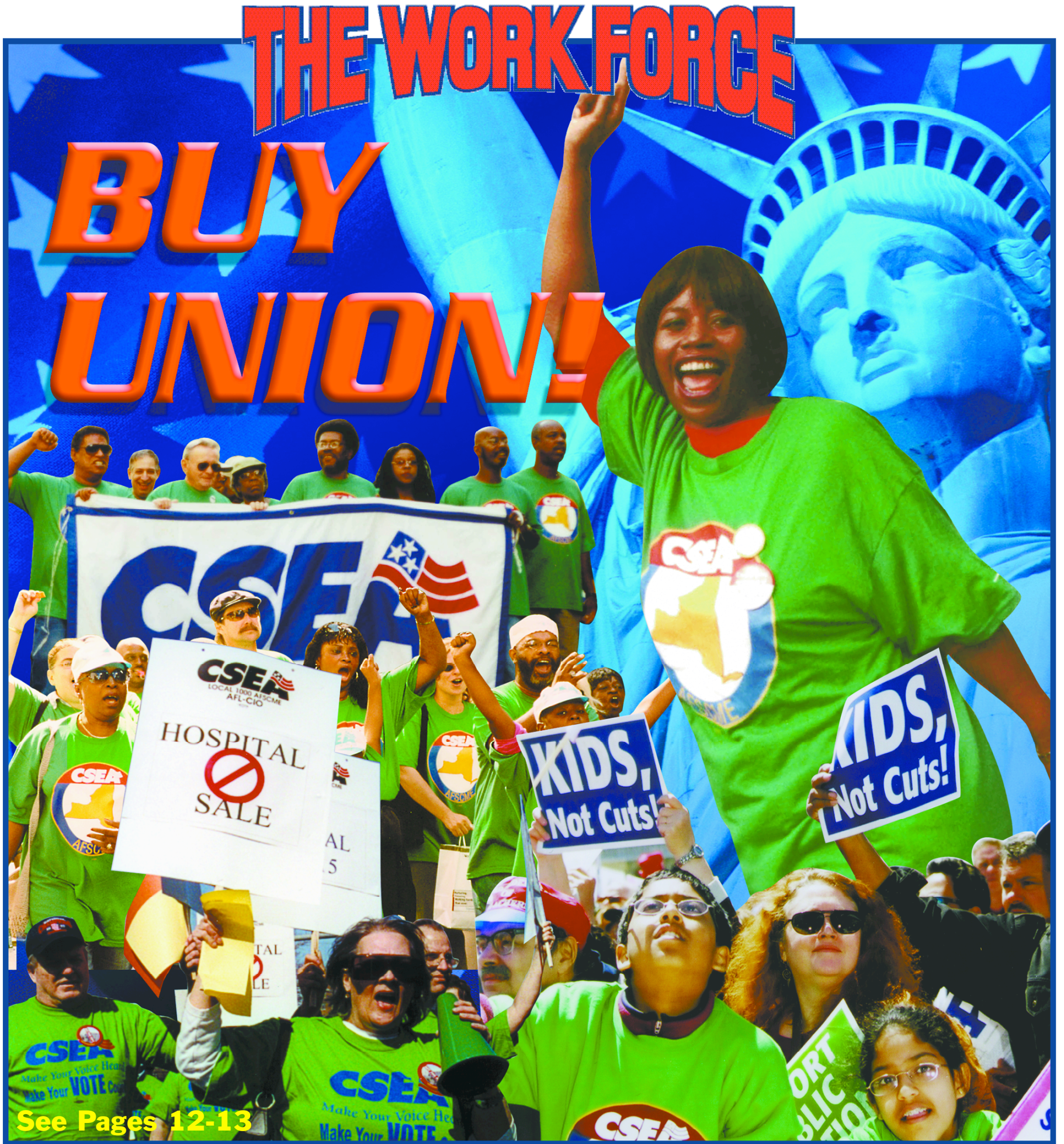
Any graduating high school senior who is a daughter or son of an AFSCME (CSEA) member (or whose legal guardian is an AFSCME member) and who intends to enroll in a full-time, four-year degree program in an accredited college or university, is

eligible.

Criteria for the award include academic record, high school activities and a written essay on "What AFSCME Has Meant to Our Family."

Applications can be obtained by writing to: AFSCME Family Scholarship Program
Attention: Education Department
1625 L Street N.W.
Washington, D.C. 20036

Application requests can also be made by e-mail to education@afscme.org or can be downloaded from the AFSCME web site at www.afscme.org, or can be obtained by phone by calling (202) 429-1250.



Your Onondaga County Local Newsletter, *News and Views*, is enclosed

CSEA President Donohue to Join in Festivities **Local 834 Celebrates 3rd Anniversary with** ***Lights on the Lake***

For the third year in a row, Local 834 members will take part in CSEA Night at *Lights on the Lake*, gaining a special low admission rate on Monday Dec. 6 to the festive holiday light display that is one of the area's most popular holiday traditions.

Look for our beautiful 10-foot-tall red, white and blue CSEA display. Last year it welcomed the more than 300 carloads of CSEA members and their families who drove through Liverpool's Onondaga Lake Park for CSEA Night. CSEA and Onondaga Local 834 jointly sponsored the CSEA "New York's Leading Union" light display. This commitment by CSEA recognizes the powerful role our union plays across New York state. Our display acts as a civic reminder to highlight the many ways our members serve the public.

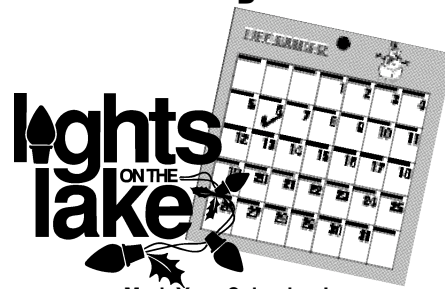
Local 834 President Frank Forte will again join CSEA Statewide President Danny Donohue and Treasurer Maureen Malone in greeting members from 5 to 9 p.m. at the Ste. Marie Among the Iroquois Museum for coffee, cider and refreshments. Santa will be making a special visit for all the children.

Your Local 834 leadership is especially proud of this event because the *Lights on the Lake* program is entirely maintained and erected by CSEA members working for the Parks Department. Their skills and hard work define the spirit of CSEA Local 834, and is recognized with special signage at our CSEA display. CSEA Onondaga Local 834 and the Parks Department have joined forces to make this discount family night possible.

The entrance fee for CSEA Night only will be \$4 per carload, using advance sale tickets that will be available through the units and also through the Local Office at 446-0330. Tickets will also be on sale that night at the Ste. Marie Museum.

Each year the Local picks a worthy charity in our community to benefit from this event. This year's project is Toys for Tots. Please think of others this holiday season and bring your donation of an unwrapped toy to drop off at the museum or the park gate as you drive through. If you forget, we will also be accepting cash donations that evening and at Unit worksites.

Local 834 extends our special thanks to our *Lights on the Lake* Committee: Chair Rick Adsitt, and members Joe Alcaro, Miles Nugent and Nick Kochan, as well as those representing the Local Womens Committee who will be working at the Ste. Marie event: Ruth Smith, Barb Taylor, Gail Pedersen, Dave Delaney, Dave MacDonald, Anna Sinclair, Donna Gavett, Sue Lepkowski, and Mary Linnertz. Make sure you check our Local website for additional information about *Lights on the Lake*.



Mark Your Calendars!
Dec. 6, 2004 – 5 to 9 p.m.
CSEA Night at *Lights on the Lake*



Santa, often mistaken for Miles Neugent from the county DOT, hears some holiday wishes from a visitor at last year's CSEA Night at *Lights on the Lake*.



Onondaga Co. Parks Dept. workers Don Spraker, Shirley Chapman and Guiliano Mevoli set up the Local's display in Onondaga Lake Park for the 2004 *Lights on the Lake* holiday show.

Local Delegates go to Different Capital for Updates

By Gail Pedersen, Editor

As mentioned in President Forte's column, in light of the recent cancellation of CSEA's Annual Delegates Meeting scheduled to take place in Washington, a group consisting of our Local 834 Officers, Delegates, and Safety Committee Chairperson decided to travel to Albany to check up on the current state of our union and to talk about the year ahead.

For many of us activists who've been involved many years but have never had the chance to visit CSEA Headquarters, it was an exciting opportunity to meet many of the union staff that we deal with over the phone, but may have never met in person.

As your newsletter editor, I was anxious to meet the people at Headquarters who help our Committee put together this newsletter and make it look so great. After our stroll through the Communications Department, we headed to the Phone Banking area where a majority of the phone calls made during election campaigns take place.

Among the informative meetings we held was an update on organizing initiatives with Organizing Director Ben Gordon. We also met with the CSEA director of insurance and representatives from JLT Group Services, CSEA's insurance provider.

One of the most important stops on our tour was to meet with CSEA President Danny Donohue to discuss the continuing threat that Medicaid costs are posing, and to discuss possible solutions. We also met with Ken Crannell, a representative of the New York State Association of Counties, on this issue.

Overall, because we couldn't make the trip to our nation's capital, our substitute trip to our state capital turned out to be an informative and thought-provoking one, which was valuable to all who attended.

Special thanks to Lisa Horton for playing the role of tour guide on our visit.



Local Delegates and Officers meet with Danny Donohue, above, to discuss Medicaid Reform. Below they are with Ken Crannell from the New York State Association of Counties.



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Health & Social Services Fall Extravaganza



Fall Extravaganza organizers Cindy English, Linda Park and Fran Scarzone
On Saturday Oct. 16, the county Health and Social Services Units held their first Fall Extravaganza. The weather for the day was fall-like with a bit of rain thrown in. The apple trees were easy picking and members got to go on a wagon ride to pick pumpkins. The kids enjoyed the animals in the petting zoo, and the "corn cannon" was something that you just have to experience to appreciate. More than 300 members and their families took part in the event, and we are currently planning next year's outing.

City of Syracuse Unit

President Rick Rogala reports he is working with Pomco Insurance Co. to help determine why dentists are dropping out of the network. He is also working with City Hall administration towards getting extra money for individuals who use their cars for business. With gas prices going up, Rick said our members are paying extra money out of their pockets.

North Syracuse Schools Clerical

Unit President Sue Lepkowski reports that negotiations for a new contract have gone to impasse, with the district fighting the union over the issues of job promotions from within, before outside people are considered for district jobs, and the salary schedule. The workers contract expired in June and the union is working to arrange the first session with the Mediator, as well as developing a strategic campaign to push for a better contract.

North Syracuse Schools

Maintenance Unit

New Unit President Gary Orzel reports he is trying to work through the backlog of grievances that have accumulated.

North Syracuse Schools Teacher Aides

Unit President Anna Sinclair reports that her Unit is participating in the Stocking Stuffer Holiday Project. The Unit is collecting such items as gum, candy, toiletries, pens, pencils, etc. At their Holiday dinner, after all items have been collected, Anna Sinclair will be presenting the donations to Sue Heinley of the North Syracuse Schools Clerical Unit. Sue is the chairperson of this project collecting the items for inner-city youth and Unity Acres.

Halloween Wellness at Van Duyn

The Wellness Committee at Van Duyn Home & Hospital recently sponsored a scarecrow decorating contest. Individual departments were challenged to decorate a scarecrow with the theme of Health, Wealth, and Happiness. The CSEA Unit Officers are proud to announce they came in 2nd place with their rendition of a labor-friendly Donald Trump, complete with a sign saying "You're Hired!"

Health Department Unit to Hold Holiday Party

County Health Department President Linda Park reports that the Unit will be holding the 2nd annual Holiday Party on January 22 for unit members at Bella Domani in North Syracuse. This will include dinner, dancing with a DJ, raffles and door prizes. Tickets are \$25 per person, \$40 per couple. They will go on sale Nov. 29. Look for flier with more details.

WEP Unit

Unit Vice President Bob Riley reports that his members are still without a working "on-call" policy. Currently, their policy consists of employees carrying either cell phones or beepers, who are expected to respond to

work-related issues during non-working hours and are not compensated for this intrusion. This should be called an "inconvenience" policy, not an "on call" policy. Many of our union brothers and sisters have been saddled with the burden of this nuisance long enough. Management says that being "on call" with a pager or cell phone is considered a "perk." By definition a "perk" is an added benefit, extra bonus and an advantage. We do not consider being called at any point during our private lives, be it during dinner, precious family time, or any recreational times, a "perk." Call it what you will, it is long overdue that the extra responsibility of being on call should be compensated accordingly. Whether the worker is a pay grade 6,7 or 11,12, we are all still inconvenienced equally. Having a lack of policy with this issue has enabled management to take advantage of the situation. We hope to make it right as we begin negotiations.

Jordan-Elbridge Schools

CSEA LRS Rick Noreault, the union's chief negotiator, reports that contract negotiations for the workers are near a possible tentative agreement. Their previous contract expired back in June.

Syracuse Housing Authority

CSEA Unit President Linda Campbell reports that budget cuts have resulted in more than 29 positions being lost this year. Also, the union is looking into legal remedies over management unilaterally changing the work schedules of the mobile maintenance crew, without discussing the change with the union.

Syracuse Crossing Guards

CSEA LRS Rich McCormack, the union's chief negotiator, reports that the Crossing Guards Unit recently ratified a new three-year agreement with the City. Their previous contract expired in June. Also, he reports that new officers for the Unit have stepped forward and are expected to be officially installed in the very near future.

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Onondaga Local 834

Newsletter Committee:

- Gail Pedersen, Social Services, *Editor*
- Donna Gavett, Syracuse City Schools
- Barb Taylor, Van Duyn Home & Hospital
- Ruth Smith, Van Duyn Home & Hospital
- Bob Riley, Water Environment Protection

Advisers:

- Robyn O'Brien, Local 834 Office Manager
- Mark Kotzin, CSEA Communications Associate



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Onondaga Local 834 News & Views



Frankly Speaking: A Message from Local President Frank Forte

Medicaid Reform ... Urgent Care Needed Now

It should be no surprise that Medicaid costs are the most pressing crisis affecting county government today.

County Executive Nick Pirro and I have been beating the Medicaid reform drum for a very long time. We have spoken of and written of the implications of Medicaid until we're both blue in the face. Onondaga County is not alone in this crisis.

It seems so obvious that Medicaid must be fixed. After all it affects every county, every CSEA member, and every business in New York State. Also obvious is the fact that the Governor and state lawmakers will not act unless pressured to respond.

As the leaders of your union, we take very seriously the unbearable burden the outmoded Medicaid system places on us as both local government employees and taxpayers. CSEA has long been outspoken about the need for a bold new approach to Medicaid reform. We are working with CSEA President Danny Donohue and our statewide leaders to bring about change. It is clear that any meaningful change

will need an effective coalition of labor, local government and the business community.

CSEA is also clear that reform means more than simply shifting costs from localities to the state. It also means addressing the problem of New York being shortchanged on Medicaid reimbursement by the federal government and reworking the health care funding formulas that put public health care facilities at a disadvantage.

Recently we traveled to Albany to speak with the New York State Association of Counties (NYSAC) and urged them to join us in seeking Medicaid Reform. Our meeting with NYSAC was excellent overall and the start of a very promising relationship was forged. There is more outreach to be done.

Every county in this state should recognize that these reforms are critical. Every county should do exactly what we're doing and gain the support of their business councils, knowing that they will have CSEA and NYSAC's support. We will begin our efforts right here in Syracuse. We are in the

process of planning a meeting in early December at which time we will launch our historic efforts.

What does all this add up to? Ensuring the future of health care and saving our jobs while saving our state.

Local Activists Selected for CSEA Leadership Program

By Bob Riley, Vice President, Water Environment Protection

Local 834 has the honor of having two of our activists selected from hundreds of statewide applicants to be among 36 participants in CSEA's Leadership Education and Development (LEAD) Program.

Gail Pedersen from the Department of Social Services and Bob Riley from Water Environment Protection were selected for the program, which aims to keep the union movement going forward through the next few decades.

The 18-month LEAD Program will provide participants with tools and

instruction needed to be successful leaders within the labor movement.

This is not a typical CSEA program; it is intense, time consuming and more challenging than any previous trainings offered. "After the first five days of training you are already gaining the knowledge to be successful, whatever role you may have in the union," Riley said.

"It's great to see CSEA bringing together new activists with experienced activists," Pedersen said.

Anyone with questions about the LEAD program should feel free to speak with Bob or Gail about their involvement. Riley encourages others to get involved. "We'll be looking for prospective candidates for

the LEAD program who we think can help lead CSEA into the future."

Political Action Update

By Local 834 Political Action Chair Nick Kochan

After the seemingly endless political season, when all the votes were finally counted CSEA's Central Region won 32 of the 40 election races in which we chose to support a candidate. Party endorsements in the region were divided 57 percent

Republican to 43 percent Democrat. This is an impressive track record except for one important fact — just what did we and the candidates win?

We won, but Oneida County raises sales taxes to 9.75 percent.

We won, but Erie County's Executive is threatening to lay off 3,000 employees.

We won, but Onondaga County raises sales taxes an additional one percent.

We also won the chance to watch Medicaid costs increase another 11.3 percent in 2005.

Unless we can help cap Medicaid costs,

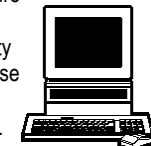
it won't matter who is elected, we won't have a state budget that can afford anything else. We need to help solve this problem before it destroys all other programs and threatens our jobs.

Check our Web Site

There's a lot Going on!

By Joseph Alcaro, CSEA Local 834 Executive Vice-President/Webmaster

Members with internet access, be sure to add www.csea834.com to your browser's "favorites" list. With our county Units about to start negotiations, we'll use the Local website as a valuable tool to update county workers on our progress.



We want you to have information as soon as it is available. Our latest addition was a survey for members to select their priorities for the county negotiations.

The website also features links to various programs that members can visit to learn more about the many benefits of CSEA membership. We will also strive to post news and photos of events occurring throughout Local 834.

Anyone wishing to submit an article or picture on the website can e-mail our office manager at: CSEA834@aol.com or call the Local at 315-446-0330.

Clip and Save — Local and Unit Officer Listing

LOCAL OFFICERS:

Frank Forte, President
 Joe Alcaro, Executive VP
 Fred Carlton, 1st VP
 Rick Adsitt, 2nd VP
 Barbara Taylor, 3rd VP
 Ross Salisbury, Treasurer
 Gail Pedersen, Secretary

COUNTY UNIT PRESIDENTS:

Ronald Hill, Dept. of Corrections
 Joe Alcaro, Dept. of Social Services
 Linda Park, Onon. Co. Health Department
 Barbara Taylor, LTC/Van Duyn Home & Hospital
 Eric Burbidge, Onon. Co. Parks & Recreation
 Mary Linnertz, Onon. Co. Probation Department
 Miles Neugent, Dept. of Transportation
 Keith Webb, Dept. of Water Environment Protection
 Mitchell Tiegel, Onon. Co. Public Library
 Len Foster, Combined Services Unit/OCC

UNIT PRESIDENTS:

Connie St. Denny, Baldwinsville School Dist.
 Al Vetter, Town of Camillus
 Jim DeVaul, Cicero Highway
 Roseanne Barbaglia, Jordan Elbridge School Dist.
 Pamela Sprague, Liverpool Library
 Suzanne Lepkowski, N. Syracuse Clerical
 Gary Orzel, N. Syracuse Maintenance
 Anna Sinclair, N. Syr. Teaching Aides
 Fred Wilmer, N. Syr. Village DPW
 Nick Kochan, Onon. Co. Water Authority
 Rick Rogala, City of Syracuse
 Dan Schantz, Town of Dewitt-Blue Collar
 Andy Worden, Town of Dewitt-White Collar
 Dale Longden, Town of Dewitt-Supervisory
 Vacant, Syracuse Crossing Guards
 Linda Campbell, Syracuse Housing Authority
 Douglas Miller, Skaneateles School District
 Tom Bell, Syracuse Schools #6 (Blue Collar)
 Donna Gavett, Syracuse Schools #9 (Clerical)
 Dan Murphy, Village of Skaneateles
 John Conners, Town of Manlius Highway

LOCAL 834 DELEGATES:

Tad Fundalinski, Probation Dept.
 Miles Neugent, Dept. of Transportation
 David MacDonald, Syracuse City Schools
 Nick Kochan, Onon. Co. Water Authority
 Ruth Smith, Van Duyn Home & Hospital

Local 834 Photo Gallery



Above, Local 834 Executive Vice President Joe Alcaro and his son J.T. march in the Labor Day Parade at this year's New York State Fair.

Also marching in the parade at left, are Local 834 activist Bob Riley and his wife Andrea and daughters April and Amanda (behind April).



Despite the recent announcement of the dissolution of the Syracuse Salty Dogs soccer team, CSEA Local 834 was a proud supporter of the team, sponsoring several CSEA games, and selling tickets for discount admission at our recent clambake. Shown with the team mascot, Salty the Dog, is Local Treasurer Ross Salisbury, who coordinated the Local's involvement with the team.



Above, plates and plates of clams pile up at the Local's clambake held at Hinerwadel's Grove this past summer.

Below, Local 834 President Frank Forte introduces Statewide Treasurer Maureen Malone at the 2004 clambake.



Local Women's Committee

Women's Committee Has A Busy 2004

By Barb Taylor, Chair

This past year, several of our Local Womens Committee members attended a breakfast for Vera House. It was a wonderful and moving experience that encouraged us to get even more involved. We've done this in several ways. At our clambake, we raffled off a "picnic basket" with a lot of goodies in it. Between the picnic basket and another raffle we were able to send Vera House a check for \$1,300. Our Committee will also be gift-wrapping Christmas presents at the Carousel Center Mall to benefit Vera House this December 5 & 12. We're hoping that our CSEA members and their families come and support this worthwhile cause. Finally, we're in the planning stage of a Wine Tour for the Spring.