



THE Work Force

March 2010

No. 13 No. 3

Frank exchange



See pages 10 and 11

1910-2010

New York's Leading Union

Photo of the Month

VOICE/CSEA activist Valeria Thomas holds up a “yes” ballot during the recent VOICE contract ratification count, during which members overwhelmingly approved its historic, first contract with OCFS. The contract includes provider program improvement grants; expanded access to Family Health Plus; guiding principles, or provider rights, to ensure more respect; technology upgrades to allow for more timely, accurate payments from the state and much more.



Photo by Colleen Brescia

CSEA slams shortsighted plan for state parks

CSEA is outraged over the Paterson administration's proposal to undermine the state park system.

The administration has announced its intention to close 41 state and 14 historic sites while instituting significant reductions at another 24 facilities. The plan will have only minimal impact on the state budget deficit.

“This is an assault on the quality of life for working people in our state,” said CSEA President Danny Donohue. “Shuttering state parks is bad policy, bad management and sends an unmistakable message about the failure of this administration.”

“Millions of New Yorkers visit state parks every year for

inexpensive recreation and vacations. What's more our parks are a source of pride for New Yorkers and the

administration should recognize the importance of that.”

The administration estimates the closures and downsizing will affect fewer than 100 full-time CSEA employees, who will be reassigned.

The park system has been plagued by inadequate staffing and resources for years. CSEA members have long struggled to adequately maintain facilities without the necessary help.

The combined reductions to the parks budget over the past two years, plus those proposed for next year totals \$85 million, which equates to a 40 percent reduction of the agency's budget since 2008.

“This is an assault on the quality of life for working people in our state.”

From the Office of President Danny Donohue

Since 1910
CSEA
New York's LEADING Union

ALERT



Danny

New CSEA/AFSCME membership cards will protect your identity

CSEA members have spoken!

Because you asked, Social Security numbers are being replaced by CSEA ID numbers for CSEA business. In January, you will receive your 2010 CSEA/AFSCME membership card with a new CSEA ID NUMBER. You will no longer have to use your Social Security number to identify yourself as a CSEA member.

KEEP THE CARD IN A SAFE PLACE SO YOUR CSEA ID NUMBER IS AVAILABLE WHEN YOU NEED IT.

Visit CSEA's redesigned website!

Keep up-to-date on the latest with the state budget and other issues you

are concerned about at CSEA's website at www.csealocal1000.org. Visit today!



Prisons in peril: proposed closures mobilize workers in North Country communities

Gov. David Paterson's proposal to close several state correctional facilities has met with strong opposition from CSEA members, other prison workers and citizens in several North Country communities that rely strongly on the prisons for their economic vitality. CSEA is leading the fight against these closures. Read more on this page about what members in three communities are doing to save the prisons.

Pushing back against Ogdensburg prison closure

OGDENSBURG — Closing the Ogdensburg Correctional Facility would have a severe ripple effect that could cripple the rural upstate New York community that it calls home and would only worsen the recession's effects locally.

That's the message CSEA and others recently delivered to workers, community members, local government leaders and elected officials in northern New York, in relation to Gov. David Paterson's budget proposal to close the medium security prison.

To sign the online petition to stop Ogdensburg Correctional Facility from closing, visit www.saveourprison.com.

Speakers, including CSEA Central Region President Colleen Wheaton, spoke of the need to keep the jobs in this rural North Country community and the need to get politically active to make that happen.

"We all know this area can't afford to take this hit, especially in this economy," Wheaton said. "We can't fix this recession by putting more people out of work. What we need to do is to band together and fight."

A broad coalition has built a community task force to oppose the facility's closure. Ogdensburg Correctional Facility Local President Mark Lashua said his local has formed a political action committee and is holding regular meetings with area state legislators to push their case. Wheaton has also met with state Assemblywoman Addie Russell and state Sen. Darrel Aubertine on the issue.

CSEA members and other community members, including Central Region President Colleen Wheaton, far left, attend the community meeting to oppose the prison closure.



Central Region President Colleen Wheaton speaks at a community meeting to oppose the closure of Ogdensburg Correctional Facility. State legislators Addie Russell and Darrel Aubertine are among those listening.

Aside from the economic reasons not to close the facility, opponents argue that the governor's reason for targeting the facility is flawed.

"He says there's no one in this prison, yet we know that the facility is over 80 percent occupancy, if you don't figure in double-bunking," Lashua said. "We still have plenty of inmates who are incarcerated and should remain upstate."

CSEA has posted signs, run newspaper ads and is promoting a petition drive to stop the closure. CSEA is urging members to contact their state legislators and make their opposition known.

— Mark M. Kotzin

CSEA fighting to save Lyon Mountain, Moriah facilities



Willingham

CSEA members in the Capital Region are fighting the state's proposed closure of two North Country correctional facilities that are key to their communities' economic health.

The governor is proposing to close Lyon Mountain Correctional Facility in Clinton County in January 2011, and Moriah Shock Incarceration Facility in Essex County in April 2011.

Employees, elected local and state leaders and hundreds of town residents showed up for rallies in both communities. Speakers shared their frustration and concern about the affects a closure would have on these small towns, particularly the job losses that would devastate the communities' economic bases.

Many, including Clinton County Correctional Facility Local President Roger Willingham, feel the

governor is unfairly targeting upstate communities. North Country residents rely heavily on public employment because of the lack of industry.

"We are not going down without a fight!" Moriah Shock Incarceration Facility Local President Dale Johnson told the crowd at a recent rally.

Lyon Mountain and Moriah are at or near capacity. The facilities have some of the highest GED completion rates in the state as well as the lowest recidivism rates.

— Therese Assalian



CSEA members attend a meeting to oppose the closure of Moriah Shock Incarceration Facility.

Juvenile justice challenges a priority

New York's Office of Children and Family Services and its juvenile detention facilities have long been plagued by troubles. More recently, the U.S. Department of Justice issued a scathing report that has only added to the pressure for drastic changes to the system.

But OCFS is using the Department of Justice report and the state budget crisis to justify their plan to close youth detention facilities and quickly move to a community-based model, whether community programs are ready to meet youth's needs or not. There are many aspects of their reckless plan that are just not right.

CSEA is stepping up its public campaign efforts but the best chance for success lies with you pressing lawmakers over this issue in your home communities. The grassroots pressure is what can make a difference. CSEA has set up a web page at www.csealocal1000.org with updates and background information.

THE WORK FORCE

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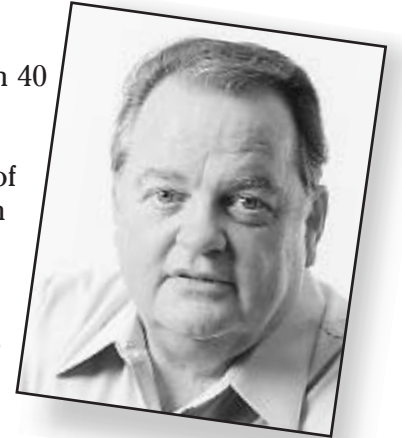
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Paterson budget undermines your quality of life

If you have any doubt about the harm that Gov. David Paterson's proposed state budget will do to working New Yorkers, the recent proposal to close or downsize more than 40 state parks should settle it once and for all.

There could not be a more symbolic representation of the Paterson administration's assault on the quality of life in our state than that. Aside from the potential impact on the CSEA members who have struggled to keep these facilities operational, the proposed closures will be devastating to their communities and to the millions of people who look to the state parks for inexpensive vacations, recreation and pride. Our commitment to preserving our natural resources and making them available to the public was once one of the things that made the Empire State great.



Now you can just add it to the potential hit list of things that could soon slam you:

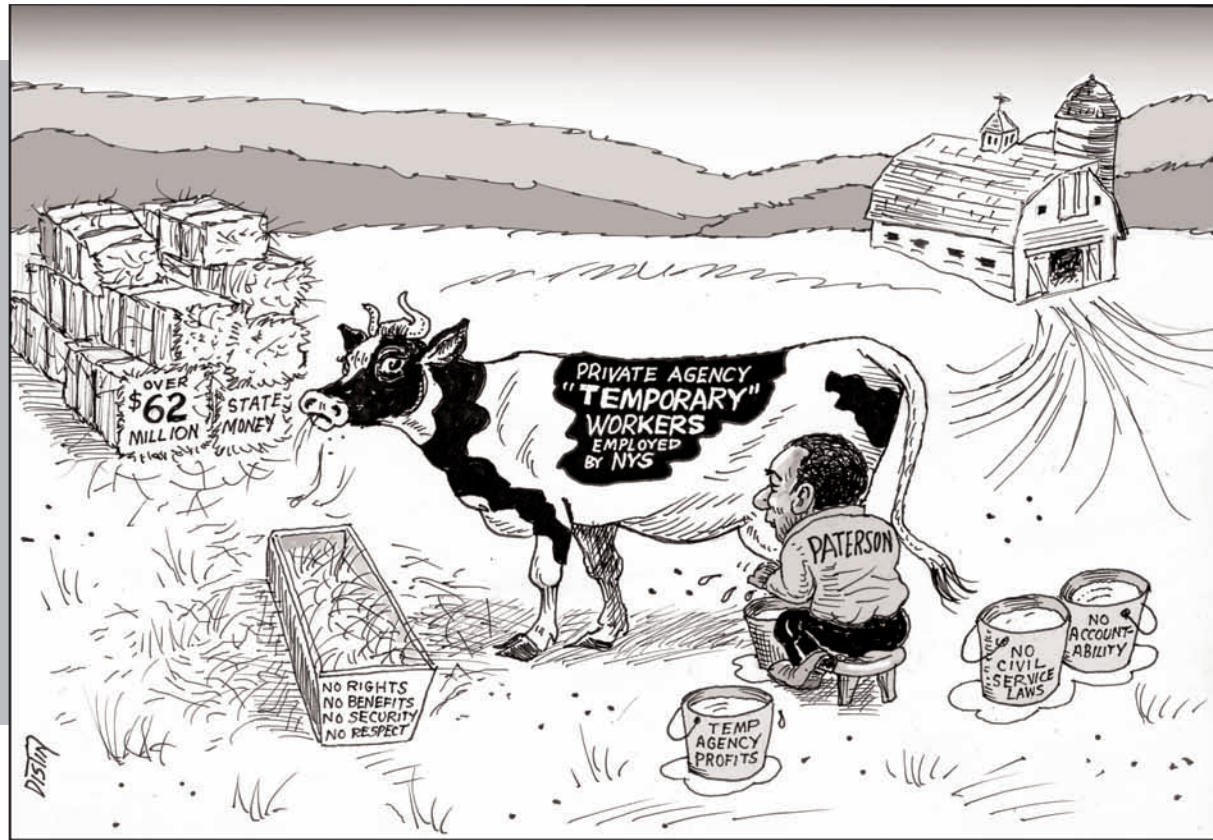
- Higher tuition for SUNY campuses, making it harder for you and your family to pay for your children's higher education;
- Downsizing of state agencies that will displace hundreds of employees; and
- Dramatic cuts in aid to localities and school districts that will likely force higher property taxes or layoffs in our community later this year.

The list goes on.

CSEA is doing all that we can at the state Capitol, but these are unprecedented times and there are no guarantees. That's why it was so important that more than 600 CSEA activists came to Albany last month to press lawmakers firsthand about what is at stake. But that was only a start and we cannot make an impact without you.

The most important thing you can do is contact your state legislators and the governor and tell them you're CSEA and let them know your concerns. They need to hear from you in your community and they need to know you will hold them accountable for responsible action.

You can learn more about the issues and what's happening through the CSEA website. Sign into the members-only section and start receiving regular updates. You need to get involved — the job you help save may be your own!



March is Women's History Month

CSEA has strong legacy in women's history

As CSEA marks its centennial anniversary, the union's record as an advocate for women's rights and benefits is strong and vital.

CSEA's legacy on women's rights and full participation in the union grew and transformed over the decades, but at important junctures CSEA recognized the need for change and helped lead the way.



Thull, circa 1930s

An early example of the union's appreciation for gender equality was the 1934-35 presidency of Beulah Bailey Thull, who served with distinction and helped CSEA establish a strong foundation for future growth.

By the 1970s, with more and more women

entering the work force and becoming active in the union, CSEA established a statewide Women's committee and began championing key issues such as pay equity, child care benefits, and career mobility opportunities. The union has made strong legal, contractual and legislative advances in all of those areas over the past three decades.

Today, CSEA celebrates its diversity and continues its advocacy against discrimination. Women account for more than 60 percent of CSEA's membership and hold five of the union's 10 top statewide positions.



A CSEA member works in a lab, circa 1990s.



VOICE/CSEA member Wendy Nashid-Jackson cares for children in 2009.



State Department of Health office workers in 1924. (Photo from the New York State Archives)



A CSEA member works in an administrative job, circa 1970s, when women were increasingly joining the work force.

A Nassau County nutritionist gives a public health nurse special instructions on a patient's diet in 1959. (Photo from the New York State Archives)





State Executive Branch employees: Apply now for the 2011 Statewide Negotiating Team

If you are interested in being considered for the 2011 Statewide Executive Branch Negotiating Team, please fill out the information on this page and return by mail to the

address below, or visit www.csealocal1000.org/contract_admin.php.

You may apply online by typing directly into the application form or by

downloading the PDF file and returning it by mail.

It is important to understand that serving on the Negotiating Team involves a significant investment of

time and energy. A Monday through Friday schedule in Albany for any number of months may be required.

Applications must be received by March 15, 2010.

Name _____

CSEA ID # _____

CSEA Local or Unit _____

Home Address: _____

Home E-mail Address: _____

Work Address: _____

Bargaining Unit (please circle): ASU ISU OSU DMNA

Agency: _____

Job Title: _____ Work Location: _____

Years with NYS: _____ Years as a CSEA member: _____

Work Phone No: _____ Home Phone No. _____

CSEA elected position(s) held/for how long? _____

Other CSEA involvement (committee member, activist, etc.): _____

Do you have other union/organized labor experience (outside of CSEA)? _____

In what community/volunteer activities do you participate (please describe your role)? _____

Why should you be selected as a member of the 2011 Negotiating Team?

Other than salary and health insurance, what do you believe is (are) the most important issue(s) facing employees in the upcoming NYS Executive Branch negotiations?

**PLEASE PRINT
PROVIDE A RESPONSE TO EACH QUESTION
USE ADDITIONAL SHEETS IF NEEDED**

This application is only for New York state Executive Branch employees who are members of the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU) and the Division of Military and Naval Affairs (DMNA).

Please return your completed application to:

**The Office of the President
CSEA Headquarters
143 Washington Avenue
Albany, N.Y. 12210**

Applications must be received by March 15, 2010

Since 1910



“She donated the kidney because it was the right thing to do.”

We're looking for a really good sport

Do you know a CSEA member who makes a difference for high school athletics? If so, let us know. As part of CSEA's 100th anniversary celebration, the New York State Public High School Athletic Association and CSEA will be honoring a CSEA member who has displayed extraordinary dedication to and support for high school athletics. CSEA has long been a sponsor of NYSPHSAA's 30 high school championships.

The Excelsior Award will go to a CSEA member who has helped promote and foster athletic spirit in their local school district, either as a volunteer or as part of their job. The member's commitment to high school athletics can be as a parent, coach, booster or staff member.

Nominations will be accepted through June and forms are available at www.csealocal1000.org. The award will be presented at CSEA's 100th Annual Delegates Meeting in Albany in October 2010 and at the NYSPHSAA Football Championships at the Syracuse University Carrier Dome in late November 2010.



Member gives friend gift of life

SLATE HILL — When Theresa Yackel met her friend Barbara years ago, she knew they had lots in common.

Both women were Brooklyn natives, young mothers, wives of New York City Police Department officers working in the same precinct and new to the Hudson Valley.

What Yackel didn't know is how this bond would be strengthened after Barbara began suffering serious health issues.

“When we found out that Barbara needed kidney dialysis, I volunteered to drive her to treatment once a week and sit with her while she received the dialysis,” said Yackel, a CSEA member working as a senior typist in the Minisink Valley Central School District. “When I found out she needed a kidney transplant, I offered one of mine.”

Months later, Barbara had her new kidney.

The ultimate gift

The process wasn't as simple as Yackel making the offer and Barbara accepting. Barbara received numerous offers of help from friends and family, but wanted to feel out the potential donors to see who was serious about making such a serious commitment. Also, any potential donor needed to be a correct match.

“I must have made the offer four times before she took me up on the offer and I went for the testing,” said Yackel.

Yackel turned out to be an excellent match. Soon, they were in the same operating room, with surgeons removing Yackel's kidney



CSEA member Theresa Yackel, shown here on her job at the Minisink Valley Central School District, helped give her friend Barbara a second chance at a healthy life by donating a kidney.

through a minimally invasive procedure and immediately performing the transplant procedure on Barbara.

The transplant was a success. Yackel spent weeks at home recovering, allowing her body to adjust to running on one kidney.

Making the decision

Yackel said the decision to offer Barbara a kidney was made quickly and without hesitation. After seeing the large amount of time required each week for Barbara to receive dialysis, Yackel knew she had to help her friend.

“It's simple,” Yackel said. “I had something someone else needed. How could I not make that offer?”

Word of Yackel's kidney donation spread quickly in the tight-knit Minisink district, where CSEA members, teachers, administrators and students cheered Yackel on.

“I think it was absolutely amazing of Theresa to do what she did,” said Unit President Linda Horan. “She's not someone who is all about accolades. She donated the kidney because it was the right thing to do.”

Yackel said the situation has come with an added bonus, on top of Barbara's return to health. “This has opened the doors for more awareness in our community of the importance of organ donation,” said Yackel. “I would do it again, absolutely.”

— Jessica Ladlee

Almost time to retire?

Your local may pay the first year of CSEA retiree dues, which is only \$24!

CSEA retiree members enjoy many of the benefits and discounts of belonging to a union. In return, you get access to a wide variety of money-saving benefits such as:

- Access to insurance plans at CSEA's low group rates
- Travel discounts
- A discounted consumer items buying service
- Discounted dental and vision care programs
- A personal legal services referral network
- The Retiree News quarterly

Being a CSEA retiree member also makes you part of a growing statewide body that can effectively advocate on your behalf:

- Legislative and political action programs designed to enhance and protect retiree pension and health benefits
- Participation in a CSEA retiree local
- Effective lobbying against Social Security reform
- Informative publications



For more information, visit www.csealocal1000.org and select “retirees” from the “Member Benefits” menu item.

Long Island Polar Plunge

March 13: Long Island Polar Plunge, North Hempstead Beach Park, Port Washington

Teams can set up their own lists on the Special Olympics website at www.specialolympicsny.org, allowing CSEA members to find CSEA teams from their regions.

Right, John Glena, husband of Orleans County Nursing Home employee Kelley Glena, and Dave Pollock, husband of Orleans County Clerk's Office employee Sharon Pollock, don their finest.
 (Photo by Ove Overmyer)



CSEA members take the Polar Plunge

CSEA members from the Western Region recently took a mid-winter dip in icy waters for Polar Plunges for the Special Olympics.

Western Region President Flo Tripi led "Team CSEA Region 6," which dipped into icy Lake Ontario during the Feb. 14 plunge at Charlotte Beach in Rochester.

The region included a special fund-raising



Freezin' For A Reason
POLAR PLUNGE

incentive — locals that reach a certain level in donations have an opportunity to throw a pie in the face of the region officer of

their choice. The Western Region achieved "VIP Status" at the plunge for its fund-raising efforts and Tripi was the third-highest individual fund-raiser for the event.

Southern Region members also plunged, dipping into Fishkill's Sharpe Reservation Feb. 20. They will be featured in the next Work Force.

As The Work Force went to press, Metropolitan Region members were planning to participate in an area polar plunge.

One more chance
 Long Island Region members will have the last chance to take the Polar Plunge for the Special Olympics for the 2009-10 season on March 13.

Last year, the Long Island Region was the highest fund-raiser among



Livingston County Local President Robbie Ellis and Alise Rounsville brave icy Lake Ontario during the Rochester Polar Plunge. (Photo by Ove Overmyer)



Left, Monroe County Local activists Holly Gudonis, Susan Newman and Fran Falzone needed coats and layers after the Rochester Polar Plunge. (Photo by Ove Overmyer)

CSEA regions for the Special Olympics, but can the region do it again — this time for the Polar Cap Award?

President Danny Donohue will present the award to the region that achieves the best participation and fund-raising results for this season's Polar Plunge events. He will make the presentation at the Spring Workshop in May.



Left, Team CSEA Region 6 poses for a team photo. (Photo by Ove Overmyer)

Enter NYCOSH's 2010 YouthSAFE Contest

Teens between ages 14-19: Design a Poster, Create a Public Service Announcement/Video, or Use Your Writing Skills to convey a message about workplace safety and health to your peers!

- Want to get an important message across about health and safety at the workplace?
- Want your entry to be reproduced and seen by teens across the state?
- Want to compete and win a cash prize for your entry?

Then enter the NYCOSH 2010 YOUTHSAFE CONTEST! CSEA is a sponsor of the contest. Deadline to submit an entry is April 30, 2010.

For more information, go to www.nycosh.org and click on "Young Workers."

CSEA reaches out to Haiti

“People are still living on the street and have nowhere to go because their houses are not safe.”

On Jan. 12, a 7.0 earthquake devastated Haiti, claiming the lives of hundreds of thousands of people and causing destruction to numerous Haitian homes and businesses. Many CSEA

members have also been personally affected by the earthquake.

Haiti desperately needs our help, and CSEA has reached out to help Haitians recover from the earthquake. CSEA members are urged

to contribute to established relief organizations. Resources are also available for those who are searching for loved ones in Haiti or need emotional support stemming from the earthquake.

On this page are only two of the many stories about how CSEA members and staff are reaching out.

Visit CSEA's website at www.csealocal1000.org for more information on how you can help.

Member uses airwaves to reach Haitian-Americans

NEW CITY — As host of a weekly radio show broadcast on local AM station WRCR, CSEA member Lesly Senatus has earned a trusted reputation as the main Creole-

speaking media source in Rockland County.

Now Senatus is using his radio platform to bring listeners up-to-the-minute news on Haiti earthquake relief and promote local relief efforts taking place in the county's large Haitian-American community.

“People are still living on the street and have nowhere to go because their houses are not safe,” said Senatus, a Rockland County Unit member who works as a secretary in the county Department of Mental Health.

The radio show, broadcast Sunday mornings, has become an important connection to their home country for Haitian-Americans in Rockland, many of whom are too busy to keep up with newspaper or television reports. Senatus reviews the latest news from home with sources in Haiti just before he goes on the air.

“Many Haitians in Rockland County are working at least two jobs, so they'll listen to my show while they're driving,” said Senatus. “Since Jan. 12, when the earthquake hit, I've been discussing how Haiti is going to be built back up. My concern right now is that they have help coming in Haiti, but the distribution has been very bad, so people are still starving.”

Senatus said many Haitian-



Lesly Senatus works the phones at the Rockland County Local Office, soliciting donations for earthquake victims in Haiti. CSEA's Rockland County Local membership includes a large number of workers who were born in Haiti.

American CSEA members have been depending on wire services such as Western Union to send money to relatives on the island to help with immediate needs. He, along with Southern Region President Billy Riccaldo and Rockland County Local President Fritz Ernest, is supporting local efforts through Konbit Neg Lakay, a Spring Valley-based community center that has enlisted local business support and is using connections in Haiti to transport goods collected here.

“My mother and brother were not hurt in the earthquake, but we have many CSEA members here in Rockland whose families have been impacted,” said Senatus.

“People cannot stay in their homes because they are not safe, so anything we can collect, such as tarps, tents, comforters and medicine, will be shipped to help them.”

Many locals and units in the Southern Region have placed boxes in their offices to collect donations of toiletries, medicine, tents, tarps and comforters, which will be forwarded to Konbit Neg Lakay.

— Jessica Ladlee

Earthquake hits home for staff



Metropolitan Region office assistant Moses Merisier and office manager Jessie McQueen, who have relatives in Haiti, help organize food, clothing and other supplies that CSEA members donated to earthquake victims in Haiti. McQueen lost a cousin and his two young children in the collapse of Port-au-Prince's Hotel Montana. Merisier's family was spared fatalities, but they lost their homes and livelihoods. After the devastating earthquake, Merisier and McQueen organized the donation drive. They are also helping organize a March 27 fund-raiser to benefit local humanitarian organizations, along with the region's Women's and Education committees, other unions and community groups. For more information or to help, contact McQueen or Merisier at (212) 406-2156.

Donations to Konbit Neg Lakay may also be mailed or dropped off to the:

**CSEA Rockland County
 Local Office
 120 N. Main St.
 New City, N.Y. 10956**

CSEA/AFSCME Lobby Day 2010: Frank talk for better choices

ALBANY — Hundreds of CSEA members joined other AFSCME members for the recent CSEA/AFSCME Lobby Day, when members met with their state lawmakers to tell them to find a fair way put the state's economy back on track, protect jobs and pay for the essential services that the people of New York rely on.



State Comptroller Tom DiNapoli addresses Lobby Day participants.

Gov. David Paterson is proposing dramatic cuts to education, health care and aid to local governments that would hurt the state, its citizens and the workers who deliver essential public services. CSEA is fighting for better choices to balance the budget and get the state back on track.

CSEA members for years have done more with less,



Photo by Joan Heffler

CSEA President Danny Donohue meets with Senate Conference Leader John Sampson.

but New Yorkers need vital services and there are better choices.

"CSEA members know better than anyone that these are tough times. We're on the front line delivering services that New Yorkers depend on," said CSEA President Danny Donohue. "We're clearing the roads, helping people in need, taking

care of children, the elderly, people who are sick and others in need of daily assistance.

"We have no tolerance for politicians who take cheap shots at dedicated public employees," Donohue said. "It's not right and New Yorkers deserve better."

In addition to telling state lawmakers to find



Photo by Joan Heffler

Assembly Speaker Sheldon Silver listens as CSEA President Danny Donohue makes a point while meeting in Silver's office on Lobby Day.

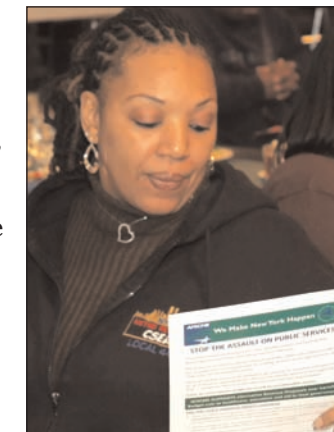
better choices to balance the state's budget, CSEA members told their representatives to help stop the misuse and exploitation of the state's temporary workers.

Lobby Day guest speakers included AFSCME

International President Gerald W. McEntee, State Comptroller Tom DiNapoli, Assembly Speaker Sheldon Silver, and Senate Conference Leader John Sampson.

"Elected leaders are on the verge of destroying vital public services and putting more people out of work," said AFSCME International President Gerald W. McEntee.

"They're jeopardizing the health and safety of the people and our communities. We're telling them to focus on raising revenue, not making another round of disastrous budget cuts to health care, education and local governments."



Brooklyn DDSO Local President Adriane Hudson studies the union's positions on important issues.



Kevin Kumor of the Erie County Unit, left, John Stading of the Erie Educational Local and Assemblyman Mark Schroeder meet outside the Assembly's chambers.



CSEA members pick up their Lobby Day materials as they arrive in Albany.

CSEA fighting to end exploitation of temporary workers

CSEA is fighting to end the Paterson administration's exploitation of temporary workers and undermining of state workers. The union recently uncovered more than \$62 million tax dollars being used to hire temporary

workers through employment agencies in nearly every state agency, despite a state hiring freeze and a staggering fiscal deficit.

These workers, who receive no benefits and have no rights, have been used for years to hide the fact

that the state work force has been depleted to such an extent that the agencies are no longer able to deliver promised services to the citizens of this state. What's more, the Paterson administration is paying a premium for these workers with the bulk of the money going to the temp agencies.

When CSEA brought this matter to the attention of the Paterson administration, there was initially no

response. The administration later attacked CSEA over the findings.

"It's mind-boggling that the Paterson administration would try to dismiss CSEA's legitimate issue about the wasteful, exploitive and excessive use of temporary employees by attacking the messenger," CSEA President Danny Donohue said. "The administration is cheating the workers, some of whom have been stuck in temporary status for years while paying millions to the temp agencies. These workers deserve better."

CSEA is preparing legal action immediately to stop the exploitation of these workers and to uphold the integrity of the civil service law. CSEA is committed to organizing these workers and upholding the standards that every worker of the state should have.

Assembly Speaker Sheldon Silver and state Senate Conference Leader John Sampson are among the lawmakers who have pledged support for CSEA in ending the exploitation of temporary workers.

At press time, state lawmakers were preparing to open a hearing into the issue.

The worst offenders

More than 12 state agencies and facilities have spent millions on temporary workers hired through temp service agencies since April 2008. Here are some of the worst offending agencies:

- Department of Health: **\$13 million**
- State University of New York: **\$9 million**
- Office of General Services: **\$5.6 million**
- Education Department: **\$4.7 million**
- Law Department: **nearly \$3.4 million**
- Department of Transportation: **over \$3 million**

practice of hiring temporary workers for longer periods of time has become more common. "We've got people who have been working as temps for five years," she said. "They're relying too heavily on temps and not enough on regular staff."

Yeldon said no temporary workers were willing to speak about the practice, because they all hope to be hired as permanent staff by the hospital in the future and they fear for their jobs if they speak out.

Another issue for CSEA is that management is assigning preferred shifts to temporary workers rather than permanent staff, justifying it by claiming operational need.

— Mark M. Kotzin

Activist: Little has changed in 20 years for temp workers

SYRACUSE — The SUNY system is one of the worst offenders when it comes to abusing the services of temporary workers.

At SUNY's Upstate Medical University's University Hospital in Syracuse, the situation is no different, according to SUNY Upstate Local President Kathy Yeldon.

More than 20 years ago, Yeldon was employed by a temporary agency to work at the hospital for a two-year period. "I was making \$6 an hour, and they were paying the temp agency \$9," she said.

Yeldon said little has changed. If anything, the



Yeldon

Temp worker: "I want security"

One temp worker, whose name and state agency are being withheld because she fears retribution, said if she had a permanent job, "it would give me a better sense of security. I wouldn't have to worry about calling out or having to hear from the agency."

She said supervisors often report the number of days temps take off to the agency even if they are legitimate sick days. "It makes me upset because it's not like I woke up and decided to take the day off," the worker said. "I'm taking the day off for a valid reason."

She said supervisors often take work issues they may have with her directly to the agency, instead of to her supervisor. "There is no process for dealing with these kinds of complaints or issues as they arise," the worker said.

"It's annoying and a bit upsetting because as a temp, we not only are working on the same level, but we may get a heavier workload," she said.

She often feels that management talks down to her and does not include her in office functions and events. "I don't let it bother me too much, but it is still demeaning."

"I would like to work full time here and be able to get the same opportunities as everyone else, along with the security," she said.

— David Galarza

"Tired of being treated like a second-class citizen"

A temporary worker, whose name and state agency are being withheld because of fears of retribution by the employer, said she is tired of "being treated like a second-class citizen."

"I was going to write a book about the perils of being a temp," said the worker. "I don't think society understands."

She found the job through a temp agency, but has been at the same job now for nearly 10 years. She's tried to become full time several times, but has scored just below the required score.

"I am more than qualified," she said.

She admits her self esteem suffers at times and that temps dread the holidays because "we know we're not going to get paid."

A mother and grandmother, she said she often goes home and asks herself, "How did I miss it? No benefits. No retirement plan. Nothing."

She welcomes CSEA's help. "I'm an exceptional worker. I'm not just patting myself on the back. My co-workers and supervisors will tell you the same."

— David Galarza

Recruiters boost PEOPLE power



Ruby Mims is determined to keep the coveted PEOPLE Cup in the Western Region.

The top PEOPLE recruiter in 2009, Mims said the key to recruiting members is simple.

"You have to speak to people in a way that they can understand why PEOPLE is important," she said. For instance, "it helps to keep what we have and get what we need."

A longtime CSEA activist who has worked at the Erie County Department of Social Services for more than 40 years, Mims travels throughout her region speaking to members and encouraging them to sign up to PEOPLE.

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.

Last year, 190 PEOPLE recruiters set a new CSEA record by raising more

than \$1.1 million. A total of 3,347 CSEA members and staff signed up in 2009. Mims recruited 132 members, with Western Region activist Mary Jo Tubbs and Southern

Region activist Basil Townsend closely following at 129 members each.

"You need to have your heart into PEOPLE and believe that it does work otherwise it won't work for you," said Mims, while encouraging other members to volunteer.

Mims highlighted some of the victories in which PEOPLE has played a key role, including a COLA for CSEA retirees, improved health care and fighting against proposed privatization of Medicare and Social Security.

"If more members sign up, we can have even more clout among legislators and do more for our community," said Mims.

Proud of her accomplishments last year, Mims isn't ready to take a break. "We have 10 people in my committee and they each have 100 applications," said Mims. "That's our goal this year."

Mims seemed confident about her



Ruby Mims, right, the top statewide CSEA PEOPLE recruiter for 2009, poses with AFSCME Secretary-Treasurer Bill Lucy at the recent Black, Puerto Rican, Hispanic and Asian Legislative Conference in Albany. (See page 19 for more on the conference.)

goal. "I think that's what we have to do to keep the PEOPLE cup (for top membership recruitment)," said Mims.

— David Galarza

"If more members sign up, we can have even more clout among legislators and do more for our community."

Child care activists fight subsidy cuts



Left, VOICE/CSEA activist Benita Whitlock, along with a child to whom she provides day care, rally against subsidy cuts in Buffalo. VOICE/CSEA joined with Voice-Buffalo, a coalition of faith-based organizations and the YWCAs of Erie County to a rally to protest drastic cuts in child care subsidies for working families. More than 900 families with 1,500 children are affected by these subsidy cuts. Many child care providers may also be forced to close or to lay off employees. A 90-day moratorium, already endorsed by the County Legislature, has been proposed to the County Executive. The Erie County Comptroller has argued the cuts are not necessary. The moratorium would allow time for more investigation and the development of solutions while allowing the parents and children to still have access to safe, affordable care.

Top PEOPLE Recruiters in 2009

Name	Region	Local	No. of recruits
Ruby Mims	Western	Erie County	132
Basil Townsend	Southern	Hudson Valley DDSO	129
Mary Jo Tubbs	Western	Livingston County	129
Gloria Smith	Central	Upstate Medical Center	99
Carol Low	Long Island	SUNY at Stony Brook	64
Rose Conti	Western	Chautauqua County	61
Michael Morris	Long Island	Suffolk County	51
Rodrigo Mujica	Long Island	Town of Oyster Bay	47
Delores Thompson	Metropolitan	NYC State Employees	42
Coralita Branker	Metropolitan	NYC State Employees	38
Mary Capano	Capital	Department of State	37

REMINDER TO PRIVATE SECTOR

LOCAL PRESIDENTS: ELECTION NOTICE

The term of office for current Private Sector Local officers will expire on June 30, 2010. Elections for office must be conducted and completed before the new term begins on July 1, 2010.

A letter was sent by the Statewide Election Committee (SEC) on September 21, 2009 to each Private Sector Local President requiring each Local Executive Board to select an election committee and chairperson prior to October 15, 2009.

If you have not selected an election committee, please do so immediately. Please refer to the SEC's September 21st letter for procedural requirements.

If you did not receive a copy of the September 21st letter, or have questions pertaining to it, please contact the SEC at 800-342-4146, ext. 1447.

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.

Board of Directors approve limited voting rights for retirees who return to work in a CSEA bargaining unit

At its January 2010 meeting, the CSEA Board of Directors approved President Donohue's proposal to grant a special privilege to CSEA Retirees who return to work while collecting their public pensions. President Donohue asked the Board to allow these Retirees to have the privilege of voting on the collective bargaining agreements covering their post-retirement jobs.

As a result of the Board's action, members of the CSEA Retiree Division working in a CSEA bargaining unit while collecting their public pensions may contact the Membership Department to have their agency fee status suspended in favor of being noted as "full dues status" for the limited purpose of participating in their contract ratification vote. The Retiree who wishes to exercise this voting privilege must contact the Membership Department in sufficient time to insure that their "full dues status" is achieved at least thirty (30) days before the ratification vote. Depending on the circumstances of the contract negotiations, making these arrangements as soon as you decide you want to participate is important. After the contract ratification takes place, the Retiree's status will automatically be returned to that of an agency fee payer.

The Board's action ensures that any Retiree Division dues already paid for the timeframe of the Retiree's "full dues status" will be returned to the individual or, in the case of CSEA Locals that pay their Retirees' dues, to the Local.

This voting privilege *only* applies to a contract ratification vote. It does not grant any other voting rights outside of

the Retiree Division. And, the Retiree must be a member of the CSEA Retiree Division to exercise this privilege. Retirees who do not join the CSEA Retiree Division cannot benefit from this privilege of CSEA Retiree membership.

If you are a CSEA Retiree who has returned to working in a CSEA represented bargaining unit and wish to exercise this new privilege to vote on your contract, call the CSEA Membership Department at 1-800-342-4146, Ext. 1328 for assistance.

AFSCME DELEGATES ELECTION YEAR 2010

The approved schedule for the election is as follows:

April 6 (Tues.)	Ballots mailed
April 13 (Tues.)	Replacement ballots available
April 29 (Thurs.)	Ballots due 9 a.m.; Tally commences 9:30
Ten (10) days following SEC Certification of Results	End of Protest Period
June/July	Results published in <i>The Work Force</i> .

A page from our history ...



Throughout 2010, *The Work Force* will be marking CSEA's 100th anniversary taking a look back at CSEA's history by reprinting pages of past and present publications.

Featured here is a reprint from the March 1998 edition of *The Public Sector*, then CSEA's official newspaper, that detailed CSEA members' response to a crippling ice storm that devastated New York's North Country. Tens of thousands of people were without heat and power for weeks, including many CSEA members who responded to the crisis to help their neighbors and communities at great personal sacrifice.

It was months before the region came back to a semblance of normalcy. CSEA members from across the state responded with enormous support and generosity.



Relive the ice storm again - on video; proceeds benefit American Red Cross

CSEA recently co-sponsored a one-hour television special produced and shown by WPTZ Channel 5 in Plattsburgh on the North Country ice storm.

VHS copies of the special are available for \$6.95 each. All proceeds benefit the American Red Cross.

Copies of this documentary video can be ordered by calling 1-800-217-6363.

Members write a proud new chapter in CSEA history



'We were cooking meals for 3,000 to 4,000 people. After a while we didn't even know what day it was, that's how crazy it was.'

— Prep Cook Roxanna Yaddow, CSEA Potsdam Auxiliary and College Educational Services Local 625.

Disaster Fund contributions top \$40,000; more needed

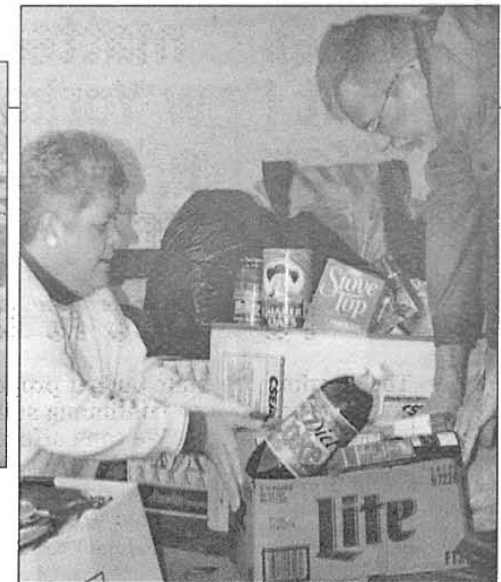
CSEA members are giving generously to aid North Country storm victims. As this edition of *The Public Sector* went to press, individual CSEA members and locals and units had contributed more than \$40,000 to the 'CSEA Disaster Relief Fund.'

Recovery will take a long time and contributions are still needed.

To donate, make checks payable to 'CSEA Disaster Relief Fund' and mail immediately to:
CSEA,
143 Washington Avenue,
Albany, NY 12210.



CSEA members in western New York donated a large quantity of items that were trucked to CSEA's Jefferson County Local and Unit office in Watertown for distribution. Above, Daniel Brady, CSEA Jefferson County Unit president, Local 823 first vice president and Jefferson County statewide Board of Directors representative, helps unload items.



CSEA statewide Treasurer Maureen Malone and Central Region 5 President Jim Moore load donations from members in central New York which were combined with donations from CSEA members on Long Island and trucked to victims of ice storm in northern New York.



CSEA Labor Relations Specialist Tom Finger and Erie County Local 815 member Steve Beck load donations from union members for delivery to needy people in North Country.

CSEA members respond to ice storm victims

'The crews are basically working 24 hours a day, seven days a week. And I don't anticipate that will be changing soon.'

— Danny Brothers
CSEA Massena DPW Unit treasurer
at height of ice storm

CSEA ad honors members

CSEA publicly commended the tens of thousands of CSEA members who live and work in the North Country as well as the thousands more who went into the disaster area from across the state in newspaper ads which ran Feb. 8 in the *New York Times*, *Watertown Times*, *Press Republican* (Plattsburgh), *Post Star* (Glens Falls), *The Saratogian* (Saratoga) and the *Advance News* (Ogdensburg), and on Feb. 9 in the *Adirondack Enterprise*.

TELL FAMILY & FRIENDS

The state Civil Service Department has announced the **Beginning Clerical Worker Exam**.

The exam date is **May 8, 2010**.

Deadline to apply is March 15, 2010.

Apply for the exam online at www.cs.state.ny.us

Classroom-based Test preparation workshops are now available!

Go to csealarningcenter.org to register for one near you.

An online course specially designed for this exam will be available on March 30. Study guides for all topics are available now at <https://www.csealocal1000.org/booklets>.



Workers demand end to union busting

MANHATTAN — Center for Family Support (CFS), workers, who provide services to individuals with intellectual and developmental disabilities in New York City, are demanding respect on the job.

CSEA officers and activists, other labor and community activists and state lawmakers joined the workers at a recent rally to demand CFS management stop union-busting and work with employees to improve working conditions and quality of care for center consumers.

CFS has an annual revenue of more than \$23 million and about 90 percent of its funding is from the state.

CFS workers are forming a union with CSEA to address problems at the agency,



Metropolitan Region President George Boncoraglio demands respect for CFS workers at a rally, surrounded by CFS workers and other supporters.

including concerns about quality of care and lack of job security, low pay, inadequate benefits, severe short staffing and high employee turnover, inadequate training, and favoritism in hiring and promotions.

“We are committed to

ensuring that the workers in this industry earn a fair wage, have decent benefits and working conditions, are treated with dignity and respect on the job and, perhaps most important to all of us, improve the quality care for people with disabilities,” said

Metropolitan Region President George Boncoraglio.

CFS workers demand that management respect their rights to form a union free from harassment and intimidation.

“I work two jobs to make ends meet,” said Kiasha Artis-Priester. “At work we have lots of problems: not enough heat, cutting back on food for the people we care for, severe short staffing and high turnover. We can’t afford health benefits. My co-workers and I have formed a union committee because we know that having a union can improve our working conditions and quality of care. We demand that management meet with us right away to discuss a fair process for unionization.”

— David Galarza

Summary of January CSEA Board of Directors meeting



Berkley

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.

ALBANY – CSEA's statewide board of directors met on Jan.

14. In official business, the board:

- Amended the Retiree Constitution to allow limited voting rights for retirees who return to work in a CSEA bargaining unit; (*Editor's note: For more details, see article on page 13.*)
- Made a one-time contribution to the CSEA Disaster Relief Fund;
- Authorized maximum miscellaneous allowances for upcoming events;
- Authorized Local 844, Unit 8350 to

renew a lease for office space at 873 Route 45, Suite 203, New Hempstead;

- Approved the appointment of Tom Moylan as vice chair of the State Executive Committee;
- Made appointments to various Directors' Committees, including Liz Piraino and Annie Campbell to the Publications Committee, Mary D'Antonio to the Budget Committee and Robert Pazik to the Committee to Study the Cost of Operating Group Life Insurance;
- Adjusted the Administrative Budget to increase the Retirement expense and Other Personnel Costs;
- Authorized building improvements to the first and fourth floors at CSEA Headquarters;
- Created Local 767 for Food Service Employees at Dunkirk City School District;
- Created Local 768 for employees of SUNY College at Canton;
- Dissolved Local 764, Touro College/Fuchsberg Law Center;
- Dissolved Local 257, Western

Armory, and transferred members to Local 003, Buffalo State Employees;

- Approved the 2010 AFSCME Delegates Election Schedule;
- Expanded the CSEA Insurance Program for eligible retirees to include Hospital Indemnity, Short Term Recovery and Retiree Vision plans;
- Appointed Karen Wilson, Ira Bethea, Marianne Herkenham and Frank Brady to the Region 4 Political Action Committee; and
- Placed into administratorship the City of Newburgh WWTP (Local 704), Town of East Fishkill Unit 6672/Local 814, Rockville Centre UFSD-Security Guards Unit 7592-01/Local 865 and Great Neck Water Pollution Control District Unit 7245-00/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, (518) 257-1253 or denise.berkley@cseainc.org.

What's In It For You?

CSEA Employee Benefit Fund and local government: Beyond dental and vision

As your local government unit plans for negotiations, remember there are other ways to be compensated fairly for the hard work you put into your jobs besides salary increases.

Negotiating new or enhanced benefits is a great way to improve your local government contract and may help to offset rising out-of-pocket expenses associated with health care.

The CSEA Employee Benefit Fund has been providing benefits to CSEA members since 1979 and has been able to offer a variety of benefits to fit the diverse needs of counties, towns, villages and school districts during contract negotiations. Here are some of the programs we offer in addition to our valuable dental and vision plans:

Hearing Aid Benefit

This benefit provides an allowance of



up to \$450 per year towards the cost of a hearing aid once every three calendar years.

Legal Benefit

Members can be reimbursed up to \$1,000 annually for covered legal services. Members retain the right to choose any attorney according to individual need and type of case.

Maternity Benefit

This \$200 benefit helps to cover some of the costs for maternity care upon the birth of a child.

Prescription Drug Co-pay Reimbursement Benefit

This benefit reimburses co-payments and other out of pocket costs for prescription drugs not covered by the member's regular prescription drug plan once annually up to \$200 per family, per calendar year.

Contact your region's EBF senior benefits specialist

Remember, these local government benefits must be negotiated into your collective bargaining agreement. Please contact the senior benefits specialist assigned to your area to find out more about what EBF can do for you.

Long Island Region:

Linda Sclafani:
(631) 462-5224
lsclafani@cseaeaf.org

Southern Region:

Carisa Haberl:
1-800-323-2732, ext. 813
chaberl@cseaeaf.org

Physician Co-pay Reimbursement Benefit

This benefit reimburses the member up to \$125 per family per year for co-payments associated with office visits.

Capital Region:

Brian Pezze:
1-800-323-2732, ext. 860
bpezze@cseaeaf.org

Central Region:

Chuck Guild:
1-800-323-2732, ext. 818
cguild@cseaeaf.org

Western Region:

Mike Wagner:
1-800-323-2732, ext. 808
mwagner@cseaeaf.org

Annual Physical Benefit

This benefit reimburses up to \$95 annually for out of pocket costs (charges not covered by your primary insurance carrier) for a routine annual physical.

An Ever Better Future

May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & Bylaws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 2010 Annual Delegates Meeting **must be submitted by May 15, 2010.**

Proposed resolutions may be submitted **only** by a delegate and **must** be submitted on the proper forms. Forms for submitting resolutions are available from CSEA headquarters and region offices.

Proposed resolutions and proposed amendments to the Constitution and Bylaws must be submitted no later than May 15 to Statewide Secretary Denise Berkley, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210-2303.

The 2010 CSEA Annual Delegates Meeting will be held Oct. 18-22 in Albany.

Empire Plan pharmacy network change

Effective Feb. 1, 2010, the Empire Plan Prescription Drug Program implemented a new participating pharmacy network.

Health Benefits The logo for Health Benefits, featuring a heart shape with a checkmark inside, and a cross symbol to the right.

All network chain pharmacies have continued to participate under the new network, however, a small number of independently owned pharmacies have opted not to participate.

Disruption letters have been sent to enrollees who receive services from one of the pharmacies that are now non-participating with the Empire Plan. The letter lists three alternative pharmacies that do participate in the network.

Enrollees with questions regarding this change should be directed to contact Medco directly at 1-877-769-7447 (press 8, and then press 4 after connected to recording).

March 31 is deadline for Empire Plan 2009 claims

Empire Plan enrollees have until March 31, 2010, (90 days after the end of the calendar year) in which to submit medical expenses that were incurred during 2009 to the appropriate insurance carrier.

Network providers/pharmacies will submit claims directly to the appropriate insurance carrier on your behalf when provided with all necessary information.

Enrollees can call the Empire Plan at 1-877-7NYSHIP (1-877-769-7447) with questions or to obtain claim forms. For additional information, including carrier addresses, please visit www.csealocal1000.org.

Health Benefits



Procedure protects rights

AFSCME's constitution includes a rebate procedure to protect the rights of members who disagree with how the union spends money for partisan political or ideological purposes.

Article IX, Section 14 of the International Constitution, which establishes the procedure for dues rebates for members who object to AFSCME's partisan political or ideological expenditures, was amended at AFSCME's 33rd International Convention.

The amended language requires those persons who object to the expenditure of dues for political or ideological purposes submit their objection in writing to both the International Union and CSEA Local 1000 by certified mail between April 1 and April 16 (dates inclusive) each year for the prior year ending Dec. 31.

The timing of the steps in the procedure is tied to the International's fiscal year. The procedure, including the requirements for submitting a proper rebate request, is spelled out in Article IX, Section 14 of the International Constitution. **THESE REQUIREMENTS WILL BE STRICTLY ENFORCED.**

Here's how it works. Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and want to request a rebate must do so individually in writing between April 1 and April 16, 2010. That request must be timely filed by registered or certified mail with: the International Secretary-Treasurer and the CSEA Statewide Treasurer. The requests must contain the following information: name, CSEA ID number or Social Security number, home address and the AFSCME local to which dues were paid during the preceding year. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to: International Secretary-Treasurer at AFSCME Headquarters, 1625 L St., N.W., Washington, D.C. 20036-5687; and CSEA Statewide Treasurer, Empire State Plaza Station,

P. O. Box 2611, Albany, N.Y. 12220-0611. Requests for more than one person may not be sent in the same envelope. Each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Upon receipt by the International of a valid rebate request, an application for partisan political or ideological rebate will be sent to the objecting member. The objecting member will be required to complete and return the application in a timely manner. In accordance with the constitutional amendment adopted at the 1998 International Convention, the application will require the objecting member to identify those partisan or political or ideological activities to which objection is being made, and no rebate will be made to any member who fails to complete that portion of the application. In determining the amount of the rebate to be paid to any member, the International Union and each subordinate body shall have the option of limiting the rebate to the member's pro-rata share of the expenses for those activities specifically identified in the application.

Upon receipt by CSEA of the valid, certified request, the constitutional maximum of 3 percent rebate will be processed. No phone calls or e-mail correspondence will be accepted.

Any member who is dissatisfied with the amount of the rebate paid by the International Union may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to the Judicial Panel Chairperson at the AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing and issue a written decision on such appeals, subject to an appeal to the full Judicial Panel. If dissatisfied with the Judicial Panel's ruling, a member can appeal to the next International Convention.

Update for NYSHIP enrollees with domestic partners

Important pre-tax contribution program (PTCP)

Effective Jan. 1, 2010, state NYSHIP enrollees who are eligible for the PTCP and cover a domestic partner will be able to have the full health insurance premium contribution for the cost of family health insurance deducted from their wages before taxes are withheld. Premiums will continue to be deducted on a pre-tax basis unless enrollees opt out through their agency by completing form PS-404.

Enrollees covering a non-federally qualified domestic partner continue to be responsible for reporting the

value of the health insurance coverage provided to the domestic partner on their income tax return. The Department of Civil Service sends this information to enrollees on form 1099-MISC after the end of each tax year.

The Department of Civil Service is currently in the process of implementing this change retroactive to Jan. 1, 2010. Enrollees should contact their agency's health benefits administrator, typically located in their personnel office, with questions.

Ineligible dependents removed from NYSHIP coverage

The New York State Health Insurance Program (NYSHIP) Dependent Eligibility Verification Project for New York state and local government (city, town, school districts, county, etc.) employees has ended.

The verification project, which began in February 2009, was completed to help ensure that every participant that receives benefits is entitled to receive those benefits. NYSHIP enrollees with family coverage were asked to document the eligibility of all enrolled dependents.

The state Department of Civil Service, which administers NYSHIP, has begun deleting state and local government dependents

that have not submitted the required verification documentation. Unverified dependents have been removed from coverage retroactive to Feb. 1, 2009.

Enrollees that have experienced the removal of a dependent due to this situation (but they are an eligible dependent) MUST submit the required proof of eligibility to the Department of Civil Service before health insurance will be reinstated for that dependent.

Enrollees should call Civil Service's customer service department at 1-800-409-9059 for assistance in reinstating their eligible dependent's coverage.

Leading Edge



Johnson rides the Next Wave

Editor's note: During CSEA's centennial year, the Work Force's Leading Edge will profile union members who are helping to make the union stronger through their actions in the union, in their communities, or in other ways that reflect the spirit of solidarity in CSEA.

This month features a profile of Long Island Region activist Guadalupe "Lupe" Johnson, who is involved in CSEA's Next Wave initiative.

MINEOLA – Bright, energetic, vibrant, engaging: each of these words describe Nassau County Local – and Next Wave – activist Guadalupe "Lupe" Johnson.

Johnson is a committed CSEA activist who is serving her local as an assistant to Nassau County Local President Jerry Laricchiuta. She has been on release from her position as a Nassau County tax assessor for two years.

"Jerry was interviewing dedicated union members to work as his assistant and there were a lot of good candidates," she said. "I was gratified to be selected."

Lupe attended a CSEA Spring Conference soon after settling into her new job with the local and found the workshops presented there to be interesting and thought provoking. A seminar on the Next Wave Program was of particular interest to her.

"It just made sense to me," she said. "The

thought of experienced union leaders guiding young activists and bringing them along to maintain the vitality of our union is terrific."

And that is the essence of the Next Wave Program – the fusion of the vast wealth of knowledge of more experienced CSEA members and endless supply of energy that many newer activists show.

Johnson has plenty of mentors throughout her local – members who have all been through many successful campaigns against management injustice and each is an invaluable asset to youthful activists.

"Young people sometimes tend to discount the value of experience," Johnson said. "But we have formed a Next Wave committee that is intent on finding ways to encourage our seasoned members to mentor young activists, teach them the ropes and bridge the gap."

The committee has already scheduled group activities such as bowling night to foster solidarity, updated a contact list to mobilize members when the need arises, developed a union orientation program for new employees and disseminated a fact sheet designed to familiarize members on basic information.

Johnson and other young activists throughout New York state want to learn and recognize the valuable resource of wisdom is theirs for the asking.

"I plan to make the most of it," she said. "Right now, it's best for us to get involved and ask questions so we will be ready when the time



Lupe Johnson, here on her job at the Nassau County Local office, is helping lead Next Wave programs for younger members.

inevitably comes for our generation to take the lead."

– Richard Impagliazzo

Fighting for labor



CSEA statewide Treasurer Joe McMullen, Executive Vice President Mary Sullivan and Secretary Denise Berkley joined CSEA members at the union's booth during the recent Black, Puerto Rican, Hispanic and Asian Legislative Conference in Albany. Members participated in several workshops and panel discussion on topics ranging from public education to economic development. AFSCME Secretary-Treasurer William "Bill" Lucy also delivered the keynote address during the event's labor luncheon.

March CSEA calendar of events

Long Island Region:

- March 2-3: **Steward Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., Nassau University Medical Center auditorium, East Meadow
- March 10-11: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Nassau County Department of Social Services, Uniondale
- March 11: **Skills for Success: Electricity Basics**, SUNY Stony Brook*
- March 15-16: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Nassau County Local Office, Mineola
- March 16: **Skills for Success: Change: How to Make it Work for You**, Department of Transportation*
- March 16: **Skills for Success: Writing Reports and Evaluations**, Long Island DDSO*
- March 16: **Skills for Success: Writing for Your Audience**, Long Island DDSO*
- March 16-17: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Hempstead Local Office, Merrick
- March 18-19: **Skills for Success: Carpentry Advanced**, Jones Beach State Park*
- March 22-23: **Skills for Success: Influencing with Confidence**, Belmont Lake State Park*
- March 23-24: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Oyster Bay Local Office, Syosset

Metropolitan Region:

- March 2-3: **State Government Discipline & Interrogations: Representing Members Under Article 33 Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Bronx Psychiatric Center
- March 16-17: **Skills for Success: OSHA 10-Hour Construction**, Department of Motor Vehicles*
- March 17: **Skills for Success: Control of Hazardous**

Energy (Lockout/Tagout), Department of Motor Vehicles*

- March 17: **Skills for Success: Hazard Communication & The NYS "Right-To-Know" Law**, Department of Motor Vehicles*
- March 20: **Steward Workshop**, Sign-in: 8:30-9 a.m., Workshop: 9 a.m. - 3 p.m., SUNY Downstate Medical Center, Brooklyn
- March 23: **Skills for Success: Change: How to Make it Work for You**, CSEA Metropolitan Region Office*
- March 23: **Skills for Success: Plumbing Basics**, Brooklyn DDSO
- March 24-25: **Skills for Success: Influencing with Confidence**, Metropolitan Transportation Council*

Southern Region:

- March 2: **Skills for Success: How to Be Your Own Mediator**, Mid-Orange Correctional Facility*
- March 2-3: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 -6 p.m.; Workshop: 6-9 p.m., Sullivan County BOCES, Liberty
- March 4: **Skills for Success: Writing Reports and Evaluations**, Department of Labor*
- March 4: **Skills for Success: Writing for Your Audience**, Department of Labor*
- March 9: **Skills for Success: Electricity Basics**, Fishkill Correctional Facility*
- March 9: **Skills for Success: Take Control of Your Time**, Mid-Orange Correctional Facility*
- March 9: **Skills for Success: Taming your Tasks**, Mid-Orange Correctional Facility*
- March 9-10: **Steward Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6-9 p.m., CSEA Southern Region Office, Beacon
- March 10: **Skills for Success: Air Conditioning and Refrigeration Basics**, Eastern Correctional Facility*
- March 16: **Skills for Success: The Organized Secretary**, Eastern Correctional Facility*
- March 17-18: **Skills for Success: Influencing with**

HENDRICK HUDSON PACT—The Hendrick Hudson School District Unit in Westchester

County has ratified a three year contract. The agreement, retroactive to July 1, 2009, includes wage increases in each year of the contract,



TODAY

longevity and night shift differential increases, and improvements in the health insurance buyout. Workers whose spouse also work for the district will now be eligible for a health insurance buyout.

Smith is PEOPLE Recruiter of the Month



Smith

Gloria Smith of the Upstate Medical Center Local in the Central Region is PEOPLE Recruiter for the month of January. She recruited 15 new PEOPLE members at the MVP level.

"I tell people that it's important to be affiliated with PEOPLE to make sure our FMLA, our retirees COLA, and our worker rights

are protected, not to mention Social Security and Medicare," Smith said. "We need a voice in Washington to make sure our rights aren't violated."

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.

Confidence, Mid-Orange Correctional Facility*
 • March 22-23: **Skills for Success: Math Skills Builder: Level 1**, Eastern Correctional Facility*

Capital Region:

- March 4: **Skills for Success: Managing Finances**, Department of Transportation*
- March 5, 12, 19 & 26: **Skills for Success: Introduction to Spanish: Level 1**, Correctional Services Training Academy
- March 8 & 15: **Contract Negotiation Strategies: Maximizing Our Leverage**, Sign-in: 5:3 -6 p.m.; Workshop: 6-9 p.m., Muni Grill (Schenectady Municipal Golf Course)
- March 11: **Skills for Success: Writing Reports and Evaluations**, Office of General Services*
- March 11: **Skills for Success: Writing for Your Audience**, Office of General Services*
- March 23: **Skills for Success: Small Engine Basics**, Office of General Services*
- March 25-26: **Skills for Success: Blueprint Reading Fundamentals**, Office of General Services*
- March 29-30: **Skills for Success: Carpentry Advanced**, Grafton Lakes State Park*
- March 31-Apr. 1: **Contract Negotiating Team Training**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Brittonkill High School cafeteria, Troy. *This workshop is open only to Brittonkill School District Unit members.*

Central Region:

- March 2-3: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Delaware County Local Office, Delhi
- March 31: **Skills for Success: Writing Reports and Evaluations**, Greater Binghamton Health Center*
- March 31: **Skills for Success: Writing for Your Audience**, Greater Binghamton Health Center*

Western Region:

- March 2: **Skills for Success: Critical Thinking**, Rochester Psychiatric Center*
- March 2, 9, 16 & 23: **Skills for Success: Introduction to Spanish: Level 1**, SUNY Buffalo*

- March 3: **Skills for Success: Taming Your Tasks**, Department of Transportation*
 - March 9-10: **Skills for Success: Influencing with Confidence**, Buffalo Psychiatric Center*
 - March 9-10: **State Government Discipline and Interrogation: Representing Members Under Article 33 Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Western Region Office, Amherst
 - March 9-10: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Chautauqua County Unit Office, Mayville
 - March 9-10: **Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., College at Brockport, Seymore College Union Ballroom
 - March 16: **Skills for Success: Managing Finances**, Finger Lakes DDSO, Monroe*
 - March 23-24: **Skills for Success: OSHA 10-Hour Construction**, Department of Transportation*
 - March 24: **Skills for Success: Control of Hazardous Energy (Lockout/Tagout)**, Department of Transportation*
 - March 24: **Skills for Success: Hazard Communication & the NYS "Right-To-Know" Law**, Department of Transportation*
 - March 24-25: **Steward Workshop**, Sign-in: 5:30-6 p.m.; Workshop: 6-9 p.m., Western Region Office, Amherst,
 - March 31: **Skills for Success: Writing Reports and Evaluations**, Department of Transportation*
 - March 31: **Skills for Success: Writing for Your Audience**, Greater Department of Transportation*
- * Learn more by visiting the NYS & CSEA Partnership for Education and Training Web site at www.nyscseapartnership.org or by calling 1-800-253-4332.

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

2010 Census Key Dates



February - March 2010

Census questionnaires are mailed or delivered to households.



March - April 2010

Be Counted program is implemented. Census questionnaires are available at select public sites for individuals who did not receive one by mail.



April 1, 2010

CENSUS DAY



May - July 2010

Census takers visit households that did not return a questionnaire by mail.



Dec. 31, 2010

By law, the Census Bureau delivers population counts to the President.

2011



March 2011

By law, the Census Bureau completes delivery of redistricting data to states.

Frequently Asked Questions

1. Q. Who should fill out the census questionnaire?

A. The individual in whose name the housing unit is owned or rented should complete the questionnaire on behalf of every person living in the residence, including relatives and non-relatives.

2. Q. How will the 2010 Census differ from previous censuses?

A. In 2010, every residence will receive a short questionnaire of just 10 questions. More detailed socioeconomic information previously collected through the decennial census will be asked of a small percentage of the population through the annual American Community Survey. To learn more about the American Community Survey, visit www.census.gov.

3. Q. How are census data used?

A. Census data determine the number of seats each state will have in the U.S. House of Representatives. Census data also can help determine the allocation of federal funds for community services, such as school lunch programs and senior citizen centers, and new construction, such as highways and hospitals.

4. Q. What kind of assistance is available to help people complete the questionnaire?

A. 2010 Census questionnaire language assistance guides are available in a variety of languages. Questionnaire Assistance Centers (QAC) will also assist those unable to read or understand the questionnaire. Large-print questionnaires are available to the visually impaired upon request, and a Teletext Device for the Deaf (TDD) program will help the hearing impaired. Contact your Regional Census Center for more details about the types of assistance available and for QAC locations.

5. Q. How does the Census Bureau count people without a permanent residence?

A. Census Bureau workers undertake extensive operations to take in-person counts of people living in group quarters, such as college dormitories, military barracks, nursing homes and shelters, as well as those who have been displaced by natural disasters.

For more information about the
2010 Census, go to 2010census.gov.



2010 CENSUS
IT'S IN OUR HANDS