

See story, photos on Pages 3, 12 and 13

Photo of the Month



Photo by Ed Molitor

AFSCME President Gerald McEntee swears in CSEA's statewide officers at their recent installation. From left are President Danny Donohue, Executive Vice President Mary E. Sullivan, Secretary Barbara Reeves and Treasurer Maureen Malone.

Juanita Shine, 65, Metro Region activist

CSEA Metropolitan Region members recently mourned the loss of longtime member and activist Juanita Shine. She was 65.

Shine, a mail room supervisor at the New York State Insurance Fund, and a CSEA member for more than 30 years, was remembered for always lending a hand to fellow workers and friends.

"She was always there for me, both professionally and personally," said Metropolitan Region President George Boncoraglio. "She had a special way of reaching out to people and helping those in need."

Active in her church and her Harlem community, Shine also held numerous positions within the region and her local. In 1992 she was elected 2nd vice president of her local.

Shine was also a member of the local's Women's and Public Relations committees and the Health and Safety Committee for the agency. She also served on the region's PEOPLE, Women's and Political Action committees.

"She was truly dedicated to the union as far as her commitment and involvement," said Lester Crockett, Insurance Fund Local president and a longtime friend.

"She was a good woman who will be missed by the State Insurance family by our union family and, most of all, by her immediate family," said Crockett.

Shine is survived by her son, Bruce, and two daughters, Wendy and Sabrina.

Ron Hill, 60, Capital Region activist

EPHRATAH — CSEA members in the Capital Region recently mourned the loss of longtime activist Ronald C. Hill, 60, who died after a long illness.

Hill was 1st vice president of CSEA state Department of Taxation and Finance Local, and had also served as 2nd and 3rd vice president. Aside from his position in the local, Hill also served on the Capital Region Constitution and Bylaws Committee, and had also served on the Convention Committee and Insurance Committee.

"Ronnie was someone you could always count on. He served his community and the union well, and we'll sorely miss him," said CSEA President Danny Donohue.

A 1963 graduate of Oppenheim-Ephratah Central School, Hill served 20 years as Town of Ephratah justice, on the Ephratah Historical Society, and was a 25-year secretary of the Fulton County Firefighters Association and a 40-year member of the Rockwood Garoga Lassellsville Volunteer Fire Department.

Hill also served and participated in numerous other civic organizations.

Hill is survived by his wife, Elaine Starr Hill, and a son, James.

Nursing home battle brews across state

LOCKPORT — Workers at Mt. View Health Care Facility in Niagara County have stepped up their campaign to save the publicly operated nursing home despite what CSEA officials believe to be a well-orchestrated campaign between county lawmakers and a private business group.

At press time, Mt. View workers and CSEA leaders were planning a news conference in front of the home of Majority Leader Malcolm Needler to counter misleading statements he made to the media about the county's willingness to keep Mt. View public. CSEA plans to produce documents it believes prove county officials decided long ago to sell the facility.

"At the core of these fights across the state is inadequate funding," said CSEA President Danny Donohue. "There are a range of issues that CSEA has been fighting for, but the bottom line is we need critical changes to funding formulas to relieve the financial burden operating these facilities can put on some communities. The formulas reimburse public facilities unfairly compared to other health care facilities," Donohue said.

Meanwhile workers who care for residents at the facility are already dealing with the fallout from the proposed sale of the home. Unit President Fran Faery said her members face growing fear and anxiety among residents who are worried they will lose their home.

"We try our best to reassure them," Faery said. "You just have to keep telling them everything's going to be all right, but you can tell they see the concern in our faces."

The union leader predicted admissions would drop sharply as a result of the proposed sale.

"Families are hesitant to place their loved ones at Mt. View because of the uncertainty of the current situation," Faery said. "They no longer have any assurance that their loved ones will

receive the quality care that we have become known for."

Uncertainty about the future of the facility would also hinder the ability to recruit talented new staff to work at the nursing home.

"The inability to recruit and retain qualified nursing staff is at a crisis stage throughout New York state and across the nation," said Western Region President Flo Tripi. "This action by the legislature has only served to exacerbate the problem here in Niagara County."

A recent public poll showed more than 80 percent of Niagara county voters surveyed believe Mt. View should be saved and that Mt. View employees deserve competitive wages and benefits.

Other battle fronts

CSEA recently won a major fight in Ontario County to prevent that county from contracting out its public nursing home. But that victory was tempered by a loss in Oswego County in a fight to keep the Andrew Michaud Nursing Home from being sold to the highest bidder.

Oswego County CSEA members held rallies, generated media interest and swayed public opinion to their side, but in the end, the county chose to sell the home.

"It's a shame for our members and for the residents of the home, but the greater shame is that we fought the good fight and the county legislature chose not to act in the best interest of the public," said Central Region President Jim Moore. "We will continue to work for our members and the residents."

Meanwhile, a similar fight is brewing in Steuben County, where the county is proposing to discontinue public support of the county nursing home.

— Ed Molitor

CSEA President Danny Donohue to visit Western Region

CSEA President Danny Donohue will visit the CSEA Western Region office on Thursday, Sept. 2, to meet with members.

The meetings will be held in the new region office at 120 Pineview Drive, Amherst. Donohue will meet with union members from 1 to 7 p.m. Please call the Western Region office at (716) 886-0391 for an appointment and directions.

The union expects to move to the new location in Amherst before the end of August. Additional information about the relocation, including new telephone numbers, will appear in the next *Work Force*.

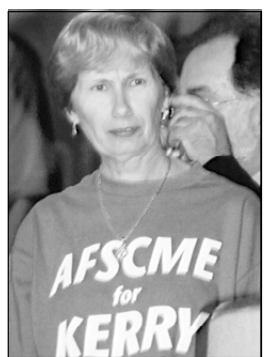
Kerry stands tall

Wows AFSCME delegates

ANAHEIM — Demonstrating that he is the clear choice for all working Americans, presidential candidate John Kerry wowed delegates to AFSCME's 36th International Convention, including CSEA's contingent.

In a rousing speech, full of style and substance, Kerry touched on themes critical to working people such as their right to organize. He also committed himself to opposing privatization of Social Security and to securing a prescription drug benefit that "puts seniors ahead of big drug companies."

Members opinions

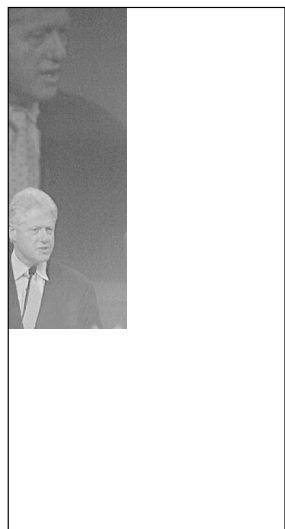


Gardner

was part of a group of delegates who shared the stage with Kerry as a welcoming group.

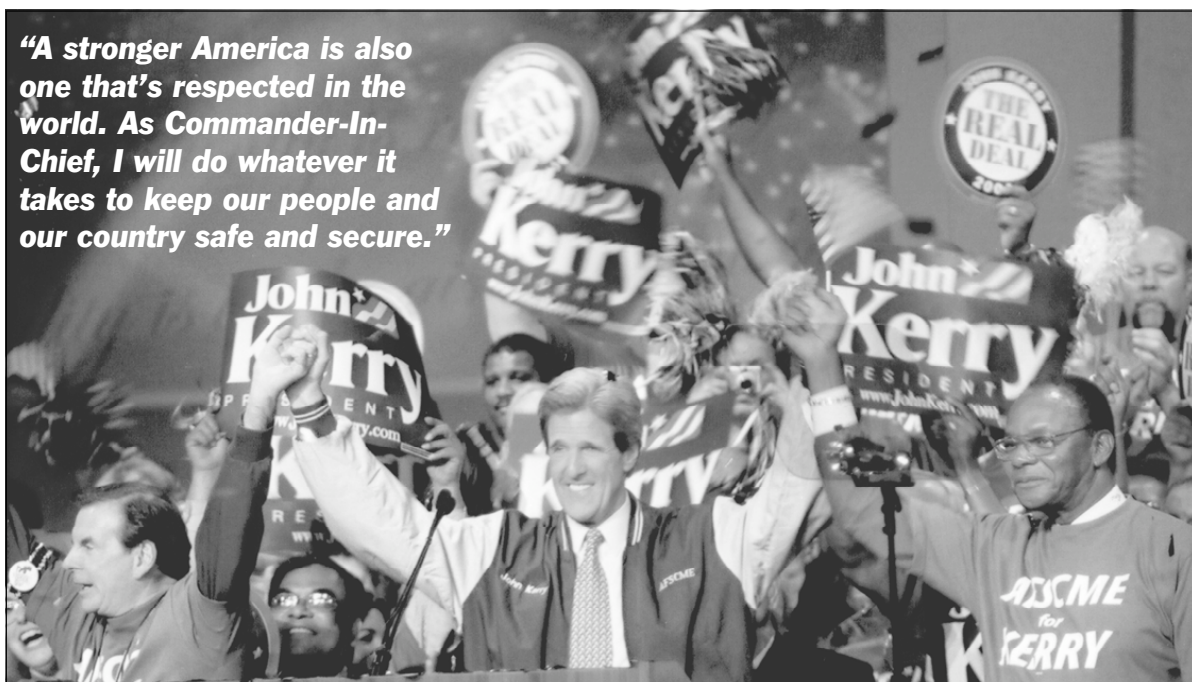
"I think John Kerry will make a great president. He seems very sincere when he speaks. I was very glad when he announced Edwards would run with him because I think he'll have a great chance of winning with Edwards by his side."

Kerry's message to delegates and his



Clinton

leadership ability was given a ringing endorsement the next day by a man who knows a whole lot about what it takes to lead America. Former President Bill Clinton praised Kerry's character and understanding of the serious issues our nation faces and urged delegates to do all that they can to ensure Kerry is elected president in November.



"A stronger America is also one that's respected in the world. As Commander-In-Chief, I will do whatever it takes to keep our people and our country safe and secure."

"We're not just Democrats or Republicans. We are Americans. We have to end the divisions in this country. We have to work together for the America we can become."



Above, Rutha Bush, a delegate from CSEA's Long Island Region, shows her support.

"In America, a rising tide is supposed to lift all boats. But today, the middle class boat is taking on water. Like most Americans, I believe we can do better than 1.9 million lost private sector jobs, rising costs and shrinking incomes. I believe in the American economy and American workers."

More on AFSCME's 36th International Convention — Pages 12 and 13

On Page 1

CSEA members Charlie Peritore, Retirees Division Chair, Casey Walpole of the SUNY Oswego Local and Judy Gardner of the Shenendehowa Schools Unit join presidential candidate John Kerry at the podium during AFSCME's recent convention.

THE WORK FORCE

ISSN 1522-1091

Official publication of
CSEA Local 1000, AFSCME, AFL-CIO
143 Washington Ave.
Albany, NY 12210-2303
Danny Donohue, President

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The Work Force (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

**Postmaster: Send address changes to:
CSEA, Attn: Membership Department,
143 Washington Ave., Albany, NY 12210.
CSEA on-line: The CSEA website
can be accessed at www.csealocal1000.org**

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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Put PEOPLE First

Abraham Lincoln once said “you may fool all people some of the time; you can even fool some of the people all the time; but you can’t fool all of the people all the time.”

As a working person, you can’t be fooled. You know that the White House and Congress are currently controlled by an alliance of big business and extremist conservatives.

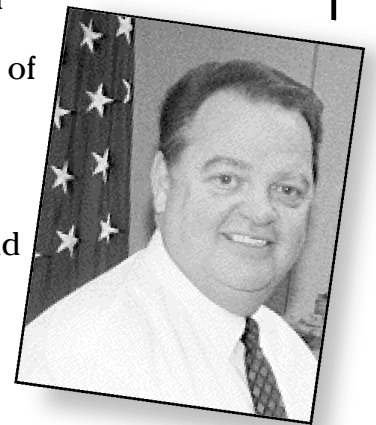
Their agenda is obvious: tax breaks for the wealthy and big business; gut health and safety rules for working people so businesses can exploit workers; and fight efforts by workers to organize unions so employers can have a free ride.

If actions speak louder than words, efforts by the administration to cut overtime pay and undermine unions says it all. **It’s time to fight back** — put people first, take care of our children, and look after our elderly.

Our pledge is secure jobs, affordable health care and protecting our pensions and Social Security.

The upcoming elections will be the most important in our lifetime. As Sen. John Kerry recently told union members at our AFSCME Convention: “We’re not just Democrats or Republicans. We are Americans. We have to end the divisions in this country. We have to work together for the America we can become.”

In that spirit, I am asking your support for PEOPLE — CSEA and AFSCME’s federal political action committee which is dedicated to electing individuals who support the needs of working people. If you are not currently a member of the PEOPLE program I urge you to join today. If you already support the program, please consider increasing your support or at least make a special, onetime contribution to PEOPLE. It’s easy to do and urgently important. For an application or more information, contact the CSEA Political Action Department at 1-800-342-4146, ext. 1404.



Danny

TANF helps union members achieve their nursing dreams

CSEA members across the state recently realized their dream of becoming licensed practical nurses.

The union members were among the first group of nursing students to complete their training under the Temporary Assistance to Needy Families Health Worker Training Initiative, which was jointly developed by CSEA and the County Nursing Facilities of New York to recruit and retain health care workers across the state.

Six counties with public nursing facilities were given TANF grants.

Under the program, participating employees are given paid release time from their jobs to attend classes, while the facilities are given funding to cover temporary replacement workers. The grant also covers the students' full tuition and related expenses.

But finishing the training wasn't always easy for the students,



CSEA members from Orange County take part in a graduation ceremony recently, the culmination of their training to become licensed practical nurses.

some of whom faced academic, financial and personal challenges throughout the one-year program.

Five CSEA members employed at the Orange County Residential Health Care Facility were among the 41 Orange County BOCES students who succeeded in the program.

"It's wonderful to be finished," said program

participant Diana Torres, a CSEA member and certified nursing assistant at the Orange County Residential Health Care Facility. "If it wasn't for the CSEA grant, I wouldn't have made it."

Torres is planning to continue working for Orange County, where she has been a CNA for eight years.

"I really wanted to become a nurse because I wanted to make a better life for myself," she said. "This program really helps people. I wouldn't be here otherwise."

Melinda Benedict, a CSEA member employed as a food service worker at the Orange County Residential Health Care Facility, also completed her nursing training through the TANF program.

"At first, I wasn't even going to take the

admissions test," she said. "But, I was encouraged to take it and I passed. Two months into the program, I fell in love with nursing."

Benedict, who was granted release from her kitchen duties for her studies, described the academic rigor of the program as "out of control."

"We had condensed two years (of study) into one," she said. "We were being tested practically every day."

Benedict is also hoping to continue working at the Orange County Residential Health Care Facility as a nurse while preparing to take her state certification examinations.

Two of the Capital Region's graduates also praised the program.

"I had always wanted to further my education but couldn't afford it. This grant gave me a once-in-a-lifetime opportunity," said Kathryn Bondar.

"This is a great program that I would have done years ago if it was available," said Janet Rogers, who has worked at Maplewood Manor in Saratoga County for 17 years.

"I never pursued an LPN degree because I thought I couldn't do it. Money was also a big issue. But everything just came together. I am very proud."

— Janice Marra and Therese Assalian

CSEA
NEW YORK'S
LEADING UNION
Represents 60,000 Workers in
HEALTH CARE
SERVICES

"I really wanted to become a nurse because I wanted to make a better life for myself. This program really helps people. I wouldn't be here otherwise."

CSEA Voices

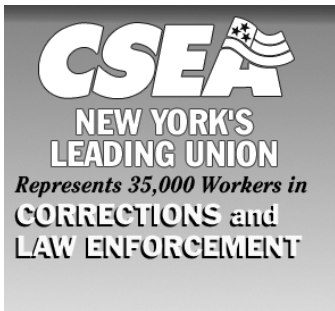


"It was my first convention and it was an exciting convention. I think we need to bring some of that excitement that we saw at the convention back to our own members to get them to vote for John Kerry for president."

— CSEA AFSCME
Delegate Dawn Sweeney,
Saratoga Educational
Local



From left, Capital Region graduates Kathy Bondar, Jody Shattuck, Leah Lloyd and Janet Rogers at their graduation ceremony.



“Ensuring that youths are treated and cared for in appropriate settings and that such services are located in areas where youths reside is critical to the success of the OCFS mission.”

CSEA Voices



“I’ve been in favor of John Kerry for a long time, and listening to him speak just backed that up. He came across exactly how I pictured that he would, for working people.”

— Robbie Ellis, CSEA AFSCME Delegate, Livingston County

OCFS legislation shot down

ALBANY — Important legislation designed to protect workers and communities in the event of layoffs at or closure of state run youth facilities was vetoed, leaving little recourse for communities to give fair warning when closing youth facilities.

As *The Work Force* went to press, the union learned Gov. George Pataki has vetoed the measure.

The new law would have required 12 months notification to affected local governments and employee organizations prior to the closure of or significant reduction in services at secure or limited secure facilities operated by the Office of Children and Family Services.

“OCFS youth facilities play an important role in the rehabilitation of troubled youths and maintenance of public safety,” said CSEA President Danny Donohue. “The process of closing an OCFS facility should not be entered into lightly or done sporadically, but should be well planned and thought out.”

The new OCFS legislation was modeled after an existing law that prohibits the closure of or significant reduction in services at state Office of Mental Health (OMH) facilities without 12-month notification to affected communities and employee organizations. CSEA has waged a number of successful lawsuits against OMH under that law, preventing the closure of a

number of psychiatric centers across the state.

The union introduced the legislation in response to Gov. George Pataki’s announced intentions to move from facility-based to community-based services at the agency.

“Ensuring that youths are treated and cared for in appropriate settings and that such services are located in areas where youths reside is critical to the success of the OCFS mission,”

Donohue said.

“This bill would help meet this goal as well as set up a methodical approach to closing state-operated youth facilities, as well as ensuring a more smooth

transition for clients, affected communities and employees.”

Another CSEA-sponsored bill prohibiting privatization of secure and limited secure facilities that house youths placed with or committed to the custody of OCFS has passed both houses of the legislature, which has until the end of the year to deliver the bill to the governor for his signature. That bill (A.10290 – John / S.6213 – Robach) further requires that employees of the state who are in the classified civil service must perform the custody and supervision of youths placed in OCFS facilities.

— Ed Molitor



Legislation sought by CSEA would have forced the state to give one-year’s notice to communities that would be affected by proposed closings of Office of Children and Family Services facilities. Pictured here is the entrance to the Brookwood facility, which the state has no plans of closing.

CSEA court workers approve contract

ALBANY — CSEA members have decisively ratified a new four-year agreement for more than 5,000 state Unified Court System employees. The contract mirrors a pact reached earlier with state Executive Branch employees.

The contract includes pay

increases and a signing bonus, plus enhanced health care coverage and the option to reduce the cost of health insurance premiums by applying unused vacation leave.

The agreement covers employees in a wall-to-wall

unit that includes attorneys, court reporters, clerks, court officers and support staff at various locations throughout New York state.

The ratification count was 1,981 to 154.

Using lunch to lose weight

MANHATTAN — A dollar a day wouldn't normally buy many beverages in New York City, much less lunch or a gym membership.

But for CSEA members employed by the state Insurance Fund, that daily dollar is buying beverages, nutritious lunches and a new, healthy lifestyle that is extending off the job.

Jacqueline Stanford, treasurer at the state Insurance Fund Local and a 27-year CSEA member, recently organized a "lunch club" at her downtown work site to help her co-workers address their health needs.

Stanford cooked up the program after CSEA member Zelda Williams, a clerk at the Insurance Fund, told Stanford her doctor was urging Williams to lose weight.

"She was missing a lot of work because of her health problems, so I told her that we would have healthy lunches and start walking," Stanford said.

"That's how it started."

Williams, who suffers from osteoarthritis in her knee, said she was willing to try the program because none of the methods her doctor had recommended to relieve pain had been successful. Because the pain made it difficult to walk, Williams often didn't leave her desk.

"I'm tired of medications," she said. "I started out slowly, but I'm working hard. I also (eat lightly and exercise) at home."

Participating employees, who include management and PEF members, pay \$10 to Stanford during every two-week pay period for food and beverages. Stanford prepares the meals at her home and serves them during lunch hours.

Meals typically include various meat, seafood and vegetable-based salads, deli meats, hot entrees, breads and fruits. In addition to the healthy meals, workers also



Jackie Stanford, left, serves up a healthy lunch to Angelina Hodges, right.

spend their lunch breaks walking around the building, or outside. One popular walking spot is the nearby Brooklyn Bridge.

"I take this very seriously," Williams said. "Jackie and everyone else here stays on my case to make sure I keep going."

Angelina Hodges, an investigator and 10-year CSEA member, is reaping from the program both health and financial benefits.

"I used to spend at least \$5 per day on lunch," she said. "Now, I'm saving money and I lost 22 pounds. I want to lose some more weight, and I'm on my way."

Hodges is not alone. "We have several people who have really lost weight," Stanford said. "Other people have toned up. They are a lot more healthy and they are able to concentrate on work so much better."

Walter Anthony, a keyboard specialist and 11-year CSEA member, is happy with trimming his waistline and

fattening his wallet.

"This food is nutritious, delicious and prepared with a lot of love," he said. "It's great that we sit down and socialize with each other for a few minutes every day in an environment that can be stressful. This is soul food in every sense of the word, and Jackie is the catalyst that makes it happen."

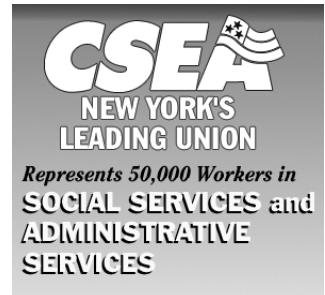
Williams is also making progress. She has lost 22 pounds and she is now able to walk around her building. Her absences from work and the pain in her knee have both decreased, and one of her goals is to be able to walk across the Brooklyn Bridge.

"I'm wearing clothes that I haven't been able to wear before," she said. "I just want to watch my weight continue to come down. The greatest feeling that I have had is when Jackie started this program for me, and I am so grateful. No one has offered to help me like this before, and I don't want to let anyone down."

— Janice Marra

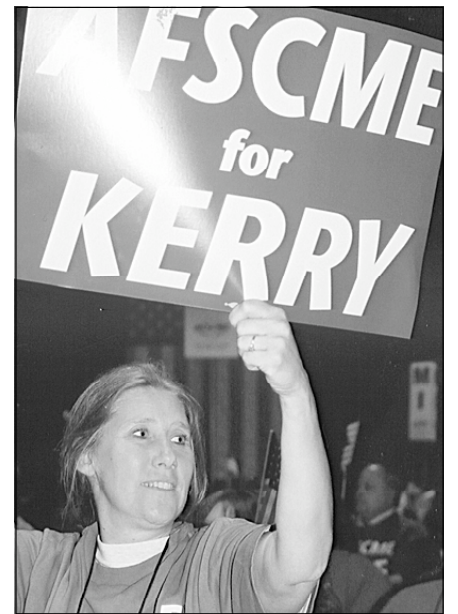


Sharon Shepard, left, and Ayoku Sweeney, both clerks at the state Insurance Fund, briskly walk around the SIF building during their lunch hour on an inclement day. Both are participating in the lunch club organized by Jackie Stanford.



"Other people have toned up. They are a lot more healthy and they are able to concentrate on work so much better."

CSEA *Voices*



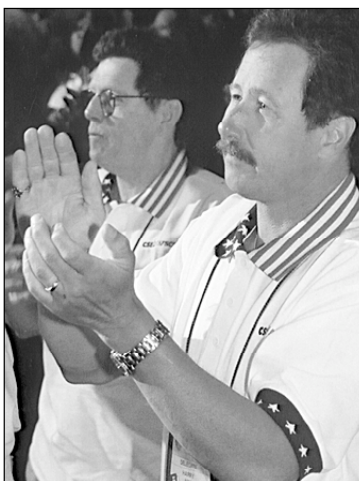
"Even more impressive than John Kerry's speech to the delegates were the things that Bill Clinton had to say about John Kerry."

— Meg Shutka, AFSCME Convention Delegate
Town of Brookhaven



“On a weekend, there can be as many as six shows; 11, 3 and 7:30, Saturday and Sunday. That leaves only an hour and a half, or as little as 45 minutes to clean up after each show.”

CSEA Voices



“John Kerry’s address to the AFSCME delegates was very interesting. He’s got a lot of different views than the president does now. With Kerry, working families have a lot to look forward to.”

— CSEA AFSCME Delegate Harry Ader, Longwood School District

When the lights go up, they go on

HEMPSTEAD — When Billy Joel breaks into song; when the Islanders bury the puck in the net; when figure skating champions or Cookie Monster glide over the ice, thousands of people pour into Nassau Veterans Memorial Coliseum to witness that magical moment.

It’s when the house lights come back on that the clock starts ticking loudly for the nearly 100 CSEA members who work the 16,000-seat arena.

“On a weekend, there can be as many as six shows; 11, 3 and 7:30, Saturday and Sunday,” said CSEA Nassau Coliseum Local Treasurer Frank Benincasa.

“That leaves only an hour and a half, or as little as 45 minutes to clean up after each show.”

Under the gum

No matter what patrons leave behind, the place has to be spotless before the next show goes on.

“After something like a Rangers-Islanders hockey game, there can be a lot of food containers, beer spills and empty cups lying around. After family shows, there’s Snow Cones, popcorn, drinks — it gets very sticky on the floor and the seats. Then gum gets all over the place,” said Benincasa.

As someone who’s had to deal with lots of chewed gum in his time, former school custodian and current Long Island Region President Nick LaMorte said the Coliseum workers deserve a lot of credit. “They handle a high volume, tough job in a very professional manner,” he said. “It’s backbreaking, thankless work that never ends, and most people never give it a second thought,” said LaMorte.

Juan Polanco, who has 18 years of service, said there’s never a dull moment at the Coliseum. “There’s always pressure. If the bosses find anything wrong, they get on the radio right away, especially for hockey,” he said. “But it’s also



CSEA members from the Nassau Coliseum Local swing into action following a circus performance at the arena. Workers sometimes have to prepare the arena for multiple performances in a day.

interesting because of all the different events.”

The quick pace rarely lets up. Hockey is a constant from September to April. There’s arena football from February to May; concerts and huge expos like the Boat, Car or Home Show are scheduled all year round.

Machine operator Douglas Casasayas uses equipment such as scrubbers, blowers and buffers to make sure that the showplace shines at all times, from the parking lot pavement to the corridors around the concession stands.



Frank Benincasa steers his cleaning machine around circus props.

Racing the ice

“The toughest part of the job is picking up after a hockey game. We have to take the white paint off the ice before the melting ice dries. Once the paint dries onto the floor, then it’s even harder to get it all up,” said Casasayas.

Shop Steward Lena Brody was cleaning off the counters and railings following a visit from the Ringling Brothers-Barnum & Bailey Circus.

“My main job is to clean the locker rooms for the Islanders, the home team. It’s stressful work. It’s hard labor and it can be difficult,” said Brody. But she was anticipating the next day when the circus would be pulling up stakes and leaving town.

“After they leave here it’s a lot of work. I mean, where the animals are kept has to be thoroughly cleaned and sanitized.”

And CSEA members do it so well, that the next time the Home Show sets up in the Coliseum expo center, no one would ever know that circus animals once set up house in that very same spot.

— Rachel Langert

Lakeland demands respect

CORTLANDT MANOR — CSEA is questioning the Lakeland School District's ability to prepare its school buildings for the new school year after the district laid off 12 CSEA custodians under its adopted budget.

The district also made cuts to teachers' aides' and clerical employees' positions.

The unit has also been working without a contract since June 30, 2003, and negotiations are now at impasse, with a mediation session tentatively scheduled later this summer. Main issues stalling negotiations include those wages, health insurance and clerical upgrades.

Between the layoffs and contract fight, more than 100

CSEA members recently attended a district Board of Education meeting to demand action and respect from school officials.

"Lakeland works because we work. We have to work together on finding creative solutions to these problems."

"We were unhappy with the cuts and we have been voicing our objections," Lakeland School District CSEA Unit President Mary Miguez said. "We have serious

reservations about the increased workload for the employees who remain and their ability to accomplish them. But, of course, we will do the work."

Unit Treasurer Tom Connor called CSEA district employees "dedicated," noting that workers are willing to help accomplish tasks to help serve the district's children.

"Lakeland works because we work," he said.

Connor added that while CSEA employees understand about the district's budget constraints, the workers don't condone the cuts.

"We have to work together on finding creative solutions to these problems," he said.

"There's a lot of work to be done. We are now down necessary employees in the buildings, and how are we going to get the schools open in September?"

Miguez is also anxious to find a solution that will benefit all involved.

"We are essential employees of this district, and we want and demand respect," she said. "We're tired of just talking — we want action."

— Janice Marra



"We are essential employees of this district, and we want and demand respect. We're tired of just talking — we want action."

Yonkers to fight cuts

YONKERS — CSEA has developed a campaign to appeal to the Yonkers City Council to find a long-term solution to a continuing school funding crisis.

The Yonkers Board of Education cut about \$34 million from its 2004-05 budget, eliminating 536 district jobs, interscholastic sports and extracurricular activities.

About 114 of the slashed jobs are CSEA positions, with most of the elimination in the public safety officer and teacher aide titles.

The board had made its cuts during a recent emergency meeting, and still faces a \$16 million deficit.

The city schools once again face a budget shortage, but in previous years, the district had been bailed out by the state at the last minute.

Because of the state's own fiscal problems and statewide demand for already limited education funding, the chances for a state bail out this year are looking remote.

Kasime Rodriguez, who serves as the CSEA Yonkers Public Schools Unit's 2nd vice president, called the latest round of fiscal crisis "horrible."

"These last five years have been the worst for us," she said. "If we're expected to go with the flow and make cuts, then the city and the district should cut all unnecessary spending. Many of us live paycheck to paycheck, yet we're the ones who suffer."

CSEA is seeking additional education funding from the city, which funnels state money into the district



CSEA member Melody Santiago, right, stands before the Yonkers City Council at the city's recent budget hearing to appeal for increased education funding for the Yonkers Public Schools.

as one of the state's "Big Five" districts. The union has proposed several ways for city officials to increase the district's funding. CSEA is reaching out to members who live in Yonkers to urge them to contact city officials to demand changes in the way that the city funds the schools.

— Janice Marra

CSEA Voices



"What I enjoyed about the AFSCME convention was being able to get together as a group with the other AFSCME members. The convention itself was just so great. I think John Kerry is great and I'm 100 percent behind him."

— Linda Schwab, CSEA AFSCME Delegate, state Higher Education Services Corp. Local

INSIDE THE WORK FORCE

Keeping Jones Beach strong at 75

WANTAGH — If you ever rented a beach umbrella and used it to claim a portion of the clean, white sand at Jones Beach, or wondered where the umbrella came from or the miles of colorful awnings and flags decorating the boardwalk, wonder no more.

The umbrellas, banners, flags, clean sand and many other attributes that make Jones Beach a prime New York summer haven are made and cared for by CSEA members.

“Not just for Jones Beach, but for the other Long Island state parks as well. I make the flag lines and the lines attach to hardware, and then I tack them. There’s a lot of work involved,” said Chrisann Peters-Atkins, a 14-year member of CSEA Long Island Parks and Recreation Local.

The local’s members are a driving force behind readying the beach and park for its 75th anniversary this month.

Peters-Atkins and Norma Sanchez, a seasonal worker on her third summer at Jones Beach, snip and sew then mount the

new umbrellas on their frames, to help protect sun worshippers from getting too many rays.

“Normally in winter there’s 120 employees, but in summer the number swells to 1,500 seasonal,” said Parks Local President Paul D’Aleo. “They pick up papers, wash bathrooms, and generally keep the place in great shape. I think they’re a bunch of diligent, hard working, courteous people, and their work has only increased ten-fold over the years,” he said.

Beach combers

When the morning sun glints off the waves, you can find Mike DiNonno and Don Tirico prepping the sand for visitors with a tractor-drawn surf rake.

“I certainly wouldn’t want to rake this by hand!” said Tirico. “We use the rake to clean the beach and fluff the sand, all six miles of it. It picks up any cigarette butts, broken glass, or anything that could possibly cause patrons an injury,” he said.

Safety is also job one for the mechanics working at Jones Beach. “From state police cars to bulldozers and the surf rake, I work on everything that moves, here,” said mechanic Joe Rodriguez, as he used a little heat to free up some nuts and bolts on a wheel hub.

Mechanic John Clarke joined the crew about a year ago, after working in the private sector. He said he prefers public employment.

“There’s a lot more concern in making the vehicles run in a top notch fashion. We try to be safe, work safe and keep everybody else safe, too,” said Clarke.

“We work at our own pace, and get things



Norma Sanchez and Chrisann Peters-Atkins sew and assemble umbrellas in the off-season at Jones Beach.

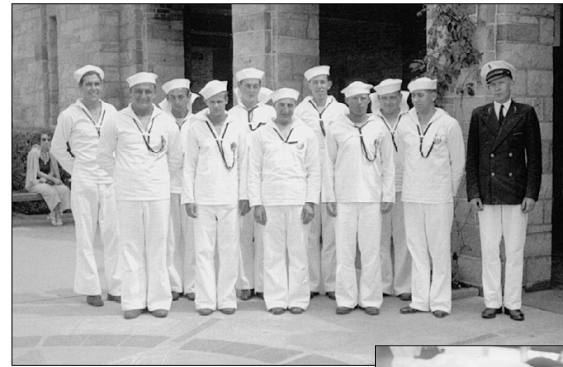
done with quality,” said mechanic Jose Roberto Garcia. “I’m working with good people. What’s not to love?” he said.

Moses’ promised land

It’s hard to imagine right now, but this gorgeous stretch of land once was a barren sandbar, accessible only by boat. Robert Moses changed all that 75 years ago this summer. After falling in love with the South Shore, Moses dreamed up this nautical-themed haven of recreation, and Jones Beach was born.

Moses’ vision was driven by then-Gov. Franklin D. Roosevelt’s need for a major public works project during the Depression. The undertaking became a model later on for Roosevelt’s federal Work Projects Administration.

Moses designed the beach to be self-sufficient. There’s a water treatment plant, water tower, and generators, should the



Early employees at Jones Beach wore sailor suits. The beach opened to the public 75 years ago.



Above right, mechanic Joe Rodriguez uses heat to loosen nuts on a vehicle. In middle, mechanic John Clarke works on a parks vehicle. At bottom left, Don Tirico clears debris from a tractor-drawn beach rake.



power go out. The underdeveloped West End Area of the park is a haven for migratory birds and plants, drawing thousands of anglers and birdwatchers throughout the year.

There are concession stands, (the restaurant is being renovated), swimming pools, a band shell, pitch and putt golf, and you can even catch a world class live show at the Jones Beach Theater.

Despite all of the accommodations that have been made for the up to 6 million patrons who visit Jones Beach each year, it is still the sand and surf that gives the

park its special glitter, no matter what time of year, no matter what the weather.

“Just being outside, enjoying the fresh air and sunshine is great,” said Mike DiNonno as he raked the beach. “Every day is different. It’s like having your own house by the water,” he said, an Endless Summer House, carefully maintained by CSEA members.

— Rachel Langert



Jones Beach timeline

1700: Maj. Thomas Jones establishes a whaling station on what is now Jones Beach.

Dec. 18, 1888: Robert Moses born in New Haven, Conn.

1922: Robert Moses buys a summer home at Gilgo Beach in Babylon.

1924: Robert Moses named chairman of State Council of Parks and chairman of Long Island State Parks Commission.

December 1926: First engineering survey stake driven into sand at what would become Jones Beach water tower.

1927: Construction begins at Jones Beach.

Aug. 4, 1929: Jones Beach opened to public — Wantagh Causeway and Southern State Parkway which connect to Jones Beach, also open. 25,000 cars rode Wantagh Parkway on first day.

1930: Gov. Franklin Roosevelt places cornerstone for the West Bathhouse of Jones Beach. In the fall, the Ocean Parkway opens.

July 1931: West End Bathhouse dedicated.

1946: CSEA Parks and Recreation Local 102 chartered. (See *Years of Progress*, Page 14)



A post card from Jones Beach shows the beach’s undulating dunes.

“It is time to take back America. This union is about building its membership — building its political power so we can fight for better wages, benefits and working conditions.”

ANAHEIM — Thousands of enthusiastic delegates, including CSEA’s contingent, made it clear they’re ready to fight to take back America at AFSCME’s 36th International Convention.

International President Gerald McEntee and Secretary-Treasurer William Lucy set the tone in their speeches to the delegates.

“Sisters and Brothers, we are at a truly historic moment,” McEntee said. “Our union faces unprecedented challenges — dangers that threaten our very



existence. We are dealing with people who score public services, disrespect the workers who provide them — and their unions.

People who don’t want to pay taxes to support their country. Day after day our values are under attack.”

“It is time to take back America,” Lucy said. “This union is about building its membership — building its political power so we can fight for better wages, benefits and working conditions. But in the months and years to come, let us commit ourselves to building a better society.”

Delegates heard from numerous guest speakers including AFSCME’s endorsed presidential candidate John Kerry (see story & photos pages 1 & 3); former

President Bill Clinton; AFL-CIO Executive Vice President Linda Chavez Thompson; Rev. Jesse Jackson; Los Angeles Mayor James Hahn; political strategist Donna Brazile and New York Attorney General Eliot Spitzer.

Scores of AFSCME Constitutional Amendments and resolutions were debated and acted upon, including an amendment to adjust the International’s minimum dues rate and the rate of the International Union per capita tax to ensure adequate resources for organizing and approaching fights.



CELEBRATING CSEA ORGANIZING SUCCESS — Brooklyn DDSO CSEA Local President Denise Berkley, right, exceeded a convention program that celebrated AFSCME Organizing victories over the past two years. Above, Bronx Psychiatric CSEA President Abraham Benjamin testifies to the solidarity that led to recognition for QSAC employees with the help of CSEA activists in New York City. An enthusiastic group of delegates including Finger Lakes DDSO Local President Kathy Button, Western Region President Flo Tripi and Nassau County activist Rudy Bruce showed their support.



POUNDING THE PAVEMENT FOR PEOPLE — CSEA had a healthy contingent of participants in the PEOPLE Run/Walk for Power. From left Yvonne Brown, Gerry Prince, Nancy Hart, Marie Prince, Lester Crockett (who finished first among the CSEA activists), Bernadette Giambra, Christine Covell, Nancy Ianson and George Kalamaras. PEOPLE is CSEA and AFSCME’s federal Political Action Committee which raises funding to support candidates friendly to working families.

to take back America



CSEA INTERNATIONAL VICE PRESIDENTS RE-ELECTED — CSEA President Danny Donohue, Executive Vice President Mary Sullivan, and Metropolitan Region President George Boncoraglio were all re-elected as International Vice Presidents of AFSCME.



Photo by Tom Rogalski

NORM — Actor George Wendt, best known for his portrayal of Norm on the sitcom “Cheers” served as master of ceremonies for AFSCME’s Star of Excellence awards program. The CSEA Metropolitan Region Member Organizing Committee was among those recognized. They were feted for their efforts in helping the employees of QSAC, a not-for-profit program serving the autism community, to organize.

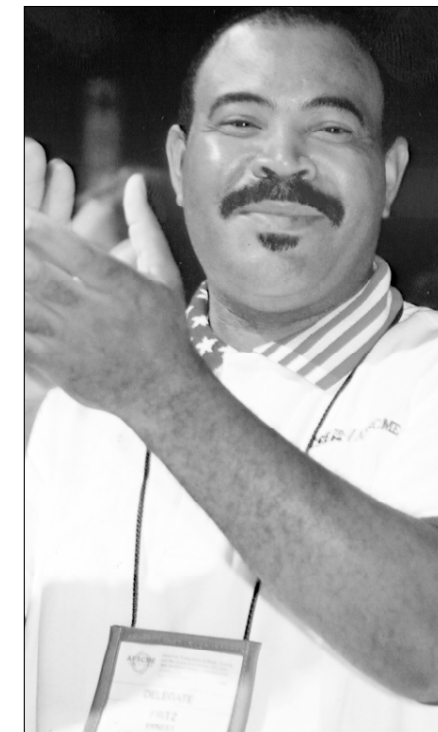


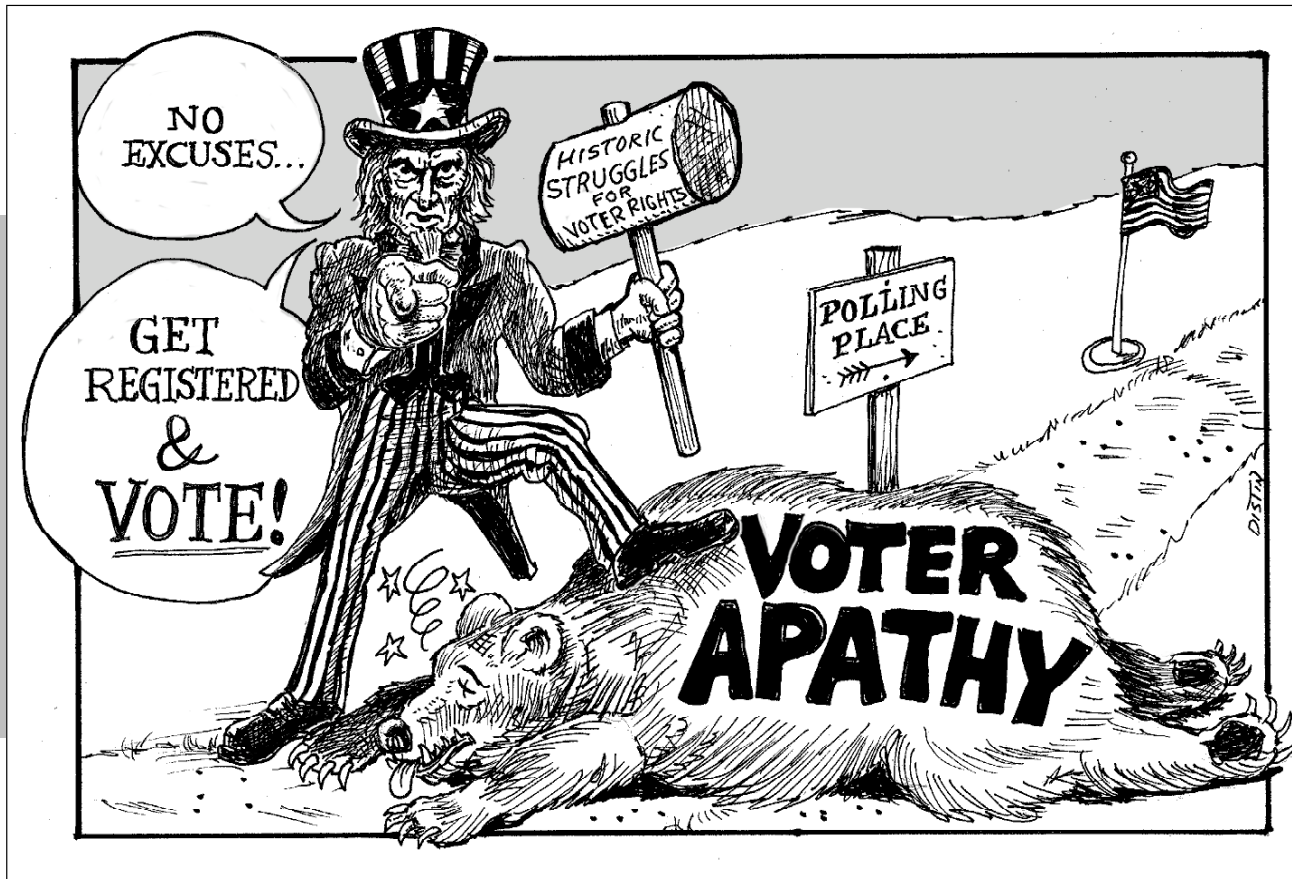
SPITZER WARMLY WELCOMED — New York Attorney General Eliot Spitzer received a warm welcome from the New York delegation in particular as a featured speaker. Spitzer spoke about his efforts to curtail Wall Street and other corporate excesses while protecting investor and consumer interests.



HONORING THOSE WHO SERVE — Standing beneath a giant screen emblazoned with the names of nearly 1,000 AFSCME members who are or have been on active duty in the armed forces in Iraq and Afghanistan, former prisoner of war Shoshana Johnson, right, presented a tribute to military personnel. Johnson was among 17 members of the Army’s 507th Maintenance Company ambushed in Iraq in March 2003. Eleven of her unit were killed. She was wounded in both legs and spent 22 days in captivity. CSEA’s Charles Peritore, a WW II veteran, above left, and Len Beaulieu, third from left, a Vietnam War veteran, were part of the tribute’s Honor Guard.

“Every CSEA member should have a chance to see what goes on at the AFSCME Convention. It’s exciting to be a part of it and to hear people say what they think about the issues.”
— First time convention delegate Fritz Ernst, Rockland County Highway Department, right.





58 years ago ...

In the aftermath of World War II, 1946 was a watershed year for CSEA. The Association changed its name to become the Civil Service Employees Association (it had previously been named the Association of State Civil Service Employees since its inception in 1910) and changed its constitution to enable local government employees to join.

Under the leadership of then-President Dr. Frank Tolman, the organization set the stage for a period of enormous growth which was soon to follow. The association's Southern Regional Conference of Chapters was established and a wide range of rights and benefits were secured for the state work force including the establishment of leave rules for institutional employees and improvements in state emergency pay.

CSEA also expanded its legal representation and increased its field work force to two representatives.



Also in 1946 ...

- * President Harry S. Truman officially declares an end of hostilities in World War II.
- * The first meeting of the United Nations is held on Long Island.
- * The Chinese civil war intensifies.
- * Ho Chi Minh is elected president of North Vietnam.
- * Top films include: "The Best Years of Our Lives," "It's a Wonderful Life," "The Big Sleep" and "Notorious."
- * George Orwell's "Animal Farm" is book of the year in the United States.
- * Color television is demonstrated.
- * The St. Louis Cardinals defeat the Boston Red Sox in baseball's World Series.

CBTU conference sparks union activism for Nov. 2

ATLANTA — The 33rd annual conference of the Coalition of Black Trade Unionists (CBTU) was a rock-bed foundation for, and inspirational crusade kickoff, toward electing a U.S. president who will listen to and address the concerns of working families.

The CSEA delegation, led by President Danny Donohue, was one of the largest at this year's event, themed "On the Road to the Ballot Box: Building a Coalition for Victory."

The "Effective Voter Mobilization," workshop offered the how-to's of voter registration, mobilization and get-out-the-vote efforts. As part of the conference activities, CBTU delegates boarded a bus, and traveled into several Atlanta neighborhoods to

register voters.

In addition to the conference workshops on various worker rights and protections issues, a focus on building voter registration drives and mobilizing

registered voters to go that final step to the ballot box, was dominant.

The November election was prominently

addressed in two parallel, sub-conferences: the CBTU National Youth Conference, "Why is the Ballot Box Important to Me?" and the CBTU Retirees Conference, "The Senior Vote — Making It Count!"

"The CBTU conference is a great illustration and example of the unity within the family of labor," said CSEA President Danny Donohue. "And we will need a great, unified

effort to defeat the foes of labor in this year's elections."

Active every year at the CBTU national conference, Donohue was a panelist in a special policy forum that focused on "The Economic Meltdown in America: Winners and Losers."

Many CSEA members and staff, from CBTU chapters in Buffalo, Rochester, Syracuse, Albany, New York City and Long Island served the conference in a voluntary capacity.

CSEA Long Island member Les Eason took attendees' blood pressure at the nurses station while other CSEA members assisted with registration, sergeant-at-arms duties, committee work, photography, and conducting workshops.

CBTU President and AFSCME International Secretary-Treasurer Bill Lucy, and his entire incumbent slate of officers, were re-elected



From left, Danny Barton, CSEA Erie County Local, Sandria Banks, Troop A State Police Local, and Ruby Means of the Erie County Local at the CBTU national conference. CSEA members attending the conference worked to develop plans to increase voter turnout in this fall's elections.

for two years without opposition. CSEA Metropolitan Region President George Boncoraglio co-chaired the elections committee.

Among the many powerful speakers, AFSCME President Gerald McEntee and Rev. Jesse Jackson challenged the delegates to take their energized

spirit back to their communities and get to work to elect a new president.

— Ron Wofford

For more information about the conference and the Coalition of Black Trade Unionists, visit www.cbtu.org.



CBTU Long Island Chapter President Rudy Bruce, center, proudly holds the CBTU award, surrounded by several chapter members.

LI CBTU chapter receives award

Members of the Long Island chapter of the Coalition of Black Trade Unionists received national recognition for their dedication to the trade unionist movement at the CBTU annual conference in Atlanta.

The LI chapter, which

was chartered in 2001, was named best chapter in the country due to their exemplary activism and service to the community.

"We've come a long way, but there are so many more things we still need to do," said Chapter President Rudy

Bruce upon receiving the award. "So we're gratified, but we will not relent. We will continue to 'keep the hammer down' and keep agitating to achieve better conditions for all working people."

— Rachel Langert

What's In It For You?

When should a CSEA EBF enrollment card be filled out?



please contact the EBF at 1-800-323-2732 for the appropriate form to be sent.

One of the biggest misconceptions is that when you notify your personnel

department of a change on your health insurance it will be reported to the Employee Benefit Fund. This is not the case!

Please remember that a separate enrollment form will be needed for the Employee Benefit Fund. Please note that due to EBF regulations, the enrollment form must be completed and signed by the member.

The personnel/human resources department cannot complete forms on your behalf.

Additionally, in the event of an address change, the Employee Benefit Fund must be notified to keep our records up to date.

It is also important to remember to contact the membership records department at CSEA headquarters at 1-800-342-4146.

As always please contact the EBF if any question arises regarding the enrollment card or any of your CSEA EBF benefits.

There are only a few times when a CSEA member will have to complete an Employee Benefit Fund (EBF) enrollment form.

The first is when the member initially comes on board with the Employee Benefit Fund. This enrollment form is sent to the member automatically in their "Welcome Aboard" package.

This lets the EBF know which dependents are to receive dental and/or vision benefits. It also asks for pertinent information such as dates of birth, member/spouse's social security number and date of marriage.

This information helps the EBF determine if additional information needs to be requested from the member such as student proof for a child, or a "Proof of Dependency" form to determine if a dependent is a stepchild and where he/she resides.

If both parents are CSEA EBF members, then coverage for the children is determined by the "birthday rule."

This means that the children will be covered under whichever parent's birthday falls first in the calendar year.

A new enrollment form is required if there is an addition to the family such as a marriage, birth or adoption. In the event that a legal separation/divorce occurs, or a dependent needs to be removed for any other reason,

Visit the CSEA Employee Benefit Fund online to access a wealth of information about various benefit plans and download forms. Go to www.cseabf.com today!

An Ever Better Future

Protecting Your Benefits

Health Benefits Department



Planning For 2005 Health Care Expenses (Don't forget to include Over-the-Counter Drugs)

The Health Care Spending Account (HCSAccount) is a negotiated employee benefit that helps state employees pay for health-related expenses with tax-free dollars.

This includes medical, hospital, laboratory, prescription drug, dental, vision and hearing expenses that are not reimbursed by your insurance or other benefit plans.

Effective July 1, 2004, as a result of new collective bargaining agreements, over-the-counter (OTC) drug expenses will become reimbursable for CSEA state enrollees under the HCSAccount.

Reimbursable expenses under this new benefit include OTC drugs or supplies used to treat a medical condition or illness, including allergy remedies, antacids, cold medicines and

pain relievers.

Products that are intended for cosmetic use are not eligible for reimbursement.

Before participating in the HCSAccount program, you should carefully consider what your eligible expenses might be.

Reviewing your expenses from previous years can help.

Once you have estimated the amount of your expenses, you may then determine how much to contribute to your HCSAccount.

Under federal law, any money that you put into your HCSAccount must be used for expenses incurred during the plan year in which it was contributed.

For the 2005 plan year, the maximum annual contribution allowed by the program is \$3,000 and the minimum annual contribution is \$150.

The Health Care Spending Account open enrollment period for the 2005 plan year begins on Sept. 27, 2004, and continues through Nov. 10, 2004.

The program's plan year will operate from Jan. 1 through Dec. 31, 2005.

If you would like to know more about the Health Care Spending Account program or would like an enrollment kit sent to you, you may contact the programs administrator, Fringe Benefits Management Co., at:

1-800-358-7202 or enroll online at: www.flexspend.state.ny.us

Promoting Good Health

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.

Taking care of business: you, your family, and your life

Editor's note: This is the first in a series of articles by CSEA's expert attorneys appearing every other month to provide valuable information to you and your family members regarding the important areas of protection available to you through the CSEA Legal Services Program [LSP]. The LSP covers many areas of law that affect us every day. Get more information about legal plans in the LSP by calling CSEA Headquarters at 1-800-342-4146, extension 1454, or by visiting www.csealocal1000.org, and clicking on the legal services menu item.

Protecting the Family Home

How do you protect the family home when its owner gets sick and requires long-term care? There is a difference in how Medicaid treats the home, depending upon what type of care the owner needs.

If a homeowner applies for Medicaid to pay for home health care, Medicaid will consider the home to be an "exempt" asset, because the person needing the care is living there.

But if that person gets Medicaid benefits and dies, Medicaid may attempt to recoup its costs from the value of the property the person leaves behind, meaning less of an estate for survivors.

There are several strategies you can use to prevent yourself or a family member from losing their home if they become too sick to care for themselves:

- Living estates
- Trusts
- Property transfers



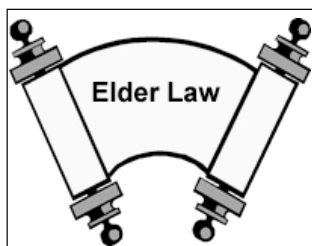
The home as an asset is treated differently when the homeowner is applying for Medicaid nursing home benefits. How the home as an asset is treated can depend on whether its owner is placed in a health-care facility and whether they intend to come back home.

Joint ownership can also present issues in how Medicaid treats the property as an asset.

You'll have more options if you plan before care is needed. The homeowner can transfer the home to their children while retaining a life estate on the home.

There are many ways to protect the family home. Seek advice and guidance of a knowledgeable elder law attorney and plan in advance for potential long-term health care needs. Failure to do so can make the difference between protecting the home for heirs or selling the home and using the proceeds for health care costs.

To learn more details about protecting the home of someone who needs assistance through Medicaid, visit www.csealocal1000.org and click on the legal services menu item. Once in the legal area, follow the prompts for "Elder Law."



— The CSEA ELDER LAW PANEL includes Ron Fatoullah, who provided this column. Fatoullah offers elder law representation to CSEA members in the Metropolitan Region. He can be reached through the CSEA Legal Services Plan extension listed above [ext. 1454].



Tuition Benefits Are Back!

Educational opportunities have resumed for New York State CSEA-represented employees to obtain a college degree, qualify for career advancement, or improve skills for a current or future job through the Tuition Benefit Program.

The new Tuition Benefits catalog outlines the tuition benefits available to members in the ASU, OSU, ISU and DMNA bargaining units. The catalog

was mailed in June to eligible members who used the program in 2002-2003.

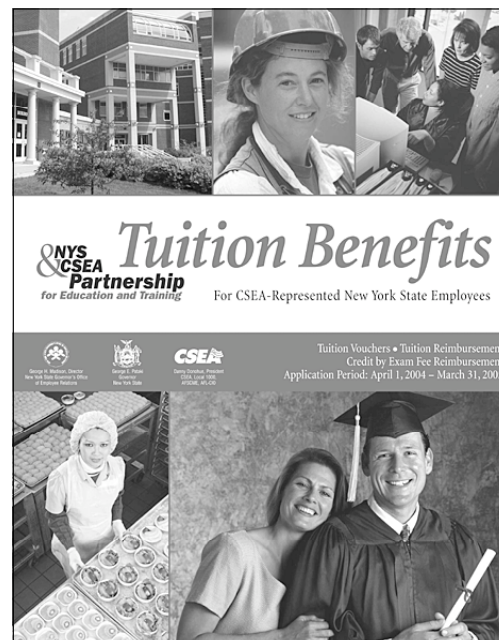
Copies were also mailed to local presidents and human resources and training

directors. The catalog and application forms are also available on the NYS & CSEA Partnership for Education and Training web site at www.nyscseapartnership.org. Program components include:

- Tuition vouchers
- Tuition reimbursement
- Credit-by-examination fee reimbursement

Employees can apply for vouchers that pay for tuition at more than 140 participating schools listed in the catalog or tuition reimbursement upon successful completion of course work at accredited schools that do not accept vouchers. Credit-By-Examination fee reimbursement provides reimbursement for any number of CLEP, DANTES, TECEP, and Excelsior College exams in addition to the other tuition benefits.

For more information, visit the Partnership's web site at www.nyscseapartnership.org or call 1-800-253-4332, Option 2.



Leading Edge

RYE — Ever since he was a child, Lawrence McGowan has been entranced with the historic beauty and organ music at Rye's Playland Amusement Park.

As a sign painter at the Westchester County-owned park for the past 18 years, McGowan now plays a major role in preserving the park's Art Deco, 1920s-era theme. He honed his craft through studying Art Deco and historic carousels and takes great pride in maintaining the historic character of Playland, which became a National Historic Landmark in 1987.

One of McGowan's biggest projects is restoring the 66 horses and related decor on the Historic Carousel, one of the remaining original rides from the park's opening in 1928. He has completed restoration on 22 horses and hopes to have the entire project completed in 2005.

McGowan, also a musician, is inspired in his work largely by the carousel's organ. As a child, he would listen to the organ's music and later learn to play the song on piano simply by remembering the tune. He later mastered classical piano, popular standards, Broadway show tunes, religious music and rock 'n' roll. McGowan studied at the Westchester Conservatory from 1981 to 1984, learning piano composition, orchestration, arranging, film scoring, ear training and voice. He has played music throughout the Westchester County area for years, where he continues to be a familiar face.

McGowan, who is single and describes himself as "very old-fashioned," is equally dedicated to his art and his music. He had never imagined, as a child, that his adult career would involve painting and restoring the Playland carousel that he cherished.

"I never thought that I could be so involved with such a piece of entertainment history," he said. "It's wonderful to decide on all of the aspects that go into restoring it. It's a wonderful thing to be able to give that beauty and music to people at this park."

The Work Force recently caught up with McGowan to learn more about his work in restoring and preserving Playland's carousel.

WF: What do your job duties involve?

LM: I am a historic preservationist for Playland. I fit signage to fit the 1920s time period and the park's Art Deco theme. I also paint and restore the Carousel, as well as other rides and attractions as needed.

WF: What made you want to work at Playland?

LM: I was in a rock band and my mother had become ill with pancreatic cancer in 1979. After she passed away, I decided to make a switch. I had worked summers at Playland in the past, and I decided to apply to work there year-round. I also loved the Carousel organ. I started out in basic painting (walls, etc.), but I found that boring. I eventually became the sign painter here. I first learned about carousel restoration in 1989 when Bill Finkenstein, who was at the time with the New England Carousel Museum in Bristol, Conn., began restoring the Derby Racer. I watched him and learned the techniques of restoration, and I began doing it myself in 1992.

WF: What goes into restoring the carousel horses?

LM: There are small, medium and large-size horses and three Griffin Dragon Chariots on the carousel, and each horse takes about three weeks to completely restore. I start by stripping the horses down to find the original colors, if any remain. In many cases, I am not lucky because the horses had been sandblasted over the years. All of the horses are the Coney Island-style horses that were carved during the 1920s, so there is a special way to strip and paint them. These horses have special, intricate carvings on their manes, their heads are turned upwards, they have glass eyes, and have tails made of real horse hair. They all have saddle blankets, and are decorated more on one side than on the other, usually with Borelli (glass) jewels and feathers. To paint the horses, I mix paints such as latex, acrylics and Japan oil and paint them completely by hand. All of the horses also have burgundy pinstriping, which was popular during the Art Deco era. The pinstripes set it off and make it look extra special.

WF: What inspires you to create and restore the carousel?

LM: In addition to music, interior design inspires me to create. I have designed and decorated other people's homes, including some New York City brownstones. I have recently restored aging architecture in some homes in Harlem.

WF: What satisfies you the most about restoring the carousel?

LM: There's an old-fashioned glamour to the park, and



Lawrence McGowan restores a carousel horse at Rye Playland, where his detailed work can be seen throughout the park.

sometimes, there's pressure to modernize Playland. People should not take this park for granted, as it's not meant to be a modern park. Playland is a 1920s-period park and a real jewel of Westchester County, and you have to appreciate this place as a working antique. People of all ages come here, and many people now take their children here. I want one of my biggest life accomplishments to be that I completely restore the carousel. People come from near and far to see this carousel, and I try to make it perfect for everyone. I love to give to others, and this work conjures up art, beauty and music. I'm really bent on making Playland a wonderful place for us all to enjoy.

— Janice Marra

Fight for unions! March!



CSEA is encouraging members across the state to take part in Labor Day-related events in their areas. Working families are facing challenges that haven't been seen in decades, and need to stand up and fight.

Thursday, Aug. 26

- **Binghamton** — Broome-Tioga Federation of Labor/Central New York Area Labor Federation (CNYALF) will hold its Labor Day celebration at the Ross Park Zoo in Binghamton. For more information, call Ken Smith at 607-763-3662.

Wednesday, Sept. 1

- **New York City** — The city's early labor day rally has been confirmed for Wednesday, Sept. 1 at 4 p.m. on Eighth Avenue and 30th Street. This will be a massive demonstration just a few short blocks away from Madison Square Garden, the site of the Republican Convention. Call Communications Associate David Galarza at 212-406-2156 for additional information.

Monday, Sept. 6

- **Albany** — Capital District Area Labor Federation (CDALF) is planning a Hip Hop for Labor Festival at an area park. For more information and to volunteer to help, contact Prairie Wells of the CDALF at 518-785-4672 or at prairie@cdalf.org.
- **Ithaca** — Midstate Central Labor Council/Central New York Area Labor Federation (CNYALF) will hold its annual picnic at Stewart Park in Ithaca. For more information, call Linda Smith at 607-756-5582.
- **Massena** — CSEA members should arrive for formation at 10 a.m., at the corner of Willow Street & Liberty Avenue. Parade begins at 11 a.m. CSEA T-shirts will be provided to members who march. There will be a free picnic at Springs Park immediately following the parade.
- **Rochester** — Rochester and Genesee Valley Area Labor Federation (RGALF) will hold the annual Labor Day Parade at 11 a.m. Unions will begin to assemble at 9 a.m. off of East Ave. in Rochester, between Alexander and Goodman Streets. A picnic will be held after the parade. Check the RGALF Web site, www.rochesterlabor.org, for details or call the CSEA Monroe County Local office at 585-328-5250.
- **Syracuse** — Parade begins at 11 a.m., with a rally to follow at 11:30. A casual luncheon and awards ceremony will be held at 12:30. CSEA members should assemble by fair gate 6 at 10:30 a.m. (look for the CSEA banner) and free CSEA T-shirts will be available for the first 250 members who participate. Local/Unit presidents can get supplies of free admission tickets and parking passes by calling Communications Associate Mark Kotzin at the Central Region office. Tickets for the luncheon are \$15 and can be purchased from the Syracuse Labor Federation at 315-422-3363.

Tuesday, Sept. 7

- **Newburgh** — Hudson Valley Area Labor Federation (HVALF) will sponsor a Labor for Kerry and voter registration rally from 4 to 7:30 p.m. in Newburgh. Union members will be treated to speakers, important messages, and food. For more information, call Jen Fuentes of the HVALF at 845-567-7760 or e-mail her at hvalf@hvc.rr.com.

Saturday, Sept. 18

- **East Meadow** — Long Island Federation of Labor will hold Long Island's Second Annual Labor Picnic from 11 a.m. to 5 p.m. (rain or shine) at Eisenhower Park in East Meadow. The event will feature picnic fare, games, clowns, softball, volleyball, music and more. Tickets are \$12 per person, with no charge for children up to age 12. Call the Long Island Federation of Labor at 631-396-1170 for more information.
- **Albany** — Capital Region Labor Parade. More details will be available soon.

PEOPLE PERSON

— The PEOPLE Recruiter of the Month for June is Walter Hollings III of the Oxford Veterans Home in the Central Region. He recruited 32

new members to the PEOPLE program. (See item below.) PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so that CSEA can effectively promote our interests at the state and federal level ...

OXFORD VETS' HOME

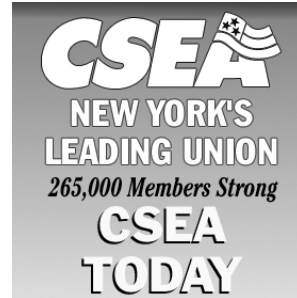
STRENGTHENS PEOPLE POWER

— CSEA's federal political power recently got a big boost when 40 CSEA members at the New York State Veterans' Home in Oxford decided to either sign up as new members or increase their membership contributions to the CSEA/AFSCME PEOPLE Program. Some, like certified nurse aide Michelle Frederick, said they felt it was money well spent. "When I get older I want all the benefits I'm entitled to," said Frederick. "I want to help protect our rights and preserve what we're working for. What goes on in Washington is important for our benefits, so I don't mind paying, because it's going to benefit us in the long run," she said after signing up as one of the newest PEOPLE members ...

MADISON COUNTY LOCAL PRESENTS

SCHOLARSHIP — The CSEA Madison County Local has presented its first annual college scholarship award. Angela Tainter, daughter of the late Greg Tainter, a former county highway department worker and CSEA member who passed away in April, was recently presented the \$500 award from the Madison County Second Vice President Jeff Colburn. Tainter, a Cazenovia High School senior, will attend SUNY Morrisville in the fall to pursue a career in nursing ...

MY-OH-MYANMAR — A group of enterprising reporters from *Newsday* recently ordered campaign merchandise from the Bush and Kerry camps and found fleece pullovers for the Bush folks



were made in Burma (now Myanmar), shirts made in Mexico and hats with no country-of-origin labels. Last year, Congress enacted a ban on Burmese goods and Bush signed it into law in reaction to human rights violations by the military

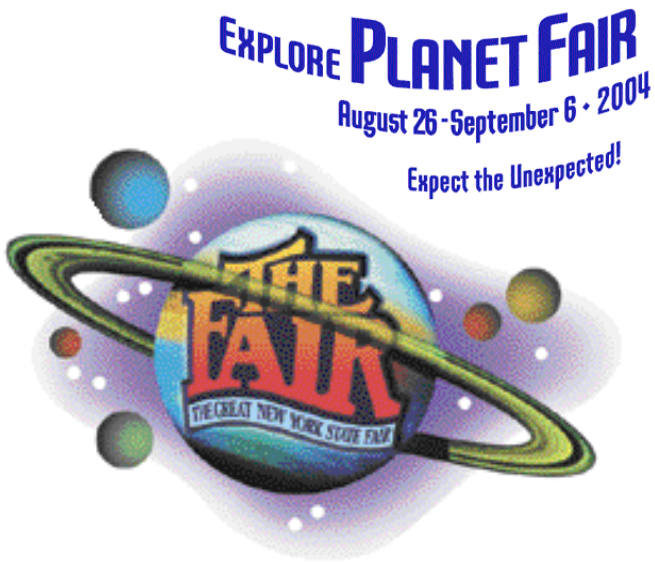
dictatorship there. *Newsday* ordered a similar package from the Kerry campaign, which was handled by Financial Innovations, a company whose employees are represented by the Communications Workers of American ...

CLINTON HEARS NURSING HOME IDEAS — Western Region President Flo Tripi, Niagara County Local President Elaine Timm, Niagara County Unit President Fran Faery, PAC Coordinator Kathleen Lewis and Region Director Roger Sherrie spoke with Sen. Hillary Clinton recently while she was attending a Democratic Party luncheon in Niagara Falls. They used the occasion to promote two ideas that would help publicly operated nursing homes: a moratorium on eliminating inter-governmental transfer funding and changing the Medicaid formula as it relates to pharmaceutical drugs. CSEA is fighting battles across the state to keep public nursing homes from being sold to private interests ...

NEW CONTRACT FOR FOOD WORKERS — More than 120 CSEA-represented food service workers employed by the Auxiliary Service Corp. have a new contract in place. The workers voted overwhelmingly to approve the new five-year deal which replaces their former four-year contract that expired on June 30. The tentative contract was reached after a 10-hour marathon session on May 24. Auxiliary Service workers are employed at several SUNY campuses ...

HRI BALLOTS MAILED — Ballots have been mailed to CSEA members in Health Research Institute (HRI) to vote on a tentative contract. Results will be posted on www.csealocal1000.org. The new agreement mirrors the pacts recently ratified by state employees.

HALF-PRICE ADMISSION for CSEA members on Sept. 4 and 5, 2004 during CSEA Weekend.



Clip one coupon at right for each CSEA member and family member and bring coupon(s) to any fair gate for a half-price admission on **Saturday and Sunday, Sept. 4 and 5, 2004, only.**

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

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.

Saturday, Sept. 4 and Sunday, Sept. 5, 2004, is CSEA WEEKEND at the New York State Fair in Syracuse. CSEA members and their family members will receive half-price admission that weekend, compliments of CSEA and the New York State Fair.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. The half-price coupons above, however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 4 and 5, 2004.

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE
CSEA member admission \$5.00*

Half Price

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

Coupon is valid for CSEA weekend only - Saturday and Sunday Sept. 4 and 5, 2004.

CSEA members and family members each get one admission for half-price when purchased at any gate with coupon. One coupon per person.
 *Adult admission.
 Children under 13 admitted free.

NAME _____
 ADDRESS _____
 PHONE _____
 CSEA LOCAL _____

HALF PRICE

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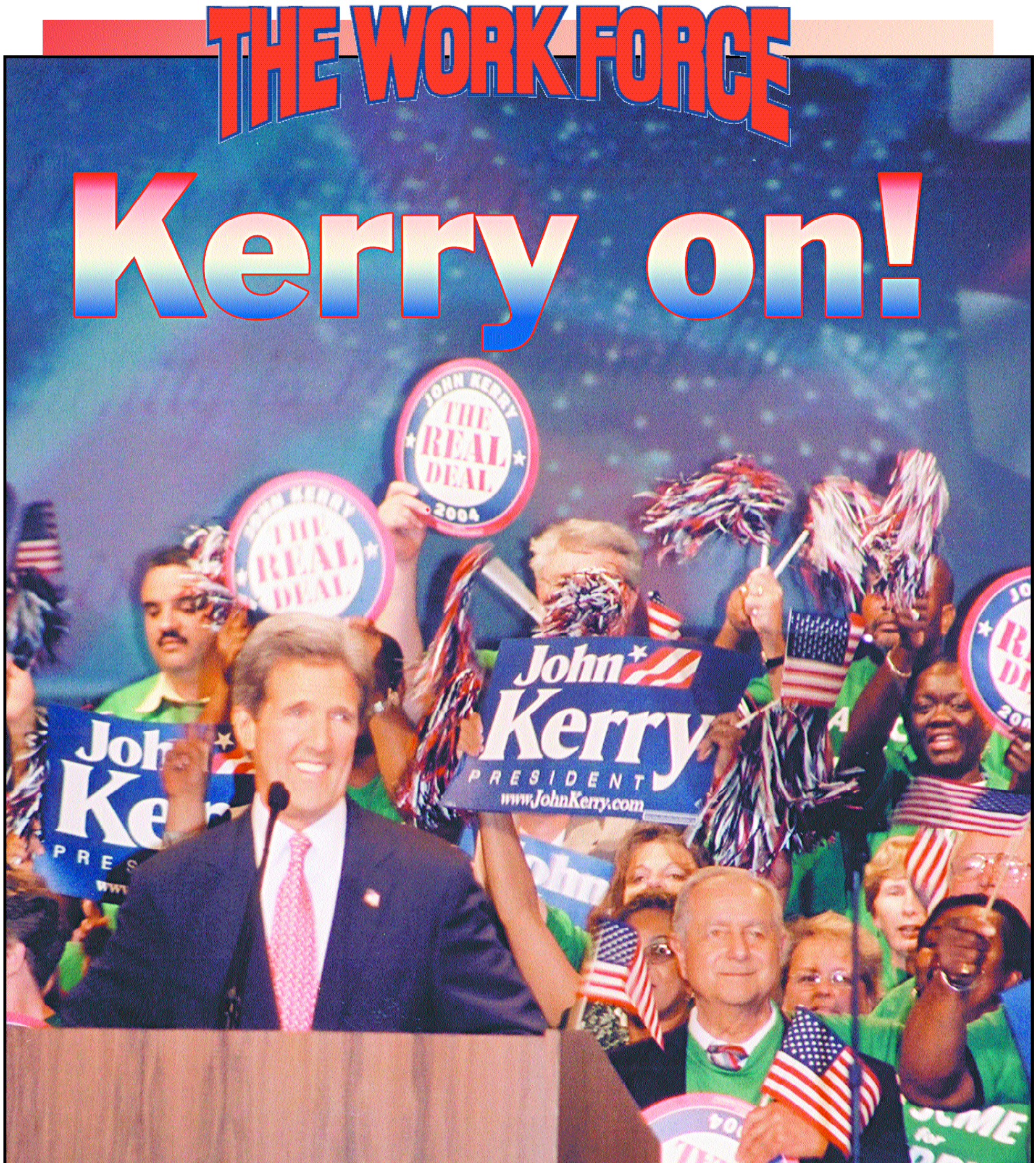
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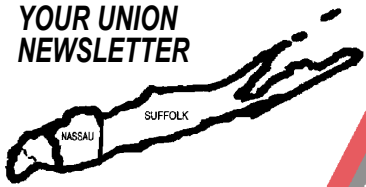
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 CSEA LOCAL _____

HALF PRICE

SAVE SAVE SAVE SAVE



See story, photos on Pages 3, 12 and 13



Message from CSEA Local 830 President Jane D'Amico

NHCC Appoints New President; Agreement Reached on Blackout Day

ON THE NHCC SIDE

We are not yet fully acquainted with Daniel Kane, the newly appointed president and CEO of the Nassau Health Care Corp. He comes to Nassau from Englewood Hospital in New Jersey, where the nurses' union recently won a new contract establishing a patient/nurse ratio of 6:1.

The current ratio at NUMC is 12:1. I don't want to pick one thing out of the Englewood contract and become wildly optimistic about the future of our own negotiations, but maybe it is an indication that Kane understands the health care industry better than his predecessor did.

Grasping at straws? Maybe. But with negotiations progressing at a painfully slow pace, any positive signs are welcome.

Speaking of negotiations, Mediator Martin Sheinman is now actively involved in trying to bring both sides together. A settlement, however, is still an elusive goal and will remain so as long as management continues to demand the host of major givebacks that has served as a roadblock to any real progress, including employee contributions to health insurance.

On the positive side, we have been working with Presiding Officer Judy Jacobs and the majority in the Nassau County Legislature to restore former CSEA President Rita Wallace to the labor seat on the NHCC Board of Directors. We're also working on obtaining a 2nd seat for a labor-oriented representative.

ON THE COUNTY SIDE

Many pressing issues have been successfully resolved over the past month but the fight continues on others.

Following are some settlements that will benefit our members:

- An agreement to compensate county workers who were mandated to work on the day of last year's

I have scheduled several worksite meetings called President's Forums over the next few months to listen to your concerns firsthand and to answer any questions you may have about your union and its activities. ... Please look for a flier announcing the meeting at your department.

blackout, Aug. 15, 2003.

- A major grievance victory regarding promotions during 2001 that were improperly graded.

- A negotiated agreement to allot compensatory time in 15-minute segments instead of quarter day minimums.

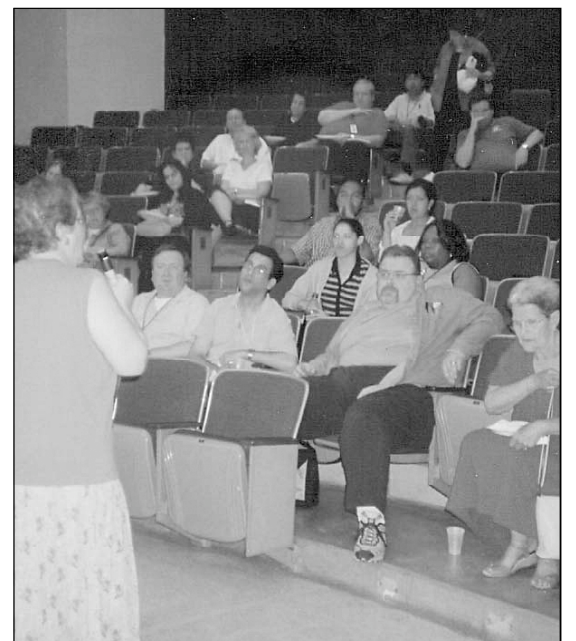
Also on the positive side, contract books are at Printing & Graphics and should be printed and ready for distribution shortly. We will also have the contract available in its entirety on the Local 830 website as soon as an overhaul and facelift for the site are completed.

The real estate consolidation story continues to be one of keeping a watchful eye on the process as it proceeds toward completion. CSEA continues to closely monitor all proposals and decisions made by the county in an effort to protect the employees who will move to the new worksite.

I have scheduled several worksite meetings called President's Forums over the next few months in order to listen to your concerns first hand and to answer any questions you may have about the newly-negotiated contract, your union and its activities. I hope eventually to get to every department. Please look for a flier announcing the meeting at your department. I look forward to seeing you in the near future.

Yours in solidarity,

Jane M. D'Amico, President
CSEA Local 830



President's Forum

Local 830 President Jane D'Amico addresses CSEA members at the Social Services auditorium in Mineola. D'Amico is conducting a series of worksite meetings called "President's Forums" in order to meet members personally and to listen firsthand to their suggestions and concerns. At the Social Services forum, D'Amico discussed such issues as real estate consolidation and recent grievance victories. D'Amico hopes to visit every department over the next several months.

The Work Force

CSEA Nassau County Local 830
EXPRESS

August 2004 • Vol. 9 No. 8

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

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

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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.

August is National Immunization Month



LEGAL UPDATE

CSEA Victories Highlight the Need to Know the CBA



Louis D. Stober, Jr., Esq.
CSEA Regional Attorney
www.lstoberesq.com

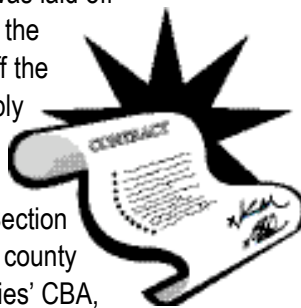
This month, let's take a look at a recent arbitration decision that once again emphasizes the protections that CSEA members have under the Collective Bargaining Agreement (CBA). In this particular case, a long-term, part-time employee of the Sheriff's Department was called into the deputy undersheriff's office and told that he was terminated. At the meeting the employee was given a letter clearly stating that he was terminated. In fact, every communication prepared by the county stated that the employee was terminated.

The employee then immediately filed a grievance alleging that the county had violated his rights under Section 10 of the Collective Bargaining Agreement in that he was never served with disciplinary charges and that he could only be terminated for misconduct or incompetence, neither of which occurred in his case.

At the step two hearing the Director of Labor Relations claimed, for the very first time, that the employee had been laid off instead of terminated. The employee then amended his grievance to allege the county violated Section 14, the layoff section as well in that the county did not follow the procedures called for prior to a layoff.

The case then went to arbitration. At the arbitration the county could not offer any evidence to show that the employee's termination was a layoff. It was also uncontroverted that the employee was never served with disciplinary charges.

The arbitrator held: "The county admitted that it did not follow the provisions of Section 10 because it claimed that doing so was unnecessary since the grievant had not been disciplined but had been laid off and, therefore, there were no charges to serve him with... There is no evidence to support the county's contention that the grievant was laid off and not terminated. In fact, if the county had intended to lay off the grievant, it has failed to comply with the contractual requirements for the layoff of an employee as outlined in Section 14 of the parties' CBA... The county violated the terms of the parties' CBA,



This decision once again confirmed what should have been obvious, that is, that employees covered by the CSEA contract who have disciplinary protection cannot be terminated without following the procedures of the CBA.

specifically, Section 10, when it terminated the part-time employment of the grievant ... The grievant shall be reinstated and reimbursed all back pay and any benefits lost from the date of the termination of his part-time employment ... to the date of his reinstatement.

This decision once again confirmed what should have been obvious, that is, that employees covered by the CSEA contract who have disciplinary protection cannot be terminated without following the procedures of the CBA.

In this case, the county is going to owe the employee over a year's worth of back pay because they failed or refused to follow the procedures in the Collective Bargaining Agreement.

Therefore, an employee who should not have been terminated and did not deserve to be terminated has been reinstated by an arbitrator on the panel and the county now faces a substantial back pay obligation.

The point to remember is that anyone who is notified that they are being terminated needs to immediately contact CSEA because if, as in this case, the county violates your rights, vindication will be had.



Fleet Services Asked to Perform Miracles With Aging Vehicles

What would you do if you owned a car that had long since passed its useful life (say 13 years old) and had already turned over nearly 200,000 miles? And suppose some of the repairs actually cost more money than you would spend to replace the car with a new one? Oh yes, one more thing. Suppose when you took the car for repairs, your mechanic told you he'd have it back to you in about a year?

It's a simple question that one would think should elicit a logical and simple answer, such as: "I'D GET RID OF IT!" One would think!

Not if you're Nassau County government!

Here are some examples:

- All 20 Public Safety vehicles need repair. Every one of them is beyond the life cycle formula and needs replacement. Fleet Services personnel report the county spent \$15,000 repairing a 13-year-old GMC Jimmy with 189,000 miles. Repairs entailed hundreds of work hours. A new vehicle would cost about \$13,400! Why the fiscal recklessness? The county had funding in the "parts" budget but not in the "new vehicle" budget.

- 94 percent of Nassau County's police fleet is beyond its life cycle. Fleet Service calculates life cycle by years. Not mileage.

- A car manufacturer is required to make parts for only 10 years. After that, it becomes increasingly difficult to find parts for older cars. To acquire these parts, Fleet puts an order into the Police Department and forwards that order up the chain of command. Eventually, this order goes outside the department and joins the other parts orders. The process could take several months.

- To put a new police car on the road requires a minimum of 45 work hours. Before the car arrives at Fleet, two contractors work on the cars, doing work that does not cut back the time needed by Fleet.

- Needless to say, vehicles beyond their life cycle break down continually and are often back for repairs within a few weeks. The extra workload cuts back the amount of time available to set up new vehicles. Thus, a maximum of two new cars a week can enter the patrol force.

- Fleet has 72 mechanics, with 19 of them assigned to the precinct garages. Fleet Services is operating with 39 fewer people than it did 20 years ago with 300 more vehicles to maintain. In addition, some mechanics have been assigned to other duties, such as issuing parts. The county has not been

replacing mechanics who retire.

Because of many of the factors listed above, cars that are brought in for repair may not be back on the road for as long as eight months to a year.

"The situation has become intolerable," said CSEA Local 830 President Jane D'Amico. "The county has to remember that these men are mechanics, not magicians."

"The county must do two things to save money and increase efficiencies. It must hire enough new mechanics to handle the workload and it must replace older cars with new ones as they approach the end of their usable life cycle," D'Amico said. "Leaving old cars in the fleet is costing hundreds of thousands of dollars in repair bills and, at the same time, allowing vehicles to sit for months awaiting a mechanic," she added.

"Meanwhile, the police unions are outraged that new vehicles are sitting in the lot and there are not enough mechanics to prep them for the road. The bottom line is more Fleet Services mechanics must be hired," D'Amico said.

Public Safety vehicles parked in the Fleet Services lot awaiting repair.



2005 County Pay Raise Will Be 3.5 Percent

Based on a negotiated contractual provision that ties raises for county workers to the Consumer Price Index, the annual salary increase for next year will be 3.5 percent.

According to the salary provisions outlined in the current CSEA bargaining agreement, annual raises are based on the CPI (NY Metropolitan area) for the 12-month period of July through June of the previous year – with a maximum increase of 3.5 percent and a minimum of 2.5 percent. The maximum figure will be triggered next year as a result of the recent CPI announcement

for the period of July 2003 to June 2004.

According to CSEA Local 830 President Jane D'Amico, the raises for CSEA members who are employees of Nassau County government will take effect Jan. 1, 2005.



Corr Steps Down At Parks; Rinaldo Takes Reins

Twenty-two years ago, Tim Corr spoke out against a workplace injustice involving a fellow worker at their job with the Nassau County Department of Recreation and Parks. As a result of his courageous action, Corr was subjected to disgraceful personal and professional abuse by his supervisor in the ensuing months. The bad experience drew him to CSEA, where he became an activist and officer, and ultimately a vice president of Local 830 and chair of its Grievance Committee.

According to Corr, he wasn't bitter about the treatment he received in 1982, but he did learn from it.

"Employees are sometimes fearful to stand up for their rights. I realized back then how important our union was and I decided to become involved and to help them with



John Rinaldo, standing, pays a visit to Tim Corr at the Local 830 office in Mineola to discuss issues of concern to the employees of the Nassau County Parks Department. Rinaldo was recently sworn in as Parks Department Unit President, taking over from Corr, who spent 13 years in the position.

their problems," Corr said.

Corr stepped down recently as president of the CSEA Parks and Recreation Unit, a position he held for 13 years, to devote more time and energy to his daunting and time-consuming job as the head of the Grievance Committee. Long-time Vice President John Rinaldo, a historical museum crafter at the county's Sands Point Preserve, took over the top job. Rinaldo became the first unit president from the department's Museum Division.

"I'm still a CSEA vice president and with your support will remain a local officer," Corr told his Parks Department colleagues when he stepped down.

Corr noted that his greater responsibilities at the local made it difficult for him to devote the necessary time to the Parks and Recreation Unit.

"But my heart and soul are with parks. I am and always will be a 'parky.' I will continue to advocate for parks and for all employees on all levels," Corr said.

Corr's continued involvement with the union stems from his deep commitment to his fellow employees. "It's satisfying to know I'm helping people. That's the number one thing we do," said Corr. "We give a voice to regular people trying to earn an honest living."

CSEA President Jane D'Amico said of Corr: "CSEA is indeed fortunate to have someone of Tim Corr's caliber working on our behalf. His dedication and work ethic have been a source of inspiration to many. We look forward to Tim's continued valuable participation at CSEA headquarters. I am certain that John Rinaldo will thoughtfully and skillfully take over the CSEA leadership at the Parks Department."



Tim Corr made round of parks to tell his members he was stepping down as Unit President after 13 years. Here he greets a groundskeeper at Cantiague Park.



Corr talks to a laborer at Cantiague Park, where he served for several years as a groundskeeper.

CSEA Answers Back

Administration is Responsible for Deplorable Condition of Parks

The following letter was written to reporter Joann Brady of the Herald Newspapers by CSEA Vice President and former Recreation & Parks Unit President Tim Corr in response to a Herald article dated June 24, 2004. Most of Corr's letter was published as written. The contents of Corr's letter demonstrates his deep insight into the problems of the department both as a union activist and Parks employee of more than three decades.

Dear Joann,

Hurray for the *Herald*! As those who use the parks and the employees of Nassau County Parks have been saying for the last year — enough is enough, put some money back into parks.

The maintenance of N.C. Parks is just not a priority for Nassau County anymore. Mr. Magwood, 1st Deputy Commissioner of N.C. Parks and Deputy County Executive Mike Kline don't have a clue.

In the *Herald* article, Magwood said the county needs to do a better job of deploying and scheduling its workers and that we need to use our resources better and that the residents will see a drastic change in a month or so.

The Parks Department was whittled down to 215 full-time workers, from 1,200. These workers maintain, organize and schedule all events, take care of all the pools, ball fields, soccer-football fields, playgrounds, museums, preserves, set up all events like the LI Marathon, Concerts in the Park, Nassau Beach, Senior Citizens and Veterans Memorial for thousands of acres of park lands with more than 40 facilities throughout Nassau County.

Crews of maintenance workers have been stretched so that you don't even see them. Approximately 20 percent (35 to 40) of the 215 full-time employees maintain the parks throughout Nassau County.

So what is Mr. Magwood talking about when he says we have to do a better job of deploying and scheduling its workers?

In the *Herald* article Mr. Magwood said "we need to utilize our resources better." What resources is he talking about? There aren't any resources to use better. Supplies are low. Equipment is poor and there aren't enough workers.

The last thing I heard was that Mr. Magwood wanted to use "all" history museum crafters to scrape and paint buildings and pools to get them ready for openings.

Many of these crafters are elderly employees who

dress up in turn of the century costumes and do re-enactments of 18th Century farming at Old Bethpage Village Restoration. They certainly aren't suited to scrape and paint buildings.

There are some crafters whose "craft" is restoring historic buildings to their original status, but when they stop restoring these buildings (which are in need of restoration) won't the museums be in further disarray?

Just last year the Parks Department pledged to restore Old Bethpage Village Restoration. It was in terrible shape.

In the *Herald* article Mr. Magwood states "the residents will see a drastic change in the next month or so." It's the end of June already, summer is a third over, Halls Pond Park should be in good shape now, not in a month or two.

Lastly, Mr. Magwood states in the *Herald* article, that Parks will be reaching out to local schools and community groups to be part of a park adoption program.

Give me a break. The Parks Department has reached out to every civic group, school, volunteer and senior you can think of. Many of these groups have had it with Parks.

At the Legislature's Public Hearing in May 2004, a large group of volunteer groups spoke out and were critical of how the Parks Administration is going in circles and don't have any realistic solutions to maintaining our parks.

The Parks Department is in deep, deep trouble. Most of the Parks knowledge left the Parks system when the Gulotta administration left and Suozzi came in. There isn't enough money in the Parks budget to hire employees, supplies or material. The new administration has grandiose ideas to raise money by asking the rich to donate money, contract out our golf courses, give our museums away, break Civil Service rules and guidelines, try to entice private groups to come into Parks with sweetheart deals. They choose not to listen to the knowledge of the old parkies who stayed around. Parks deputies are constantly managing crisis after crisis by moving any employee — no matter what trade that employee has — to work on the crisis of the day. This might sound OK, but at Parks, everything is a crisis, so which one do you do first?

It seems like the new Park administration has no idea of how to routinely do maintenance. They should listen to the old timers, the few that are left. There are good reasons why you maintain certain items first. It seems like they are reinventing the wheel.

The solution is that the county executive has to put some money back into Parks. He has to stop hiring deputy commissioners (Parks has between six to 10 deputies and assistant deputies) and hire full-time workers to get the work done.

It's easy for a deputy to give an order to employees to stop working on the present crisis and move employees to the next crisis.

Maybe these deputies should take off their suits, put on some work clothes and clean up Halls Pond.

The Parks administration is talking about rebuilding parks with capital projects money. Dumping money into a parks system without proper maintenance is a waste of Nassau County residents' money. If you learned to change the oil on your car, you wouldn't have to replace the engine. Parks should learn to maintain the present parks system before they rebuild parks. Sprucing up parks for next year without sufficient maintenance seems like an election year ploy.

Nassau County needs to stop hiring deputy commissioners to say what's wrong with parks and hire full time laborers, equipment operators and maintenance workers who can get in there and maintain our parks!

Nassau County used to have a parks system that was in the top 10 across the U.S.A. Many Nassau County residents moved to Nassau County because of the life that parks were a big part of. A well maintained "event" driven parks system is a big part of the quality of life in Nassau County. Open space is sparse on Long Island. Each and every Nassau County resident should be wondering: Will there be a Nassau County Park System to hand down to my children, grandchildren and great grandchildren?

Nassau County residents should take a close look at what is happening to their parks and demand from the county executive, legislators and parks administration that money be put into the Parks budget so that their parks can be properly maintained and preserved for generation and generations.

Sincerely,
Tim Corr

October Classes Scheduled

Defensive Driving Course Returns This Fall

The Defensive Driving Course that saved CSEA members a significant amount of money on their automobile insurance over the years will begin again this fall. The six-hour course will be held in three-hour periods on Wednesday and Thursday, Oct. 13 & 14, from 6 to 9 p.m. each night and straight through on Saturday, Oct. 23, from 9 a.m. to 3:30 p.m. with a half-hour lunch break (bring your own lunch).




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



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

The cost of the course is \$25 per person for CSEA members and \$35 for non-members. Checks will be accepted up to three weeks before the course date and should be made payable to "CSEA Local 830." Cash will be accepted at any time. Payment should be returned along with the completed form below to: CSEA Nassau Local 830, 400 County Seat Drive, Mineola, NY 11501, Attn: Judy. (Please do not put cash in the Interdepartmental Mail.) For more information call 571-2919, Ext. 10. There will be no refunds and no rescheduling of classes once the application is received.



Event Set for Oct. 2
Tickets Now On Sale
For CSEA Annual Picnic

Tickets are now available for the CSEA Local 830 Annual Picnic and Information Fair, set for Saturday, Oct. 2, 2004. The Social Committee has once again held the ticket price for bargaining unit members to \$6. Family members and friends pay just \$10. The price is \$5 per person for children ages 6 to 12. Children 5 and under are admitted free.

This year's picnic will be held again at Eisenhower Park near Parking Field No. 5. It will run — rain or shine — from 11 a.m. to 6 p.m.

As always, the day promises to be a memorable one, with games for adults and children; dancing to the music of DJ Joey; information booths, and raffles, prizes and giveaways. Food will include hamburgers, hot dogs, corn on the cob, barbecued chicken, potato salad, watermelon, soda and punch.

Tickets may be purchased at the CSEA Local 830 Office, 400 County Seat Drive, Mineola, or through your unit president. Persons wishing additional information may call 571-2919 during regular business hours.

Call for Volunteers!

Special Raffle Drawing For CSEA Picnic Volunteers

CSEA members who volunteer this year to help out at the Annual Local 830 Picnic and Information Fair will be entered into a special free raffle drawing that could win them a valuable prize. Volunteers will also receive free admission to the event and a free breakfast on the day of the picnic.

According to Nassau CSEA President Jane D'Amico, the special drawing is CSEA's way of thanking the volunteers for helping to make the annual event a success.

"Each volunteer will receive a free raffle ticket for a drawing open only to volunteers," D'Amico said. "Although we don't know yet exactly what the prize will be, we do know that it will be a valuable and worthwhile item, such as a color TV or DVD player," D'Amico said.

The picnic is set for Saturday, Oct. 2, 2004. Volunteers will be asked to assist at such jobs as ticket takers and games and will be asked to help set up the site on the morning of the event.

This year's picnic will be held again at Eisenhower Park near Parking Field No. 5. It will run — rain or shine — from 11 a.m. to 6 p.m.

CSEA members wishing to volunteer can call the Local 830 office at 571-2919 and leave their names and phone numbers with the receptionist, Judy.

Return this coupon along with payment to: CSEA Nassau Local 830, 400 County Seat Drive, Mineola, NY 11501, Attn: Judy

NAME _____

WORK PHONE _____

HOME PHONE _____

DEPARTMENT _____

SESSION (CHECK ONE): OCT. 13 & 14 _____ OCT. 23 _____

CSEA MEMBERS ___ **# NON-MEMBERS** ___ **AMOUNT** _____

Veterans Corner

“Salute To Veterans” Set for Aug. 7 at Eisenhower Park

By Edward G. Aulman

Nassau County Veterans Service Agency

The **Drifters**, the classic group from the '50s, '60s and '70s will headline a Salute to Veterans at Eisenhower Park in East Meadow on Saturday Aug. 7. The concert follows a ceremony honoring Long Island's active duty, reserve and National Guard. Also honored will be five individuals receiving the County Executive's Service To Veterans Award. The ceremony starts at 6:45 p.m. and the free concert immediately follows. For information call 516-572-0200.

Improved benefit for Guard and Reserve Expected

According to a release from U.S. Sen. Hillary Rodham Clinton, the Senate is backing in a bipartisan fashion an amendment to this year's Defense Authorization bill giving the National Guard and Reserve veterans easier access to TRICARE. Many families of activated guard and reserve face losing employer-sponsored health insurance when the husband or wife is activated. Readers should keep an eye on this — some great proposals die in committee.

Veterans News Now on Television

Veterans News is now a weekly television program on Cablevision's Public Access Channel 20. Produced by the United Veterans Organization of Nassau County and hosted by Nassau County Director of Veterans Services Edward G. Aulman, the program covers items not reported in any other television news show. Two veteran leaders discuss their organization and issues that are important to their members. Taped monthly at Cablevision studios, the show is broadcast every Wednesday at 7 p.m.

Diabetes and Prostrate Cancer Claims Increasing

Service in Vietnam after Jan. 9, 1962, means a veteran was likely exposed to Agent Orange or other chemical herbicides. In the last several months there has been an increased number of veterans coming to the Veterans Service Agency in Plainview applying for compensation now that they have been diagnosed with prostrate cancer or type II diabetes. Frequently a common remark is "I did not know I was entitled to anything."

Eleven diseases are associated with service in Vietnam and the VA is ready to treat the condition and/or pay compensation. Other diseases are chronic lymphocytic leukemia, respiratory cancers of the lung, larynx, trachea and bronchus, Hodgkin's disease, non-Hodgkin's lymphoma, soft tissue sarcoma (other than osteosarcoma, chondrosarcoma, Kaposi's sarcoma, or mesothelioma),

multiple myeloma, chloracne, porphyria cutanea tarda and acute and subacute transient peripheral neuropathy. Veterans who have a diagnosis for any one of these diseases should call the Veterans Service Agency at 516-572-8452. For information about Agent Orange call 800-749-8387 or on the web at www.va.gov/agentorange.

Go Ahead, Get Married

Public Law 108-183 signed on Dec. 16, 2003, allows survivors of veterans receiving dependency and indemnity compensation (DIC) to remarry after the age of 57 without losing the \$967 monthly DIC payment. The law also allows those who did remarry before the age of 57 to reapply for the benefit. Dec. 16, 2004, is the deadline for reapplying. VA Form 21-686c must be completed. Call the Veterans Service Agency at 516-572-8452.

Forgotten Program

Veterans returning from Iraq are eligible for the GI Bill. Most contributed \$1,200 to the Montgomery GI Bill and can attend college with the government paying most of the expenses. Many veterans however will never take advantage of this benefit. Going to work, getting married or other distractions may postpone higher education. On-the-Job Training in an approved apprenticeship program can be substituted for the traditional use of the GI Bill. In such a program the veteran receives a monthly payment from the VA while he learns a business that will pay more later.

For information call John Scrimbolo at 212-564-8414.

Attorney General Wants to Assist Returning Veterans

Returning Iraq veterans who were called to active duty should expect to return to their civilian jobs without any problems if: they have a certificate of completion of service; make a timely application for re-employment (90 days); and are still qualified to perform the duties of their job. Any veteran experiencing any difficulty should contact Assistant Attorney General Devin Rice at 212-416-8700.

Walking to Save Babies

The "Working Together ... Walking Together" committee in formation has begun plans for the second annual walk to benefit the March of Dimes and the Neonatal Intensive Care Unit of the Nassau University Medical Center. This year's walk is scheduled for Saturday, Oct. 23 on the grounds of the NUMC, with a fund-raising goal of \$50,000. As in last year's event, the proceeds will be divided evenly between the March of Dimes, in support of its mission to reduce the rate of premature birth, and NUMC, which provides critical care to the community's tiniest patients, regardless of their families' ability to pay. Pictured are (L-R standing) Linda Walsh, Kathleen McKeever, Karen Deasy, Claire Paola, Dr. Harriet Boxer, (Chair of NUMC's Neonatal Unit), and Debra Benson. (L-R seated) Laura Praissman, Barbara Walsh, and event Chair Jackie Baggott. Missing from photo are Noreen Pickford, Shelley Lotenberg, Barbara DeGrace and Michael Ade, Director of Development for NUMC.



A Message From Long Island Region President Nick LaMorte



Greetings Brothers and Sisters,

What's hot, happening and 75 years old?

Jones Beach, of course!

It's a little hard to believe that this well-used jewel in the state park system was once a barren sandbar accessible almost exclusively by boat. Master Builder Robert Moses advanced this recreation destination for area families, along with the roads and bridges that feed into it. It really was quite a feat, and 75 years later we're still benefiting from Moses' vision.

Since 1947, generations of CSEA members have been stewards of this great state park facility.



Although we no longer wear the sailor suits Moses demanded, and we no longer follow patrons around with duster pans, our brothers and sisters in the State Parks and Recreation Local are still primarily responsible for maintaining this world-class facility in Nassau County.

We create the bunting that adorns the boardwalk. We clean the comfort stations. We paint, treat and refinish all the woodwork. We maintain and drive the vehicles that rake the sand of debris. Jones Beach may be all about having a good time, but it takes a lot of work to keep up with the ravages of time and the elements.

So the next time you go to Jones Beach, rent an umbrella, stroll down the boardwalk, or lounge in the clean white sand, remember that CSEA members helped to make your stay enjoyable.

See more Jones Beach photos and story on pages 10 and 11 of this month's edition of *The Work Force*.

Speaking of enjoyable, if you were one of the many members enjoying the entertainment, ethnic food, and getting the information about women's health, then you were also sampling the efforts of CSEA members.

The Region Human Rights and Women's Committees joined forces once again to pull off another flawless combined festival. I know you don't hear it often enough, but on behalf of our brothers and sisters, I would like to thank the hard working members of both committees, as well as the staff, for a job well done.

Yours in unionism,

Nick LaMorte, president
Long Island Region



CBTU Chapter Honored

Local 830 President Jane D'Amico holds Recognition Award presented to Long Island Chapter of the Coalition of Black Trade Unionists at CBTU's recent International Convention in Atlanta. Accepting the award was Chapter President Rudy Bruce, who also serves as a Local 830 vice president and president of the Nassau CSEA Public Works Department Unit.



CSEA Negotiates Change In Granting of CT

CSEA members who work for Nassau County will no longer have to use a quarter day of compensatory time (CT) when only 15 minutes is needed.

According to Local 830 President Jane D'Amico, CSEA has successfully negotiated positive changes with Nassau County regarding the manner in which requests for compensatory time are handled.

Effective immediately, CT will be granted in

15-minute allotments instead of quarter-day increments.

Although prior approval by a supervisor is required, such a request may not be unreasonably withheld.

"This is a nice victory for CSEA, one that will help our members avoid the unnecessary loss of their time and allow them to use entitlements in a more rational manner," D'Amico said.