

# The **WORK FORCE**



**Fighting  
swine flu  
on all  
fronts**

*Photo courtesy of Erie County Medical Center*

***CSEA members protecting the public***

*Pages 10 and 11*

## Photo of the Month



Photo by David Galarza

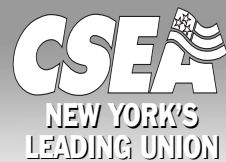
From left, Metropolitan Region Secretary Anita Booker, Bronx Psychiatric Center Local President Abraham Benjamin, CSEA statewide Secretary Denise Berkley, and Brooklyn DDSO Local President Adriane Hudson attend a demonstration outside Gov. David Paterson's New York City offices. The rally was in opposition to the governor's plan to lay off 8,700 state workers. (Story, Page 3)

### Help make your workplace safer

Learn more about the new workplace violence prevention rules and how you can make your public workplace safer by using CSEA's Workplace Violence Prevention Tool Kit at:

[http://www.csealocal1000.org/osh/workplace\\_violence\\_prevention.php](http://www.csealocal1000.org/osh/workplace_violence_prevention.php)

From the Office of President Danny Donohue



# ALERT



### CSEA President Danny Donohue to meet Capital Region members June 25

CSEA President Danny Donohue will visit the CSEA Capital Region on Thursday, June 25 to meet with members.

The meetings will be held at the Capital District Region office, 1 Lear Jet Lane, Suite 2, Latham.

Donohue will meet with union members from 1 to 7 p.m. Please call the Capital District Region office at (518) 785-4400 or 1-800-874-7344 for an appointment and directions.

Donohue will visit all six CSEA regions this year.

# Workplace violence prevention rules pass

ALBANY — After several years of fighting, lobbying and activism, the public worksite security regulation has been approved, with the aim of making public workplaces safer for workers.

The regulation does not apply to private sector employers or school districts. All other public employers must comply with the provisions of this rule. Affected employers will be afforded a short amount of time to come into compliance with the requirements.

CSEA has fought for more than a decade for such a provision to protect public employees.

"This rule will have a profound impact on the working lives of thousands of public employees and it will save lives," said CSEA President Danny Donohue.

Donohue warned that the state Department of Labor must be held accountable to uphold the new standards.

*"This rule will have a profound impact on the working lives of thousands of public employees and it will save lives."*

"We see dangerous staffing levels every day, supervisors circumventing established procedures and other policies outright ignored," Donohue said. "Just because an employer has a nice

looking program on paper does not necessarily mean it's being implemented."

The law requires public employers with more than 20 employees to assess potential workplace violence risks and take appropriate

measures to reduce those risks.

CSEA played a leading role in enacting New York's Public Employee Safety and Health Act in 1980. The union intensified its fight for safer work sites in 1992 after a disgruntled client murdered four CSEA members employed at the Schuylar County Department of Social Services at their workplace. CSEA's leadership and persistence led to New York's historic Worksite Security Act, which became law in 2006.

## Nassau Local demands changes

EAST MEADOW — Nassau County Local members recently called on county officials to either take back control of the Nassau Health Care Corp. from its public benefit corporation or create a special taxing district to generate a reliable revenue stream for that facility.

The public benefit corporation includes Nassau University Medical Center, A. Holly Patterson Extended Care Facility and several other ancillary medical clinics.

The hospital is the only public health care facility in Nassau County and is a safety net that provides comprehensive, high quality health care to residents regardless of ability to pay. "These facilities are vital to the health and wellness of the community and cannot survive as currently funded," said Nassau Local President Jerry Laricchiuta.

A \$34.2 million deficit has been

projected for the corporation in 2010, but there is some question about the accuracy of that figure and a degree of skepticism on the possibility of closing the hospital.

CSEA also believes the fiscal policies and excessive salaries of corporation administrators have made matters worse. The 2009-2010 health care corp. budget includes plans to restructure employee health insurance, radically alter contract provisions and cut at least 350 CSEA jobs.

The proposals have hampered efforts to begin negotiations for a new contract between CSEA and the health care corp.

"Perhaps some of these draconian measures would not be necessary if the administration had practiced the fiscal discipline appropriate to these difficult economic times," said CSEA Long Island Region President Nick LaMorte.

— Richard Impagliazzo

# CSEA fights Paterson's risky ploy

CSEA members across the state are standing strong against Gov. David Paterson's political ploy to lay off thousands of state workers.

Across the state, CSEA members have shown up and let him know that his politics are putting New Yorkers at risk.

"CSEA members need to keep the pressure up," said CSEA President Danny Donohue. "We deliver essential services that New Yorkers depend on every day and we will not allow these services to be compromised by politics."

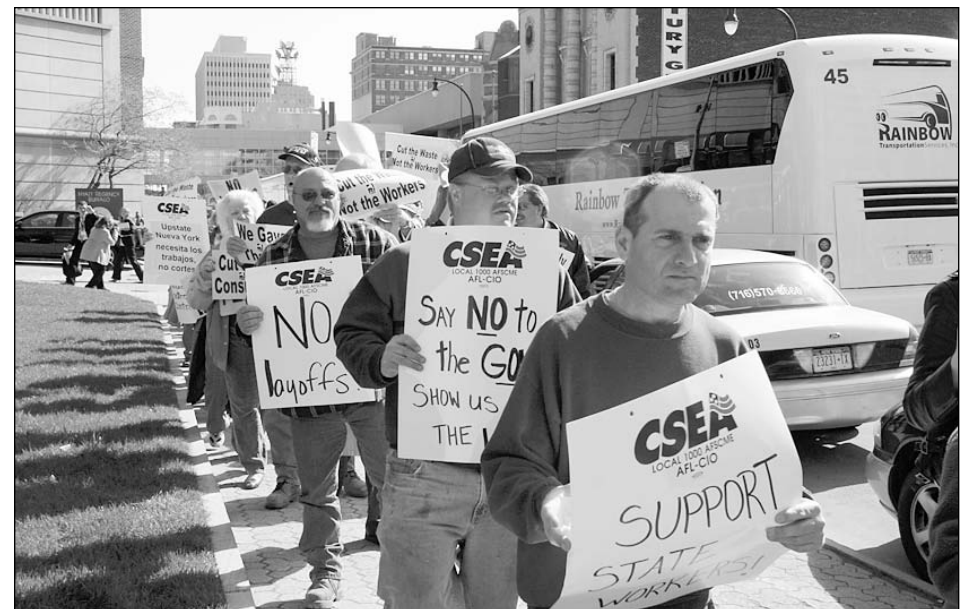
CSEA has been airing TV ads statewide challenging the layoff proposal and focusing on services at risk.

You can keep up with the latest news and join the fight by e-mailing the governor and state lawmakers from the CSEA website:

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



Above, CSEA members in the Metropolitan Region demonstrate outside Gov. David Paterson's Manhattan offices. Below left, Long Island Region President Nick LaMorte fires up the crowd at the New York State Office Building in Hauppauge as SUNY Stony Brook Local President Carlos Speight looks on. Below right, Leonard Cheff of Niagara state Department of Transportation Local leads the way for demonstrators in Buffalo. CSEA and PEF delivered the message to rush hour traffic that Paterson's state layoffs are not the answer.



# THE WORK FORCE

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## IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

### Fighting for what's right

These are anything but normal times. Keeping that in mind, CSEA is taking nothing for granted as we fight to maintain all that we've achieved over decades in terms of contract rights and benefits and other negotiated and legal protections. Jobs and services continue to be at risk with New York state, and every day we seem to have some new challenges in local government, school districts and other public and private work sites.

We need fair and responsible action from our elected officials and we need smart management that values people and services. There are no simple solutions but we can all do a lot better if we work together.

But make no mistake — CSEA will not back down from a fight for what's right if that's the way it has to be.

None of us want to see any taxpayer money wasted. But neither do we want to see public safety compromised, mental health and developmental disabilities services deteriorate, infrastructure maintenance ignored, and public health measures left undone. There are real benefits from that kind of work being done and real consequences if it's neglected.

There are of course, some narrow-minded people out there who are only interested in running down public services and the people who deliver them. Malcontents will always be around, bad-mouthing and dividing. But they do not represent the majority of New Yorkers. What I've been hearing from most people I encounter in these troubled times is encouragement to "keep fighting for us."

CSEA will do just that.

P.S. Rumors about all kinds of issues have been rampant in recent weeks. Don't believe everything you hear. Please log into [www.cealocal1000.org](http://www.cealocal1000.org) to get the latest, accurate information.

Since 1910

**CSEA**  
LOCAL GOVERNMENT  
&  
PRIVATE SECTOR  
New York State Laborers' Union

# Schenectady County lawmakers approve new nursing home

SCHENECTADY — Schenectady County legislators approved a plan May 8 to build a new

county nursing home and authorized the money to finance it.

The legislature passed

back-to-back resolutions authorizing the construction of a new 200-bed Glendale Home in Scotia and then to issue bonds for the \$50 million project.

The county will pick up about 15 percent of the total cost and bond the project over 30 years. The bulk of the money will

come from a state Department of Health pool to help pay for mandated closures, mergers or bed reductions at hospitals and nursing homes around the state, as ordered by the Berger Commission in late 2006. Much of the cost of the new home would be reimbursed by the state. In addition to replacing the aging structure and having the bulk paid by the state, Glendale will then be able to take advantage of higher Medicare and Medicaid reimbursement rates.

— Therese Assalian

**In addition to replacing the aging structure and having the bulk paid by the state, Glendale will then be able to take advantage of higher Medicare and Medicaid reimbursement rates.**



**Capital Region President Kathy Garrison, right, addresses Schenectady County legislators before a vote authorizing the bonding of a new county nursing home, as CSEA members and Glendale home residents look on.**

## CSEA fighting for quality care at Roswell Park

BUFFALO — CSEA is demanding the restoration of support staff positions at Roswell Park Cancer Institute in Buffalo after the hospital recently laid off nearly two dozen lab technicians, assistant power plant engineers, carpenters, maintenance helpers and electrical shop employees who are part of the Roswell Park Cancer Institute Local.

CSEA Health Research Local members employed at Roswell Park were not included in the cuts.

“Roswell Park is an important community asset, however laying off essential support staff jeopardizes the very care the institute provides,” said CSEA Western Region President Flo Tripi. “Without these workers, the facility will not be properly maintained and medical equipment will not be

properly cleaned and sanitized. Quality care and research will be negatively affected as a result.”

To fight the layoffs, members are blanketing the parking lots with signs in their windows and wearing stickers demanding restoration of the positions.

They have also launched a letter-writing campaign in support of their colleagues, and television advertising is set to begin. The commercials are critical of the hospital paying many administrators high salaries while showing essential support staff the door.

Management cited funding as the reason for the cuts, yet the hospital is set to receive millions in stimulus funding.

— Lynn Miller

## Genesee County Unit launches contract campaign

BATAVIA — CSEA Genesee County Unit members are launching an intensive contract campaign following failed mediation with management.

Workers have been without a contract since the end of 2008, when their last agreement expired.

Unit members recently defeated a tentative agreement developed through mediation. Workers rejected miniscule and non-existent wage increases and a second tier wage scale proposed by the county.

County officials told workers the wage increases in the rejected pact were the county's best and last offer, but the day after, the county settled a contract with a non-CSEA bargaining unit that contained

substantial raises and no second tier.

CSEA has asked to return to mediation with the county, but the county is pressing for fact-finding. The union would prefer to resolve the issue harmoniously, but the county's actions have made action by the union eminent and necessary.

This is the second consecutive round of negotiations in which the unit has gone to impasse. The last contract went through fact-finding before the two sides worked out a deal. Last time, health insurance contributions were the major sticking point.

— Lynn Miller

# Hard fight against contracting out in Port Jervis

PORT JERVIS — Despite a valiant fight by members of the Port Jervis School District Unit, district residents voted to approve a 2009-10 school budget that includes contracting out district transportation.

Members recently rallied the community, collecting more than 700 signatures on a petition demanding a separate referendum on transportation, but members of the Board of Education ignored the petition, opting instead to lump the outsourcing of the bus garage in with

the regular budget. The move will affect about 100 CSEA members working as bus drivers, monitors and mechanics. The district plans to have busing fully outsourced by 2010.

“By refusing to consider a permissive referendum on transportation, the Board of Education took away our right as taxpayers to have a say in this matter,” said Unit President Betty Lou Kranz. “The CSEA support staff in the Port Jervis schools are the workers who actually live here in the community. The school board supported the wishes of the administration by

**“The Board of Education took away our right as taxpayers to have a say in this matter.”**



**Port Jervis School District's CSEA members rally against a contracting out proposal for the district's transportation services.**

going through with contracting out. When they start to experience some of the problems that come with contracting out public services, they are going to come to regret their decision.”

“By outsourcing district transportation at a time when Port Jervis just recently lost a major private sector employer, the district is hurting the

community. A private company motivated by profit is never going to offer the good jobs this community needs,” said Southern Region President Billy Riccaldo.

CSEA also represents district clerical, maintenance, food service and custodial staff in the Port Jervis schools.

— Jessica Ladlee

## Want to help save a life?

Are you a Red Cross Certified instructor for First Aid/CPR/AED training?



**American Red Cross**

Would you be interested in becoming one and helping CSEA train other members in these lifesaving skills? *Together, we can save a life*

If so, CSEA would like to hear from you. Call CSEA at 1-800-342-4146 ext. 1271 with your contact information or e-mail it to: [Lifesavers@cseainc.org](mailto:Lifesavers@cseainc.org).

**The Life you save may be your own!**

## Public sector organizing: opportunities in CSEA's traditional membership base

With three out of four public-sector workers in New York organized into unions, our state boasts the highest public sector union density of any state in the nation. Yet, that still leaves thousands of full- and part-time workers without the protection and strength of a union.

Among our next projects to strengthen our union is one that focuses on our unfinished business in the public sector. This work requires both significant research and painstaking follow-up. For this project, we will team organizers with interested leaders and activists to identify and organize non-union public sector positions, unit by unit, local by local.

Last fall, we submitted Freedom of Information requests to local governments across the state on titles

and union status. Over half of the municipalities have responded.

We are compiling the information received, and pursuing the rest. School districts and non-union state authorities are next on the list.

We will be working with CSEA local, unit and region leaders to organize unorganized workers, where necessary, and accrete or add positions into existing contracts, where possible. In the upcoming weeks and months, we may be calling on you to help us organize the worker one desk over.

If you have any leads at your work site or are interested in assisting with this project, please contact the Organizing Department at (800) 342-4146, ext. 1401.

# CSEA secures full benefits for Hempstead part-time workers

**"It's always been our position that regardless of how these people (were) classified by Hempstead, that they were, for all intents and purposes, full-timers entitled to full contractual benefits."**

HEMPSTEAD — Hempstead Local officers have been working hard to resolve the problem of employees working full-time hours without receiving the salary and benefits guaranteed to full-time employees by their contract.

"It's always been our position that regardless of how these people (were) classified by Hempstead, that they were, for all intents and purposes, full-timers entitled to full

contractual benefits," said Hempstead Local President Charlie Sellitto. "And, after eight years of protracted litigation, this issue has been resolved through a settlement with the town."

The agreement provides for a transfer of employees from seasonal or part-time status to full-time standing with full benefits.

The two parties agreed to a three-year "look-back period," allowing those who worked more than 1,600 non-overtime hours in 2006, 2007 or 2008 to be placed in a hiring pool.

Once in the pool, the employee is guaranteed to get a full-time position if they remain employed with the town. A fair hiring list will be established based on documented evidence and employees will be offered a full-time job based on their



**Hempstead Local President Charlie Sellitto addresses members at a recent event.**

position on that list.

Sellitto acknowledged the contributions of recently deceased former Hempstead Local President Bill Flanagan, who was instrumental in securing this agreement.

"Bill took this issue seriously from day one and was committed to getting the matter resolved, knowing that

it would take a considerable amount of time and effort," said Sellitto. "He led our team as we spent countless hours attaining the full-time positions many of our members rightfully deserve."

— Richard Impagliazzo

## From our history ...

In 1946, the Association of State Civil Service Employees changed its name to the Civil Service Employees Association, Inc. and changed the constitution to open membership to all public employees throughout New York.

Westchester County employees joined first and it was just the start of an extraordinary growth that continues to this day.

Keep reading *The Work Force* for much more of CSEA's history as we approach our 100th anniversary!



If you're not planning to quit smoking, what are you planning? [www.cancer.org](http://www.cancer.org)

You promised to walk her down the aisle.  
 Plan to be there for her.

For help quitting smoking, call 1-866-NY-QUITS.  
 New York State Department of Health (1-866-697-8487)

American Cancer Society  
 DOH  
 Since 1910  
**CSEA**  
 New York's LEADING Union

# CSEA remembers fallen workers

**C**SEA members across the state marked Workers Memorial Day April 28 with ceremonies and other observances to honor workers who have died or been severely injured on the job.



Steven Myers, vice president of CSEA Department of Transportation Region 4 Local, offers opening remarks during a Workers Memorial ceremony April 28 at the Pittsford shop. Behind him is a poster created in memory of Kevin Forsyth, 46, a DOT worker from Niagara County who died last year after being struck by a vehicle in a work zone.



Above, Southern Region President Billy Riccaldo joins state Department of Transportation Regional Director Joan Dupont in a memorial garden outside the DOT Region 8 headquarters in Poughkeepsie. DOT workers maintain the garden, which is dedicated to co-workers who died on the job.

*Fight for the Living!*  
 MOURN FOR THE DEAD.

Below, Department of Transportation workers gather for a Workers Memorial Day ceremony at the Pittsford shop near Rochester.



Right, CSEA Western Region President Flo Tripi and Western New York DDSO Local President Dawn Smith reflect at a memorial monument for deceased member Steven Guzzo near the local office during the local's May 12 ceremony.

**“What is a better statistic is that our folks are not being injured.”**

## Zero lift, zero injuries

BATAVIA — A pilot program at the Batavia Veterans Home is demonstrating how successful patient lifting devices can be in nursing homes.

When CSEA's statewide Occupational Safety and Health Committee recently visited the facility, there were no employees out on

workers' compensation. This is rare in the health care industry due to the tough physical demands placed on health care workers when moving patients who are unable to move on their own. The veterans home also has no mandatory overtime.

The entire nursing home

is outfitted with mechanical lifting devices that protect workers and patients from the strains of lifting and moving. The devices' cost is offset by the enormous savings in workers' compensation insurance claims.

“The low injury rate is an amazing statistic, but what

is a better statistic is that our folks are not being injured,” said Western Region President Flo Tripi, noting that Batavia Veterans Home activist Paul Blujus deserves much of the credit for convincing the facility to buy the equipment.



# Early Learning and Care Campaign: VOICE and CCPT



Andrea Adrian, a family child care provider in Schenectady County and member of VOICE/CSEA, teaches the children in her care during their morning art program, in this 2008 file photo.

ALBANY — In April, the CSEA Board of Directors adopted the Early Learning and Care program's plan to integrate CSEA's nearly 25,000 newly organized family child care providers into the union.

Among other actions, the board chartered Local 100 A for about 7,500 licensed and registered family providers (VOICE — the VOICE of Organized Independent Childcare Educators) and Local 100 B for 17,000 license-exempt providers (CCPT Child Care Providers Together).

The home-based child care providers organized to join CSEA in 2007 and 2008 and are working to negotiate a first contract with the state Office of Children and Family Services.

While progress has been made on non-economic issues, CSEA is still trying to reach a settlement on economic improvements.



In this 2008 file photo, VOICE/CSEA member Damaris Samolinski guides a young girl down the slide at her group family child care in Suffolk County.

Upon completion of a tentative first contract, VOICE/CCPT leaders and activists, and CSEA organizers will be running a membership and contract ratification

campaign all across the state.

We will need a massive effort to get these two groups off to the best start possible. Any volunteer member organizers

interested in helping on this campaign are encouraged to contact the CSEA Organizing Department at (800) 342-4146, ext. 1401.

— Jill Asencio

**Any volunteer member organizers interested in helping on the VOICE/CCPT campaign are encouraged to contact the CSEA Organizing Department at (800) 342-4146, ext. 1401.**

## CSEA slams Kingston mayor for anti-union activity

KINGSTON — CSEA is pursuing legal action against city Mayor James Sottile after he interfered with union activities and targeted a CSEA activist for layoff in response to that activity.

An improper practice charge alleging union interference was already in

the works after Sottile made several inquiries to CSEA about the union's internal practices. That charge has now been amended to reflect Sottile's layoff of CSEA member Jeanne Edwards, a unit shop steward and chair of the unit election committee. Edwards was

informed via a letter that her code enforcement job has been eliminated.

"As the sole code enforcement officer employed by the City of Kingston, Jeanne Edwards brings in significant revenue," said Southern Region President Billy Riccaldo. "In light of recent

interactions CSEA has had with Mayor Sottile, there is no other explanation for this layoff other than retaliation for Edwards' union activity."

In the improper practice charge, CSEA is looking for Edwards to be reinstated.

— Jessica Ladlee

# Fighting the flu with more than chicken soup

## Health workers testing for flu bugs

BUFFALO — The Erie County Health Department is working hard to avert the swine flu in Western New York by testing about a half-dozen samples daily from across the 17-county region.

The lab can easily test 50 samples daily. About 2,000 samples have been tested since swine flu was first detected.

In addition to testing, CSEA members in the Health Department are conducting daily briefings with school districts throughout the county. They are looking at absentee rates and the number of students being sent home from school daily. They are looking for “blips” that may indicate a problem, said Tracy Fricano Chalmers, the regional coordinator for public health emergency preparedness.

“The virus is in the community and we know that,” she said. “We are testing for surveillance purposes so we have a better understanding of

how the disease is acting.” The surveillance will help the department fine-tune pandemic influenza emergency preparedness plans already in place in the community and in the schools.

Closures are a last resort because they affect the school, parents’ workplaces, daycare centers and the community, Fricano Chalmers said.

So far, school closures in Western New York have not been recommended.

— Lynn Miller

**Right, Tracy Fricano Chalmers, regional coordinator for public health emergency preparedness, tests samples for swine flu at the Erie County Health Department. Samples come to the testing center from a 17-county region.**



**“I work in waste-stream management. Stocking supplies in the lab and making sure lab materials are decontaminated and sanitized. For a few weeks there the lab was very busy. We do an annual pandemic preparedness drill. Going through the drill helped tremendously when this hit.”**

—Steven Watkins, lab worker, Wadsworth Lab, Griffin lab location

## Informing, educating and coordinating prevention

BALLSTON SPA — When news of the swine flu outbreak hit, phones were ringing off the hook at county public health offices across the state. Calls in Saratoga County were fielded by CSEA member Gayle Zimmerman.

“On typical days, I might get five or six calls of this type,” said Zimmerman, a registered nurse and communicable disease coordinator at the Saratoga County Public Health Department. “At the height of things, I was getting anywhere

from 30 to 60 calls a day.”

Callers included anxious residents, doctors’ offices, school personnel, business owners and

the media. “There was a sense of panic,” she said. “I spent a lot of time trying to calm people down.”

Zimmerman said the department worked closely with doctors’ offices inquiring about symptoms and testing. “We were blast-faxing doctors’ offices with updates and discussing particular cases to determine if testing was warranted,” she said. “There was a lot of back and forth between us, the state and the doctors’ offices.”

She also gave practical advice on disease prevention methods, such as washing hands frequently and coughing into one’s sleeves.

“We try to help people put things into perspective,” she said. “Really common sense things — the advice never changes.”

— Therese Assalian

## Keeping kids safe from the flu in schools

DEER PARK — Custodians and maintenance workers were critical to helping the Deer Park School District provide a safe environment for teachers and students after threat of the swine flu led to the district closing all six schools.

The decision came after four students at JFK Intermediate School were affected by the flu. Every floor, bathroom, window, desk and bus was cleaned and disinfected.

### Getting the job done

“Our guys jumped right in and did what was necessary when the health of community residents was at risk,” said Deer Park School District Unit President Joe Owens.

CSEA members at Deer Park High School, Robert Frost Middle School, JFK Intermediate School and three other elementary



**From left, Andrew Vitucci, Joe Abate, John Andria, Larry Tronolone, Ricky Mongelli, Joe Leon, Dennis Melaniff and Mike Sheehan, Jr. at Robert Frost Middle School. The union members and those at other schools in the Deer Park School District helped get the school ready after it was closed due to swine flu.**

schools worked diligently during the week the schools were closed to make sure more than 4,400 students could get back to their

studies as soon as possible without worrying about contracting the flu.

— Rich Impagliazzo

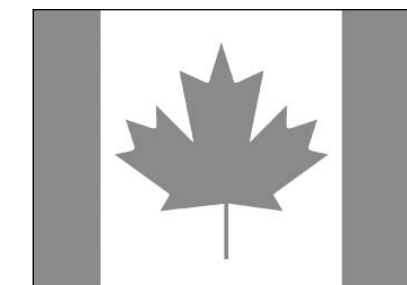
## Oh Canada, am I sick with swine flu?

New York residents calling a state Department of Health hotline to ask questions about swine flu received their answers via a private contractor in Canada.

The state Department of Health paid \$46,000 to a company called Telelink, in St. John’s Newfoundland, to act as a call center for swine flu inquiries. The calls were answered by the private

contractor’s employees, rather than by state Department of Health workers.

Telelink calls were also taken in Hauppauge, on Long Island, and in Ohio and Ontario. The situation is one more



incident of where state officials chose to spend money on a contractor rather than use the state work force to do the job.

Media reports also indicate the contractor responses to inquiries were mediocre, at best.

## 2009 CSEA ELECTIONS Info

### *Public Sector Local, Unit elections scheduled for 2009*

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

The term of office for all current public sector local officers, delegates and unit officers expires June 30, 2009. Public sector officers and delegates will be elected to four-year terms. Balloting for local officers, delegates and unit officers will be conducted between May 15 and June 15, 2009.

Each local and unit executive board must select its own election committee and committee chairperson, or election meeting chair if applicable. The local and/or unit election committee is primarily responsible for conducting the election.

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

Members may run as individual candidates if they wish.

#### **Attention: Public Sector Local, Unit Presidents** ***Did you send the Election Committee Data Form to CSEA Headquarters?***

In early January, registered election committee chairs and election meeting chairs began receiving their election package to help them carry out their election duties.

You must submit your election committee data form before an election packet will be mailed to your election committee chairperson or election meeting chair.

CSEA Headquarters cannot send material and information to any appointed election committee or meeting chair without first receiving the completed election committee data form from the local or unit president.

Inquiries concerning election materials may be directed to the CSEA Central Files Department at 1-800-342-4146, ext. 1261.

## **Locals and Units with 150 or Fewer Members**

#### **Holding an Election at a Special Membership Meeting**

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

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

#### **Application for Office**

Special election rules are available to CSEA locals and units of 150 or fewer members.

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

In locals or units with 150 or fewer members, any member who submits the application and meets election requirements under the appropriate local or unit constitution will be placed on the ballot.

# CSEA

## ***Important information about slate petitioning and slate voting***

#### **Local Elections**

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

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

#### **Unit Elections**

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

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

#### **Candidates should know the following:**

- A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.
  - Candidates who run as a slate must complete a Slate Eligibility and Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.
  - Candidates who withdraw from a slate must complete a Slate Withdrawal Form and return the form to their election committee.
- More detailed information about election slates will be available from local and unit election committees.

## **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 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.

Since 1910



# Partnership leads to opportunity

NEW PALTZ — In her May 17 valedictory speech at SUNY New Paltz, CSEA member Joy Simmerman urged her fellow graduates to take advantage of life's unexpected opportunities.

Simmerman, an administrative aide working for the SUNY New Paltz Office of the Provost, was speaking from experience. She entered the work force straight out of high school; college wasn't in the cards.

After working in the private sector, Simmerman eventually wound up at New Paltz in her

current position, where she handles budgetary matters and faculty research funding.

That's when she began to reconsider college.

## A new opportunity

"It wasn't until I came to SUNY New Paltz that I saw the opportunities available to college graduates," said Simmerman.

"After learning about the tuition benefit available through the [NYS & CSEA] Partnership, I realized I'd be crazy not to take advantage."

After completing some courses at a local community college, Simmerman transferred into the undergraduate accounting program at New Paltz. Balancing a busy full-time job with the rigors of college wasn't easy, she said, but the hard work paid off.

## Hard work yields rewards

Simmerman's 4.0 grade point average earned her the title of co-valedictorian and the honor of speaking to her fellow graduates.

"In my speech, I said that even in times of uncertainty, like we're experiencing now, don't be afraid to try different things," said Simmerman. "For me, uncertainty made me move outside my comfort zone. This isn't where I expected I'd be."

Simmerman, who said her New Paltz co-workers were "wonderfully supportive" of her academic pursuits, said her accounting



Joy Simmerman, here on the job as an administrative aide at SUNY New Paltz, recently graduated from college because of tuition assistance benefits available through the Partnership.

degree will not only help in her current job, but may also open the door to career advancement. Earning the degree qualified Simmerman to take the state Professional Careers Test.

Noting that the lack of financial resources keeps many people from attending college, Simmerman said the tuition assistance offered through the Partnership is a great benefit for CSEA members.

"It was absolutely essential in my ability to go to college," she said.

— Jessica Ladlee

To learn more about benefits available through the NYS & CSEA Partnership, visit the Partnership's website at [www.nyscseapartnership.org](http://www.nyscseapartnership.org).

**"After learning about the tuition benefit available through the [NYS & CSEA] Partnership, I realized I'd be crazy not to take advantage."**

United States  
Census  
2010

## In the Neighborhood



U.S. Census workers are visiting your area to identify the addresses of all housing units for the 2010 Census.

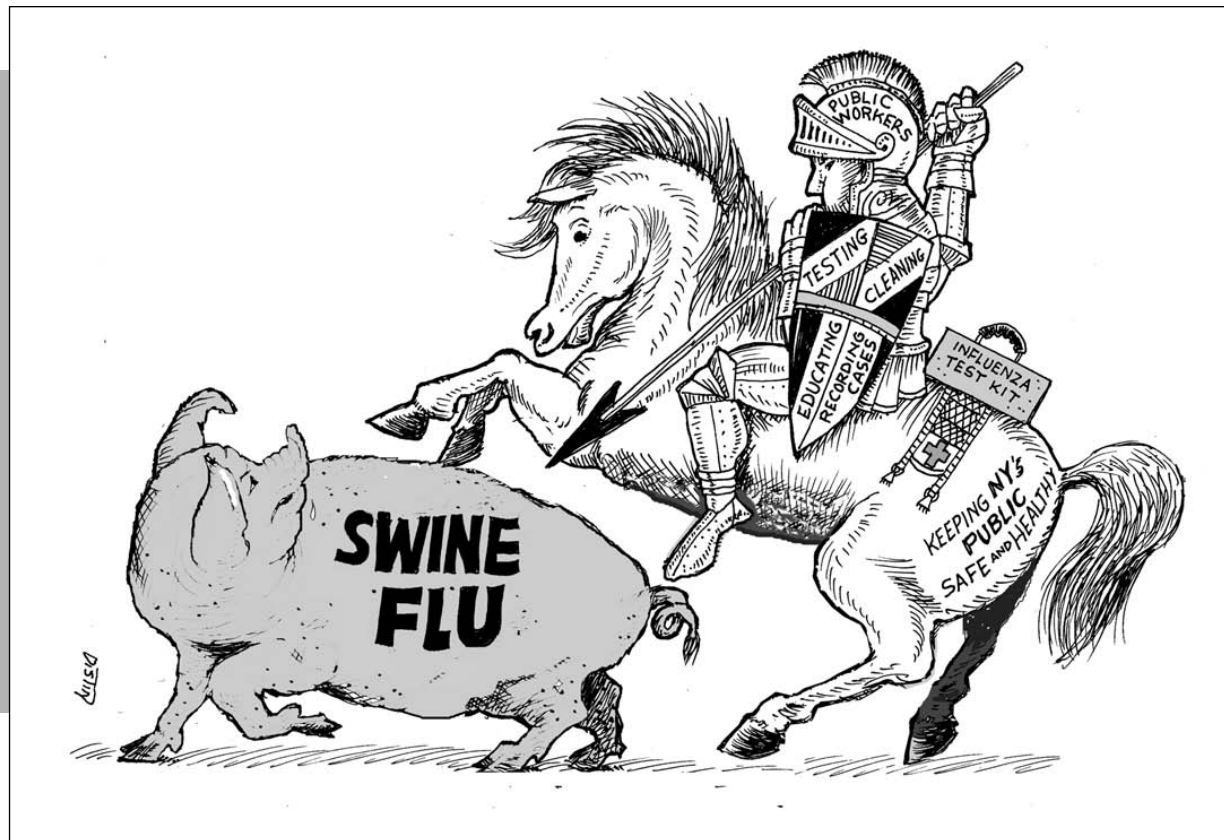
Safe. Easy. Important.



U.S. Census Bureau  
Boston Regional Census Center  
One Beacon Street, 7th Floor  
Boston, MA 02108  
Phone: (617) 223-3610  
E-mail: Boston.PDSP@census.gov  
This Notice Expires 6/30/09

IT'S IN OUR HANDS





## 1954 Payroll deduction boosts access to health insurance

55 years ago ...

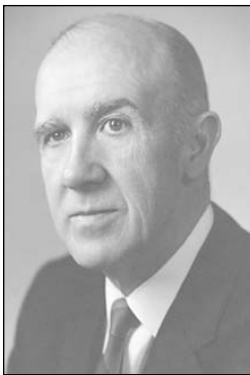
In the years before CSEA and other public employee unions in New York won the legal right to collectively bargain, one of the most attractive benefits for association members was access to high-quality health insurance plans and other benefits at competitive rates.

In addition to the association's own voluntary, supplemental insurance program, state employees had gained access to hospital insurance in the 1930s.

CSEA President John F. Powers, who served from 1953 to 1959, helped significantly improve members' access to health insurance during his tenure.

In 1954, Powers helped secure payroll deduction on Blue Cross/Blue Shield health insurance premiums for 50,000 state employees, making it easier and more convenient for members to access health insurance. The association had fought for approval of the deduction for years.

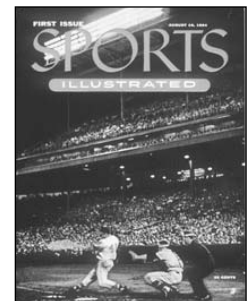
This opened the door to further improvements in members' access to health insurance. In 1956, CSEA members' access to quality health insurance improved more when Powers won a state health insurance plan for all state workers. The plan was extended to local government workers two years later.



Powers

Also in 1954 ...

- The U.S. Senate votes to condemn Sen. Joseph McCarthy for "conduct that tends to bring the Senates into dishonor and disrepute."
- The U.S. Supreme Court bans racial segregation in public schools through its *Brown v. Board of Education* ruling.
- President Dwight Eisenhower warns against U.S. intervention in Vietnam.
- Memphis, Tenn. radio station WHBQ becomes the first station to play an Elvis Presley record.



The first *Sports Illustrated* issue



*On the Waterfront* movie poster

- The first issue of *Sports Illustrated* is published.
- The New York Giants (now San Francisco Giants) defeat the Cleveland Indians in the World Series, which is broadcast in color for the first time.
- *On the Waterfront* is released.
- The first children receive Dr. Jonas Salk's polio vaccine.

# Keeping CSEA in the LEAD

**“I am extremely optimistic and confident that our union will be in good hands.”**



**Farmworkers fight for their rights at a recent rally at the state Capitol.**

**To learn more and help get legislation for farmworkers passed, visit [www.justiceforfarmworkers.org](http://www.justiceforfarmworkers.org).**

ALBANY — CSEA has been a leading force in the labor movement for nearly a century, and our history is rich with achievement unmatched by any other union.

As we begin our next 100 years, the union is recruiting and developing the next generation of leaders to carry our momentum forward and guarantee our future success.

CSEA recently graduated its third LEAD (Leadership Education and Development) class. The LEAD program is designed to help equip CSEA members and activists who have the desire and determination, with the tools they need to become effective leaders.

The 31 new graduates join 64 other activists who have completed the intensive, yearlong program,



**Graduates of CSEA's third LEAD class pose for a class photo at their recent graduation ceremony.**

gaining the knowledge and skills necessary to prepare for the future challenges our union will face. The hands-on program begins with a history of the labor movement. Participants also take classes in public speaking, conflict management, honoring diversity, legal and governance issues, economics and strategic

campaigns.

“We are proud to now have nearly 100 graduates of the LEAD program since it began in 2004,” said CSEA President Danny Donohue, “They have each put a lot of hard work and long hours into the program and demonstrated a real commitment to building a stronger, more powerful CSEA.

“Seeing the energy and enthusiasm of these new leaders I am extremely optimistic and confident that our union will be in good hands,” said CSEA Executive Vice President Mary Sullivan, who was instrumental in the program’s development and success.

— Ed Molitor

## Help New York's farmworkers win justice

ALBANY — CSEA joined the Justice for Farmworkers campaign recently, taking part in a rally to support farm workers in their fight for the same rights enjoyed on the job by non-agricultural workers.

The state Capitol rally was led by the Rural and Migrant Ministry.

New York's farmworkers continue to suffer from denial of basic worker rights such as a weekly day of rest, overtime pay, disability insurance, equal employment insurance coverage and protection

when bargaining collectively.

CSEA is urging lawmakers to pass legislation before the state Senate and Assembly to change this worker inequality in New York.

The Farmworkers Fair Labor Practices Act (A.1867/S.2247) has been introduced in the Assembly by Assemblywoman Cathy Nolan. State Sens. George Onorato and Neil Breslin are co-prime sponsors of the bill in the Senate.

To learn more and help get the legislation passed,



**Kerry Kennedy, human rights lawyer and activist, and daughter of former U.S. Sen. Robert F. Kennedy, speaks at the Justice for Farmworkers rally in Albany.**

visit the Justice for Farmworkers website at

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

# Alternative Prescription Drug Plan

For Local Government & Private Sector Units

The Strategic Benefit

Trust has the ability to offer an alternative prescription drug program

which can provide savings opportunities through discount pricing on brand name maintenance medications. This can save both the employer and employee money. The program provides ZERO COPAY for employees in addition to reducing overall health care costs for employers.

## Requirements for Implementation

- The current prescription drug benefit must be self insured.
- The employer group must have at least 200 employees.

## Program Highlights

- Employees will have zero copays.
- Brand Name maintenance medications only.
- Customized plan website.
- All patients are personally contacted to ensure timely refills.
- Customized enrollment forms and materials for distribution.
- Drug utilization reviews done with every order.
- Uniform safety standards & accredited dispensing procedures.
- Rx's are dispensed from government-licensed international pharmacies.

## Successful Plans

Several CSEA units have successfully implemented an alternative prescription drug program into their health insurance package. A listing of current CSEA units with an alternative prescription drug program can be requested from the Strategic Benefit Trust.

*Contact your local president to ask about negotiating the Strategic Benefit Trust into your next contract.*



## What's In It For You?

### The Deal with Dentists

The CSEA Employee Benefit Fund receives many calls regarding requests for referrals for dentists and complaints about services provided by a dentist. The following information may help you in making the important decision of choosing a dentist and receiving the quality dental care you deserve.

For liability purposes, the Benefit Fund cannot refer members to a specific dentist, either participating or non-participating. The participating provider listing contains the names of licensed dentists who have agreed to accept the EBF dental plan allowances as payment in full for covered services. The best way to find a dentist is to ask a co-worker, neighbor, friend or relative about their dental experiences and if they would recommend their dentist to you.

#### License is important

A dentist must be licensed by the state Board of Regents to provide services in New York state. Many times members ask if there is a difference between DMD or DDS degrees. DMD stands for doctor of dental medicine and DDS stands for doctor of dental surgery. They are equivalent as far as training is concerned. Both are doctoral degrees and the degree received is dependent on the dental school attended. New York licensed dentists have completed a four-year program in dentistry following a minimum of two years of college. New York dentists must pass a state approved examination and are required to take continuing education courses regularly.

Dental hygienists must also be

licensed by New York state to provide services. RDH stands for registered dental hygienist, which means that individual has earned an associate's or bachelor's degree from an accredited dental hygiene program, and has taken the required continuing education courses.

Dental professionals must reregister every three years to practice in New York state. All dentists, dental hygienist and certified dental assistants must display a current state registration certificate in the dental facility where he or she is employed.

Dentists who are considered specialists have additional education in the field that they practice. Some specialists you may encounter are:

**Endodontists:** who perform procedures such as root canals.

**Oral and maxillofacial surgeons:** diagnose and treat injuries and defects of the head, neck, face and jaws and perform difficult examinations.

**Orthodontists:** treat problems relating to misaligned teeth.

**Pediatric dentists:** specialize in treating children and adolescents.

**Periodontists:** diagnose and treat diseases of the gums and bones surrounding the teeth.

**Prosthodontists:** replace missing teeth with fixed or removable substitutes such as dentures, bridges and crowns. Because of the additional schooling and training required to become a specialist, the Employee Benefit Fund allows certain specialists to charge over and above fee allowances. These doctors are noted in our directory with a double asterisks after their names.



An Ever Better Future

# Summary of April 2009 CSEA Board of Directors meeting



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

## Berkley

ALBANY — CSEA's statewide board of

directors met April 16. In official business, the board:

- \*Adopted a structure to integrate childcare providers into the union by establishing Local 100 A / Voice of Organized Independent Childcare Educators (VOICE) for registered licensed providers and Local 100 B / Child Care Providers Together (CCPT) for license exempt providers;

- \*Amended the Private Sector Constitution (Article IV, Section 2(a) and 2b; Article VI, Section 1(a) and 1b; Article VII, Section 5(a) and 5b; Article VIII, Section 4(a) and 4b; Article IX, Section 6(a) and 6b; Article XIII, Section 1(c); Article XIV, Section 2(a) and 2b) to accommodate these structural changes;

- \*Established a staffing structure that includes a variety of positions (Director of Early Learning and Care Programs, M/C Grade 8; Early Learning and Care Representative, FSA Grade 15/18/20; Early Learning and Care Support Specialist, UUE-NY Grade 15/16) to represent, negotiate and bargain for childcare providers;

- \*Renamed the transitional local as Local 100 Z;

- \*Approved contracts on behalf of Local 414 for upcoming events on Sept. 11 and Dec. 12;

- \*Approved office space leases for various locals including Local 010 (10 Court St., 23<sup>rd</sup> floor, Suite 2300, Brooklyn), Local 807 (Chautauqua Municipal Building, 2 Academy St., Room 121, Suite B, Mayville) and Local 812 (3 Courthouse Park, Cortland);

- \*Retained Pricewaterhouse Cooper to audit the 2009 fiscal year;

- \*Created in-house position of Member Relations Associate, UUE-NY Grade 10/11/12;

- \*Increased the 2009 Member Benefits Department budget to cover cost of printing the *Member Benefits Guide* and

decreased the 2009 Organizing Department budget by an equal amount to offset the expenditure;

- \*Approved renovations to the second floor of CSEA Headquarters;

- \*Designated the Sheraton New York Hotel in Manhattan as the site of the 2011 Annual Delegates Meeting, Oct. 2 to 7;

- \*Appointed Al Luppo, Manny Mangual and Andre Sigmone to the Long Island Region Political Action Committee;

- \*Designated Nilda Hilerio to the Metropolitan Region Political Action Committee;

- \*Appointed Jane Meunier-Gorman to the Southern Region Political Action Committee;

- \*Designated Joseph Cosentino to the Central Region Political Action Committee; and

- \*Placed into administratorship Olympic Regional Development Authority Local 059, Taconic Correctional Local 176, Guild for Exceptional Children, Local 766, Salamanca Police Department, Unit 6204-00/Local 805, Schenectady County Local 847, Schenectady County Highway Department, Unit 8500-00/Local 847, Schenectady County Nurses, Unit 8500-01/Local 847, Schenectady County DSS, Unit 8500-02/Local 847, Schenectady County Office Building, Unit 8500-03/Local 847, Glendale Home, Unit 8500-04/Local 847, Schenectady Public Library, Unit 8500-05/Local 847, Schenectady County SJTA, Unit 8500-06/Local 847, Schenectady County Community College, Unit 8508-00/Local 847, Schenectady City SD Custodial, Unit 8509-00/Local 847, Town of Brookhaven Safety Officers, Unit 8752-04/Local 852, Bronxville Public Library, Unit 8216-00/Local 860, Port Washington UFSD Security Aides, Unit 7567-01/Local 865, Hicksville UFSD, Unit 7587-00/Local 865, Massapequa Free SD Custodial, Unit 7589-01/Local 865, Valley Stream UFSD #13, Unit 7607-00/Local 865, Valley Stream UFSD #30, Unit 7608-00/Local 865, William Floyd Security Guards, Unit 8766-04/Local 870, Village of East Hills, Unit 7647-00/Local 882 and Village of Old Westbury, Unit 7642-00/Local 882.

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

## Health Benefits

### Important Information About Your Family NYSHIP Health Insurance Coverage

#### Dependent Eligibility Verification Project Special Amnesty Period; April 14 - June 12, 2009

#### For Empire Plan and NYSHIP HMO Enrollees with Family Coverage

*Your only chance to remove ineligible dependents without penalty*

BUDCO Health Service Solutions, the Dependent Eligibility Verification Project administrator sent enrollees an information packet in early April describing the Special Amnesty Period. If you currently have a dependent covered under your policy that does not meet the NYSHIP eligibility criteria, make sure that you request to remove the ineligible dependent during the Amnesty Period. Requests MUST be received by June 12, 2009.

**For more information about the verification project, go to: [www.cs.state.ny.us/nyshipeligibilityproject/index.cfm](http://www.cs.state.ny.us/nyshipeligibilityproject/index.cfm) Or contact BUDCO toll free at: 1-888-358-2196.**

*\*Does not apply to dependent survivors*

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

### Health Insurance Changes Effective July 1, 2009

The CSEA Health Benefits Department would like to remind New York State Empire Plan enrollees that the following change will take effect July 1, 2009.

Participating provider copayment for office visits, outpatient surgery, diagnostic/laboratory services, and radiology services will increase from \$12 to \$15 per service.



# Leading Edge

## Brind's achievements stand 70 years later

**Editor's Note:** CSEA will celebrate its 100th anniversary in 2010. Throughout this year The Work Force is devoting *Leading Edge* to a look back at some of the key individuals who have helped shape our extraordinary history. This month we feature a profile of Charles Brind, president from 1935-41, who played a major role in some of the most far-reaching accomplishments in the association's history.

The 1930s were a time of extraordinary growth and accomplishment for the Association of State Civil Service Employees, as CSEA was known at that time. Among the era's dedicated and resourceful association leaders was Charles A. Brind, who was instrumental in some of the association's most significant and lasting accomplishments.

Brind, an Albany native, was a 1918 graduate of Union College who went on to Albany Law School. He joined the New York State Education Department in 1922 and by 1933, was the director of the department's law division. Brind was known as "The Cherub" for his innocent looks, soothing voice and warm personality. But there was no mistaking his determination.

### Negotiation by legislation

Under Brind's presidency, the association achieved a landmark accomplishment with the passage of the Feld-Hamilton Act in 1937, which for the first time established a permanent and consistent state employees' salary schedule. For an association focused on promoting merit and fitness in public service, the significance cannot be overstated of enacting minimum salaries by grade, clear career advancement, and consistent relationships between job titles and salary grades.

It was also an early example of the association affecting the terms and conditions of members' work

life by legislation at a time when public employees did not have the right to collective bargaining for contracts.

It was also during Brind's tenure that the association ended the 72-hour workweek for institutional employees and ensured that they were brought into the civil service system, advanced the association's pioneering group insurance program as a member benefit, expanded access to hospital insurance coverage and presided over enormous continuing growth in membership.

Brind also played a leading role in the association's drive to secure a state constitutional amendment prohibiting the state from diminishing retirement system benefits.

### More than just reform

Before the events of Dec. 7, 1941, at Pearl Harbor would force the United States into World War II, Brind and the association were deeply involved in one of the most significant struggles to date - a struggle that would end in success but not yield lasting results until after the war.

Brind, who had retired from the association presidency, and the association's legal counsel, John DeGraff, were appointed by Gov. Herbert Lehman to the Fite Commission, which produced recommendations for comprehensive civil service reforms across New York. It was 1942 by the time the key recommendations were enacted and put into effect by the legislature and the governor.

The civil service overhaul standardized civil service protections, procedures and oversight for state and local government workers on a statewide basis. The changes ensured a greater application of the concept of merit and fitness in the hiring of public employees across the state than had ever been applied before, meaning that taxpayers could expect some measure of qualification in hiring rather than pure patronage



**Charles Brind ushered the Association of State Civil Service Employees through significant change as president from 1935 to 1941.**

spoils, which were often the norm.

For the association, it meant a more consistent, merit-based civil service system in every part of the state that opened the door to also representing local government employees. By 1946, that opportunity became a reality as the association changed its name to the Civil Service Employees Association and began a whole new chapter in its history. After leaving the association leadership in the early 1940s, Brind continued to be a significant figure in New York government, serving as counsel to the state Board of Regents for the next two decades.

## Adamo is PEOPLE Recruiter of the Month

NEW PALTZ — Anthony Adamo, 1st vice president of the SUNY New Paltz Local, is the PEOPLE Recruiter of the Month for April. He recruited 12 new PEOPLE members.



Adamo

Adamo believes that PEOPLE membership is now more important than ever. "We need to get behind PEOPLE and support it 110 percent," he said.

Adamo is one of several people in his family who currently work at SUNY New Paltz or have worked there in the past. "That \$3.85 out of your paycheck could save your job in 15 years, or your kid's," he said.

Given the recent political and

economic climate, Adamo finds it easier to recruit new members. "Right now, it's very easy when you have a union-busting governor like we do," he said.

"Recruitment has to be done locally, one-on-one," Adamo said. "If it comes on a local level, I've found my members are much more likely to get involved."

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

— Jessica Ladlee

## June CSEA calendar of events

### Long Island Region:

- June 9: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Town of Hempstead Local Office, Merrick
- June 9-10: **Contract Negotiating Team Training Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western - East End, Riverhead
- June 10: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Town of Hempstead Local Office, Merrick
- June 16: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Nassau County Local Office, Mineola
- June 17: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Hampton Bays Middle School, Hampton Bays
- June 17: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Long Island Region Office, Commack
- June 23: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Long Island State Veterans Home, Stony Brook
- June 24: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Suffolk County Educational Employees Local Office, Medford

### Metropolitan Region:

- June 9 & 11: **Defensive Driving**, 4:30 - 7:30 p.m., Building 1, 2nd floor conference room, Brooklyn Developmental Center, Brooklyn
- June 16: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Kingsboro Psychiatric Center, Brooklyn

### Southern Region:

- June 2: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Orange County Local Office, Middletown
- June 3: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Orange County Local Office, Middletown
- June 9-10: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Sullivan County BOCES Administration Building, Liberty

### Capital Region:

- June 2: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Saratoga Springs
- June 3: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., The Townhouse (formerly The Rainbow Room), Johnstown
- June 6: **Defensive Driving**, 9 a.m. - 3 p.m., Capital Region office, Latham. Call (800) 942-6874 to register.
- June 16: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., The Queensbury Hotel, Glens Falls
- June 16 & 18: **Defensive Driving**, 5:30 - 8:30 p.m., Capital Region office, Latham. Call (800) 942-6874 to register.
- June 17: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Schenectady Veterans Hall, Schenectady
- June 20: **Defensive Driving**, 9 a.m. - 3 p.m., Capital Region office, Latham. Call (800) 942-6874 to register.

**ELDRED SCHOOL PACT** — The Eldred School District Unit in Sullivan County

recently unanimously ratified a new four-year contract. The deal includes wage increases in each year of the contract, creation of a new longevity system, increased uniform allowance, an additional holiday and an increase in vacation days and no increase in health insurance contributions ... **NASSAU BRIDGES CONTRACT** — CSEA members in the Nassau County

**TODAY**

Bridge Authority Unit ratified a new four-year contract. The agreement

provides for annual salary percentage increases and improved longevity payments ... **NEW CONTRACT** — CSEA members at St. Mary's School for the Deaf in Buffalo recently overwhelmingly ratified a four-year contract. The agreement includes a signing bonus, adds three holidays and converts 10-month clerical employees into 12-month staff.

## Walking to 'Beat the Clock'



Metropolitan Region members joined other AFSCME activists and members of the Coalition of Labor Union Women at the 3rd annual Walk to Beat the Clock in Washington, D.C. The walk helps to raise money and awareness about cervical cancer. It was started by Tamika Felder, an AFSCME member and cervical cancer survivor (holding the CSEA banner on the left) who formed Tamika and Friends, a movement to end cervical cancer. For more information, visit [tamikaandfriends.org](http://tamikaandfriends.org).

- June 23-24: **Contract Negotiating Team Training**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Schenectady Veterans Hall, Schenectady

### Central Region:

- June 6: **State Government Discipline and Interrogation Workshop**, Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 3 p.m., Ramada Ithaca Executive Conference Center, Ithaca
- June 16: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western, Canton
- June 17: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western, Canton

### Western Region:

- June 2: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Wayne County Local Office, Lyons
- June 3: **Working People's History Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Wayne County Local Office, Lyons

- June 23: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Painted Post
- June 23-24: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Western Region Office, Amherst
- June 24: **Conducting Successful Meetings Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Painted Post
- June 25: **Labor-Management Committee Training Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Painted Post

For more information on the listed events or to participate, contact your region office (phone numbers are listed on Page 4) or visit your region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org). Please note that additional events may be scheduled in your region, so check your region calendar page on the website.



# GET MORE SATISFACTION FROM YOUR COFFEE THIS SUMMER.

## BUY 100% FAIR TRADE

Union members – you can help change the world. Order delicious Fair Trade coffee from [www.deansbeans.com](http://www.deansbeans.com), and gourmet Fair Trade chocolate, nuts and cranberries from [www.equalexchange.com](http://www.equalexchange.com). Dean's Beans will deliver your choice of rich, flavorful coffee blends right to your door. Equal Exchange sells mouth-watering organic chocolate, pecans, almonds and cranberries. A portion of the sales benefits the New York State Labor-Religion Coalition Fair Trade Project.

### How you help.

Enjoy top quality products, while supporting 100% Fair Trade retailers and the Labor-Religion Coalition Fair Trade Project — helping farmers at home and around the world to receive a fair price for their produce, and combating child labor, forced labor and slave labor.

### Do you know beans about Fair Trade?

Important facts to remember:

- Farmers and workers who grow coffee beans are slipping into dire poverty while U.S. coffee giants grow rich off their labor.
- The average American drinks 400 cups of coffee every year. Fill every cup with Fair Trade coffee and make a real difference.
- In one year, Fair Trade benefits a million workers and farmers in 58 developing countries.
- Shop Fair Trade and you support livable wages, community development, health care and education.



The Labor-Religion Coalition  
Fair Trade Project is supported by



Danny Donohue, President  
[www.csealocal1000.org](http://www.csealocal1000.org)