

Special four-page money-saving holiday buying guide inside



# THE Work Force

December 2010

Vol. 13 No. 11

## CSEA makes history

See page 3



**CSEA celebrates 100th anniversary in Albany, see special insert**

*Photo by Colleen Brescia*

**1910-2010**

**New York's Leading Union**





Dozens of CSEA members from the Southern Region, including Southern Region President Billy Riccaldo, front row, left, joined CSEA members from across the state in for the One Nation Working Together march in Washington, D.C. The historic march brought together union brothers and sisters to fight for jobs and other social issues. Learn more about the march and how you can get involved at: [www.onenationworkingtogether.org](http://www.onenationworkingtogether.org)

### Local President Tom Dowdney dies from injuries after being struck

SUNY Farmingdale Local President Tom Dowdney passed on recently, succumbing to serious injuries sustained in an accident. He was hit by a car while trying to cross Route 110 in Farmingdale, which resulted in head and back trauma from which he never recovered.

Dowdney is survived by his wife, Deborah, and children Katherine and Thomas.

### CSEA Activist Lou Roccuzzo dies

Longtime Westchester County Local officer Lou Roccuzzo died Nov. 6 after a sudden battle with cancer. He was 63.

Fondly remembered for his stubborn but fair attitude, Roccuzzo spent more than 20 years as an advocate for CSEA members throughout the Westchester County Local. He served as Mount Vernon School District Unit president during his years as head custodian at Mount Vernon High School and later became unit president for the Rye City School District Unit after transferring to a head custodian position there.

Roccuzzo served different positions with the Westchester County Local, last serving as local treasurer before his recent retirement.

“Lou was someone you wanted alongside you when you were out fighting on behalf of the members,” said Southern Region President Billy Riccaldo. “We are grateful for his many years of service to CSEA.”

Roccuzzo is survived by his wife of 43 years, Susan, three sons, and two grandchildren.

— Jessica Ladlee

# CSEA fighting layoffs, contracting out

### Westchester County proposing layoffs

Westchester County Executive Rob Astorino proposed a 2011 county budget that slashes vital county services and eliminates the jobs of 226 CSEA members.

While the county work force is already stretched thin after 465 retirements earlier this year due to a retirement incentive, Astorino’s budget proposal cuts county services even more by closing community mental health clinics, shuttering county pools serving inner-city youth, eliminating jobs of CSEA members who train volunteer firefighters and emergency medical technicians, and abandoning a county Section 8 program that assists elderly, veterans and people with disabilities with finding housing.

“Not only does this shortsighted budget put 226 taxpaying residents out of a job, it includes cuts in services that will impact every single resident in Westchester County,” said Westchester County Unit President Karen Pecora. “This agenda of slashing county government services may have made for good campaign material for Mr. Astorino, but there are real people who are going to be very hurt by his cut-at-all-costs-agenda.”

### Poughkeepsie eyes contracting out

Town of Poughkeepsie Unit members are fighting against a proposal that could put the town sewage treatment plant in the hands of a private company.

Several months ago, Poughkeepsie Town Board members issued a Request for Proposals for the operation of the town’s Arlington Sewage Treatment Plant. CSEA members have taken to the streets, going door-to-door to inform town residents of the pitfalls of privatization, writing letters to the editor, and placing ads in a local newspaper. Those efforts have resulted in an outcry from residents against privatization.

## State financial situation remains fluid

ALBANY – The state’s financial situation and its potential effects on layoffs remained fluid as this Work Force edition went to press.

State Comptroller Tom DiNapoli recently announced that the state budget deficit for this year still could top \$1 billion. That means that despite all the cost-cutting measures taken by Gov. David Paterson, the state still may need to further cut costs.

“We’ve been able to explain to the residents that private companies often cut corners, they’ve been known to lowball their initial bids, and they wind up costing taxpayers more in the long run,” said Town of Poughkeepsie Unit President Pat Brown. “Right down the road in the City of Poughkeepsie, residents there pay a rate several times higher for sewer treatment. Their sewer plant is run by a private company and it has wound up costing them big time.”

### Western region fights

CSEA Erie County Unit members spoke out against cuts to the county work force Nov. 10 at a legislative hearing.

The unit is facing the loss of more than 125 positions, including several dealing directly with public safety and the libraries. Speakers at the hearing stressed that the cuts would harm quality of life for all residents in the county.

Meanwhile, the county executive refuses to invest in the work force. Federal stimulus money to maintain jobs is not being used to save the positions. The legislature was expected to vote on a budget Nov. 23.

The CSEA Chautauqua County Unit is facing about a dozen layoffs. Members have been lobbying legislators and speaking out at hearings and meetings to get the positions restored.

In Cattaraugus County, members are fighting the potential loss of 17 positions. The unit is also fighting the privatization of a billing department and some senior services. At press time, members had been planning a demonstration before a Nov. 23 legislative meeting, among other mobilization activities

### Dutchess County members fighting layoffs, page 7

— Jessica Ladlee, Lynn Miller

## Legislative endorsements prove effective

# CSEA stands tall in comptroller race

Against all odds, CSEA-endorsed state comptroller candidate Tom DiNapoli won his election to a four-year term. There is no doubt that CSEA members were instrumental for his victory.

"It just goes to show you that when we stand united and vote as a bloc we win. Tom DiNapoli is an outstanding comptroller and the best choice for all the people of New York," CSEA President Danny Donohue said.

DiNapoli's opponent was a Wall Street insider whose main goal was to privatize the state pension fund and hand it over to the same Wall Street folks who created America's financial meltdown.

He outspent the DiNapoli campaign 2:1, including pouring \$4 million of his own money into the race.

On the legislative front, CSEA-endorsed candidates won across the state. Union members worked phone banks, walked door to door, and stood at busy intersections helping good candidates get elected. As the legislature prepares for another very difficult budget year, it is important that we have decision makers who realize the value of what we do for New York.

The state Assembly remains in Democratic hands, but the state Senate leadership remains



**Crispin Booker, Vice President at Kingsboro Psychiatric Center, hands out campaign literature to subway commuters in Brooklyn's busy Atlantic Terminal on Election Day.**

up in the air. CSEA-endorsed Democrat Antoine Thompson is behind in his race in Erie/Niagara counties while the very anti-CSEA Democrat Craig Johnson is behind in his race on Long Island.

If both Democrats lose, the

Senate will be in the hands of the Republicans (32 Republicans to 30 Democrats). Either way, CSEA will remain committed to being a strong presence at the state Capitol.

## Report: agencies not complying with safety law

MANHATTAN — Facing unprecedented workplace violence, CSEA members from the Bronx Psychiatric Center recently joined Assemblyman Rory Lancman, chair of the Subcommittee on Workplace Safety, as he released a report revealing an unacceptably high rate of non-compliance with the state's Workplace Violence Prevention Law.

"We're hoping that management across the state, in all the different agencies, will take this more seriously," said Bronx Psychiatric Center President Abraham Benjamin. "If we are to care for our patients more effectively, we need to ensure their safety and ours."

State and federal data showing a steady increase in workplace violence against state employees in New York. Specifically, statistics maintained by the Federal Bureau of Labor Statistics show a 26.7 percent increase in workplace injuries from 2005 to 2008, arising from assaults and other violent acts against state government employees in New York.

Against this backdrop of rising workplace violence against state employees, 44.9 percent of state agencies surveyed — and 46.7 percent

of public authorities surveyed — could not produce any evidence of having completed a workplace violence prevention program as required by the law.

The rule essentially requires employers to assess their workplace (with the union's participation) to identify hazards. Once hazards are identified they must be addressed. Employers must create a written program, have a reporting system, train employees, and review incident reports.

Such a program could have assisted Mental Health Therapy Aide Edil Aragonés when he was assaulted and stabbed through the hand by a patient at the Bronx Psychiatric Center dining room.

"I can't imagine how many times this has happened before," said Aragonés. "I'll be working with my union to make sure we have a plan in place to protect all workers and the people we serve."

The purpose and the intent of the Workplace Violence Prevention Law are to ensure that the risk of workplace assaults and homicides are evaluated and that a protective

program be put in place. The rule builds upon the Worksite Security Act of 2006, which CSEA spearheaded and which provides safer workplaces for New York's public employees.

Indeed, only 50 percent of state agencies responding to the survey — and 46.1 percent of public authorities — conceded that they had not provided workplace violence prevention training as required under the law.

"As indicated in the survey results, a staggering number of employers have yet to complete workplace violence prevention programs as required by the law, a year after the programs were due," said Lancman. "These results are intolerable, especially as rates of injuries caused by assaults are drastically increasing."

"Our public employees provide vital services every day and their safety, as well as the safety of the public they serve, should be of paramount importance," said Metropolitan Region President George Boncoraglio.

— David Galarza



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IN TOUCH WITH THE  
**WORK FORCE**  
CSEA President Danny Donohue

## Fairness and respect are CSEA's guiding principles: past, present and future

The 2010 election was the first of CSEA's second century. CSEA was instrumental in helping to secure victory for New York state Comptroller Tom DiNapoli. CSEA did not make an endorsement in the governor's race. History gives us some good perspective as we look forward.

Over the course of 100 years, CSEA has discovered that you can't predict gubernatorial character until the person is actually in office. We've had our ups and downs with every New York governor dating back to Charles Evans Hughes and that's likely to continue into the new Cuomo administration. It's not necessarily a bad thing as debate can often produce better ideas.

Governor-elect Andrew Cuomo will have to work with CSEA, not just on a political and public policy basis, but also in a very practical way. The governor is the boss to the state work force and that's a very different relationship from what he has with any other constituency. The tone that any administration sets with its employees can dramatically affect a lot of things for better or worse.

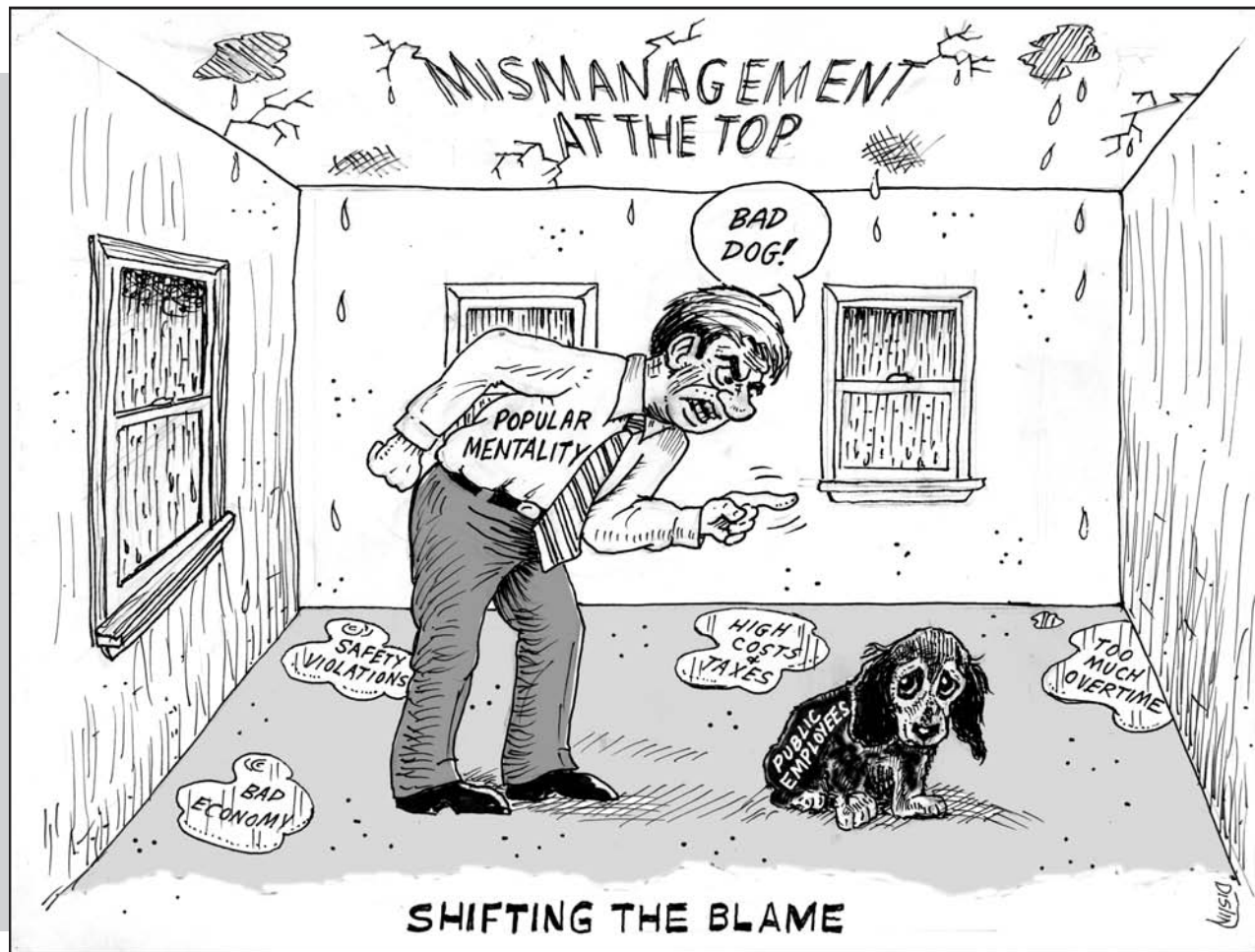
New York state government needs a lot of improvement and it will not be easy. But CSEA knows from first-hand experience about what can be achieved when people are motivated to work together.

CSEA has changed and adapted in big and small ways since 1910 – that's why we're still here. But another reason we're still around is that we have always remained true to our commitment to fairness and respect for our members as we work to make New York a better place.

That's the principle that will continue to guide us as we prepare for a new administration in Albany.



*Danny*



## CSEA wins improper practice case against town

EAST HAMPTON — CSEA prevailed in a union animus improper practice case filed against the Town of East Hampton, which affirmed its contention that a member employed by the town was professionally and personally penalized in retaliation for pro-labor activities.

The position of safety inspector, occupied by former East Hampton Town Unit President Tom Horn, was eliminated by former Supervisor Bill McGintee as retribution for his outspoken opposition to a provision in the current contract that allowed the town to change the health insurance plan contained therein.

CSEA counsel Steve Crain litigated the case during two days of hearings at the Public

Employment Relations Board (PERB) in Brooklyn. Briefs were filed soon afterward and the favorable ruling was then delivered by Administrative Law Judge Philip Maier.

When his post as safety inspector was eliminated, Horn was entitled to return to his prior position as Fire Marshall 1, albeit at a lower salary. But McGintee did not want Horn employed by the town in any capacity so he conspired with town council members to manipulate circumstances and achieve his desired result.

Despite the supervisor's effort, Maier ordered Horn be restored to the position of safety officer and reimbursed for lost wages.

"Steve Crain did a fantastic job and deserves a great deal of credit because victories in union



**East Hampton Unit members demonstrate in front of town hall to protest changes in their health insurance - another case in which management showed disrespect for workers.**



# Workers fight proposed selling off of public services

**“I am certain that there is not a private provider that is capable of delivering a more cost-effective, efficient, compassionate or professional services to the residents of Madison County than our own Madison County work force.”**

WAMPSVILLE — Chanting, “Public health care is not for sale,” and “A penny a day beats a hospital stay,” CSEA-represented Madison County workers demonstrated at a recent Board of Supervisors meeting to oppose a plan to sell off the county’s certified home health agency.

**Task force disregarded**  
 Agency workers provide medical care to more than 200 sick

and elderly county residents in their homes. County officials began considering contracting out home health services after the agency ran a \$388,835 deficit in 2009. At CSEA’s urging, county officials set up a task force that included union representatives to examine alternatives to privatization.

In September, despite the task force’s work and a request for more time to develop cost-



**CSEA Madison County Local President Jeffrey Colburn leads a group of Madison County workers in a lunchtime rally against a plan to contract out the county’s home health services.**

saving options, County Administrator Paul Miller directed the task force to immediately issue a request for proposals to seek a private operator for home health services.

The CSEA representatives on the task force resigned in response.

### **Union fights back**

CSEA will not let county officials evade their responsibility to provide public health services to residents. The union plans to present its own cost-saving proposals to county officials in December.

“Management needs to be held accountable in this situation,” said CSEA White Collar Unit President Russell Stewart. “They need to explain how they lost close to \$400,000 in one year.”

CSEA Madison County Local President Jeffrey Colburn said one answer to that question might be the additional cost of salaries and benefits for

five newly hired managers at the agency.

Union leaders say they are concerned that if home health services are contracted out, some county residents may not receive services, which would end up costing taxpayers more.

They also note that even with the fiscal losses, it costs county residents less than a penny a day to maintain public home health care.

Colburn said CSEA will demand a public hearing to review the impact of the proposed privatization before the bidding process is completed.

“I am certain that there is not a private provider that is capable of delivering a more cost effective, efficient, compassionate or professional service to the residents of Madison County than our own Madison County work force,” Colburn said.

— Ed Molitor

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# Dutchess County executive proposes consolidation, layoffs

**“We told him we expected him to honor our contract like he would any other.”**

POUGHKEEPSIE — Following the growing government trend of cutting at all costs, Dutchess County Executive William Steinhaus last month presented a proposed 2011 county budget that calls for consolidation

of county departments, more than 60 layoffs and the eliminations of dozens more vacancies through attrition.

CSEA is fighting the layoffs, arguing that the cuts to members are more about retaliation for the union's refusal to re-open the contract than about consolidation.

“Steinhaus wanted us to give up our contractual wage increase, but we told him we expected him to honor our contract like he would any other,” said Dutchess County Unit President Liz Piraino.

Piraino said while the consolidation of certain county departments may eliminate the need for certain upper-level management, the rank-

## Dutchess County budget proposal

- More than 60 layoffs and eliminate vacancies through attrition
- Departments affected by the proposed job cuts include Department of Mental Hygiene, Health Department, Department of Public Works and Office of the Comptroller
- Close two Department of Motor Vehicles offices
- Eliminate the county Human Rights Commission
- Close county Water Lab and outsource work

and-file CSEA work force is still needed to perform the actual work of the departments. The size of the work force is smaller than it used to be due to positions not being filled after retirements.

Departments affected by the proposed job cuts include the Department of Mental Hygiene, Health Department, Department of Public Works and Office of the Comptroller. Steinhaus

is also proposing closing two Department of Motor Vehicles offices and eliminating the county Human Rights Commission.

CSEA is also fighting the closure of the county Water Lab. Steinhaus' plan to outsource the work of the department is a clear violation of the CSEA contract, Piraino said.

— Jessica Ladlee

## A memorial for fallen workers



From left, Department of Transportation Utica Region Local Vice President Tony Tutino, Local President Pete Niznik, Local Treasurer and CSEA Board of Directors Transportation representative Bob Timpano and Local Executive Board member Irv Jenkins pose by a memorial wall dedicated to fallen DOT workers outside the department's equipment management shop in Utica. Local officers, other department workers and CSEA representatives recently held a dedication ceremony for the fallen workers, including local member and Highway Maintenance Worker Gary Farrell, who passed away while working in a work zone on Nov. 2, 2009. A plaque on the memorial wall notes that the wall was “erected in memory of those who lost their lives in service to the people of the State of New York.” Department workers, retirees and other volunteers, many of whom are CSEA members, built the memorial on their own time using materials that were donated or salvaged from previous projects. CSEA has been a leader in the fight to reduce and eliminate work zone safety hazards for highway workers. Visit the Don't Zone Out page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for more information.

## Remember: 'Don't Zone Out' during winter

Winter weather is almost here and with it comes snowy and icy road conditions. CSEA members who work on highways spend many hours clearing, salting and sanding roadways, often in inclement weather, to make them safer for us to drive.

As you're driving this winter season, please continue to remember to “Don't Zone Out,” and urge your families, friends and co-workers to do the same.

Visit the Don't Zone Out page on CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) to learn more about the Don't Zone Out campaign.





## Among Carr's accomplishments:

- Playing a leading role in CSEA's efforts to promote clerical training and advancement opportunities,
- Helping secure pay equity adjustments for women and non-Caucasian workers;
- Ensuring training for proper video display terminal use
- Helping create more than 50 work site child care centers at state facilities.

## Break in membership affects eligibility for union office, voting privileges

A break in union membership status can have long-term future implications. Your membership status affects your eligibility with respect to:

- seeking or holding union office;
- signing nominating petitions for potential candidates;
- voting in union elections, and;
- voting on collective bargaining contracts.

Only members "in good standing" can participate in these activities. To be in "good standing," your dues cannot be delinquent.

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

Note, however, you must continue to pay dues to run for office. Dues-free or gratuitous membership allows members to continue their insurance coverage while out of work. It does not protect your right to run for or hold office. This does not apply to members who are on leave due to being called up for military duty. Members on active military duty, upon return, are considered to have had continuous membership status for all CSEA election purposes.

Please notify the CSEA Membership Records Department at 1-800-342-4146, Ext. 1327, of any change in your status and what arrangements you are making to continue your membership in CSEA.

# CSEA accepting Irene Carr Leadership Award nominations

Do you know someone who takes the lead, speaks out and makes a difference on issues of concern to women and families?

If so, nominate that person for the Irene Carr Leadership Award, which will be presented at the CSEA Women's Conference in April 2011. CSEA is seeking nominees who demonstrate a strong commitment to the concerns of women and working families within CSEA and take an active leadership role in the affairs of the union. Specific examples include nominees who:

- Takes specific action

on concerns of women, such as lobbying or advocating on issues such as women's health care, pay equity legislation, domestic violence prevention policies or legislation, flexible work hours, equality in the workplace, child care or health and safety issues specific to women.

- Demonstrates leadership on issues of discrimination, harassment or equal treatment, such as assist workers with filing harassment complaints or organizing activities in opposition of workplace discrimination.

- Explores creative ways of using internal and external resources to raise



Carr

awareness of issues of concern to women; and/or

- Encourages, promotes and/or mentors younger women to become activists in our union.

Carr, who served as CSEA's statewide secretary

for 17 years, paved the way for women to take leadership roles in CSEA. She passed away in 2004.

She played a leading role in CSEA's successful efforts to promote clerical training and advancement opportunities, pay equity adjustments for women and non-Caucasian workers, proper video display terminal use and the creation of more than 50 work site child care centers at state facilities.

Visit CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) to download the nomination form and for more information about the award.

All nominations must be received by **Feb. 1, 2011.**

## Unified Court System employees: Take advantage of these extra CSEA Employee Benefit Fund benefits

Did you know if you are an active, full-time CSEA member employed by the Unified

Court System, the CSEA Employee Benefit Fund has additional benefits for you to take advantage of, in addition to your regular dental, vision, legal and workplace security benefits? These additional benefits include:

**Maternity Benefit:** A member can receive this \$200 benefit if either the member or the member's spouse/domestic partner has a child. Multiple births receive multiple benefits.



Write or call EBF to get a maternity benefit claim form. The member must have been eligible for

EBF benefits at least nine months before the birth of the child. The member must be eligible on the child's date of birth.

**Prescription Drug/Physician Co-Pay Reimbursement (combined):** This benefit reimburses the member's prescription drug card co-payments and physician co-payments once annually, up to a maximum of \$325 per member per calendar year.

Only one claim per year will be processed.

To get the maximum benefit, wait until your co-payment expenses reach \$325 before filing your claim. Prescriptions must be dispensed by a licensed pharmacist. A print-out from the pharmacy is required, as actual receipts will no longer be accepted.

If you do not accumulate \$325 in co-payment amounts before the end of the year, submit your claim after Dec. 31 but before March 31 of the following year for what you paid.

**Hearing Aid Benefit:** A member can receive \$150 per ear, once every three calendar years toward the cost of a hearing aid, including charges for its fitting. Submit your completed form with your paid bill and a copy of your doctor's prescription to EBF.

EBF does not pay for repairs, replacement batteries or any appliances or expenses not recommended by or approved by a physician or otologist.

**Get claim forms by calling EBF at 1-800-323-2732 or download them from the EBF website at [www.cseaebf.com](http://www.cseaebf.com).**



# Westchester Medical Center becomes non-participating facility with Empire Blue Cross/Blue Shield

As of Nov. 1, 2010, Westchester Medical Center became a non-participating facility with Empire Blue Cross/Blue Shield.

To date, negotiations have been unsuccessful between the insurer and the hospital, which employs nearly 1,500 CSEA members.

## How does this affect the coverage of Empire Plan enrollees?

After Nov. 1, 2010, only the following services provided by Westchester Medical Center will be covered on an in-network

basis:

- Cases of emergency
- For

continuation of care for pregnancy – if you are in second or third trimester of pregnancy as of the date the hospital ceased to be a participating facility, you will continue to be covered through the delivery of your child and post-partum care directly related to the delivery

- For any services that were pre-authorized
- Inpatient services for an admission that occurred before



the date the hospital ceased to be a participating

provider

• If no network hospital is available within 30 miles of your residence that can provide the services required

• If a network hospital is not available within a 30-mile radius from your home

If you choose to receive services at Westchester Medical Center after Nov. 1, 2010, except for the special circumstances listed above, the services will

be covered as an out-of-network facility.

Check the Health Benefits Department page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for updates on negotiations.

**If you are receiving services from Westchester Medical Center and have questions regarding your coverage or you would like an alternate list of participating facilities, please call Empire Blue Cross/Blue Shield toll-free at 1-800-495-9323.**

## Important dates and deadlines

For more information on the following programs, see your agency health benefits administrator or contact the appropriate telephone number listed.

### **Productivity Enhancement Program (PEP): Oct. 25 – Nov. 26, 2010:**

Exchange vacation credits and/or personal leave in return for a credit to be applied toward the employee share of your New York State Health Insurance Program (NYSHIP) premium.

### **Pre-Tax Contribution Program (PTCP): Nov. 1— 30, 2010:**

Your health insurance premium deducted from salary before taxes

are withheld.

### **Open Enrollment for Young Adult Children: Begins Nov. 1, 2010:**

Enroll or re-enroll your young adult child under age 26 under your NYSHIP coverage. Contact your agency health benefits administrator for a transaction form. (See article on this page for more.)

### **NYSHIP Annual Health Insurance Option Transfer Period: Dates to be determined:**

The annual Option Transfer Period will begin once the 2011 health insurance premium rates are approved. (See article on this page for more.)

## NYSHIP holding special enrollment period for young adult dependents

The state Department of Civil Service recently sent all NYSHIP enrollees a Special Report titled "Covering Your Young Adult Children" that contains important information about young adult dependents of enrollees.

As of Jan. 1, 2011, NYSHIP will change its eligibility rules to cover an enrollee's child as an eligible dependent up to age 26 in compliance with the federal Patient Protection and Affordable Care Act (PPACA).

Beginning Nov. 1, 2010 through the end of the state annual option transfer period, enrollees can add their young adult children (natural, legally adopted, step and/

or domestic partner children) up to age 26, regardless of financial dependency, residency, student status, employment and/or marital status. An enrollee's young adult children can be added to family coverage at no additional cost. If the enrollee currently has individual coverage, they will need to switch to family coverage.

Enrollees looking to add a young adult child to their coverage should complete and return the "Young Adult Dependent" transaction form (which was included in the report) to their agency's health benefits administrator, typically in their personnel office.

## NYSHIP option transfer period to begin once 2011 rates are approved

The annual NYSHIP option transfer period for active state employees, including Unified Court System workers, will be held once the 2011 health insurance premium rates are approved. At the time this article went to press, the rates were not approved.

Once the 2011 premium rates

are approved and sent to agencies, enrollees will have 30 days from the date the agency receives the rates in which to change options.

Enrollees will have the ability to change their health insurance plan during the option transfer period. Enrollees should visit their agency health benefits administrator (typically located in personnel

office) and pick up a copy of "Choices for 2011," your guide to New York State Health Insurance Program health insurance options. If you are thinking about changing your option, read the descriptions of plans in your area and compare coverage and out-of-pocket cost sharing for benefits that are important to you and your family.

Please watch your mail, The Work Force and the Health Benefits Department page on CSEA's website for additional information, including the option transfer dates and the 2011 health insurance premium rates.

# Summary of September 2010 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.*



ALBANY – CSEA's statewide board of directors met Sept. 30. In official business, the board:

- Authorized Local 808 to lease office space at 2205 College Ave., Elmira Heights;
- Made various appointments to Directors' Committees, including Wayne Dorler, Appeals; Robert Pazik, Publications; Mark Dotterwich, Budget; Mary Jo Tubbs, Personnel and Kelly

Volpe, Charter;

- Designated Frank Strack as a Trustee to the Political Action Fund;
- Appointed John Staino and Charles Guidarelli to the Southern Region Political Action Committee; and
- Appointed Sheri Ambuske, Delia Bertrand, Paul Blujus, Robert Bostwick, James G. Brand, Donald Brisky, Kathleen Button, Ronald Castle Jr., Judy DiPaola, Douglas E. Drake, Robert Ellis, Theresa Ferrara, Timothy Finnigan (Chair), Nicholas Forster, Kevin Furlong, Marlene Galbraith, Mark Grzywna, Edward Hoover, Mark Inwood, Thomas Jaccarino, Bruce Jamison, Michael Jones, Maria Johnson, Jeanne Kreavy, Ronald Kreavy, James Kurtz, Carolyn Lee, Agnes Mabins, Isabella Mendola, Jeffrey A. Mileham, Bruce Norton, Marcia

Olszewski, Ove Overmyer, Steven Panton, Charles Parsons, Kenneth Penski, Matthew Peone, Paul Peters, Nancy Prevosto, Gerald Prince, Robert Pyjas, Denise Renfro, Thomas Rogalski, Louis Rouse, Debra Sherk, Stephen Skidmore, John Stading, Candace Termer, Rose Teachman, Carol Thornton, Flo Tripi, Judith Trost, Daniel Stone, Tamika Washington, Jake Waters Jr., Kimberly Whitlock, Richard Wilcox, Donald Williams, and Cristal Zaffuto to the Western Region Political Action Committee.

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

## CSEA Constitution Bylaws and Resolutions, as approved

ALBANY – CSEA delegates to the union's 100<sup>th</sup> annual meeting approved the following as a second reading of amendments to the Constitution which go into effect immediately:

- **Article II, Purpose and Policy**, to include gender identity and gender expression to accurately reflect the diversity of our membership; and
- **Article IV, Organization of the Association**, to increase the Private Sector representation on the Board of Directors based on the size of its membership and insure that the Private Sector board seats are representative of the entire division by requiring that board representatives come from different employers.

Delegates approved the following changes to the Bylaws which go into effect immediately:

- Clarified the responsibilities of proxies and designees at Statewide Executive Committee and Board of Directors meetings.

Delegates approved the following resolutions:

- Cultural Diversity and Leadership *which encourages the union to expand National Coalition Building Institute (NCBI) training into leadership development programs in its Regions, Locals and Units;* and
- Member Participation in Organizing *which reaffirms the union's commitment to organizing the unorganized, and honors locals, units and members who have participated in that mission.*

## Health insurance changes effective Jan. 1, 2011

CSEA would like to remind active, New York State Empire Plan enrollees that the following changes will take effect Jan. 1, 2011:

**Basic Medical Annual Coinsurance Maximum: increase from \$500 to \$515:** When a CSEA active state Empire Plan enrollee uses a non-participating Empire Plan provider, claims are paid under the Basic Medical Program.

The Empire Plan pays 80 percent of reasonable and customary charges for covered services after the annual deductible is met. The remaining 20 percent that the individual is responsible for is considered "coinsurance."

The annual coinsurance maximum, effective Jan. 1, 2011, is \$515\* for enrollees, \$515\* for enrolled spouse/domestic partners and for \$515\* for all dependent children. Once the annual coinsurance maximum is met, the Empire Plan pays 100 percent of reasonable and customary charges for covered services.

**Health Benefits**



**United HealthCare Reimbursement:**

### Non-Network Hospital

**Coinsurance:** Should an individual use a non-network hospital or skilled nursing facility, they are responsible for a coinsurance of 10 percent of the billed charges for services, up to a coinsurance maximum of \$1,500 for the

enrollee, \$1,500 for your spouse/domestic partner and \$1,500 for all dependent children combined.

Effective Jan. 1, 2011, the previous benefit that allowed enrollees to request up to \$500 reimbursement under United HealthCare, to offset the \$1,500 coinsurance maximum, will be eliminated.

Please watch your mail for information regarding changes that will affect the Empire Plan and NYSHIP HMOs. Please contact the CSEA Health Benefits Department at 1-800-286-5242 with questions.

*\* The \$515 coinsurance maximum expense is reduced to \$309 for 2011 for employees in (or equated to) salary grade 6 or below.*



## Hoskins is PEOPLE Recruiter of the Month

Elia Hoskins, of the Creedmoor Psychiatric Center Local in the Metropolitan Region is the PEOPLE Recruiter of the Month for October. She recruited 75 new PEOPLE MVP members.



"PEOPLE allows us to assist the legislators who in turn assist us with

### Hoskins with State Comptroller Tom DiNapoli

our contracts and our issues," said Hoskins, the local's treasurer. "It's like supporting your church. You know that you're doing it for a good cause and that it's going to help us and to help our kids."

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.

## NEIGHBOR-TO-NEIGHBOR OUTREACH

— Several

CSEA locals and units in the Southern Region are taking advantage of the fall season to get positive exposure for CSEA in their communities. The City of Beacon and Village of Suffern units recently hosted tables at their communities' respective fall festivals, while the Putnam County Local hosted a table at the Camp Kiwi fall festival in Mahopac. Late this summer, Southern Region activists and staff had a CSEA booth at the Dutchess County Fair ...

### MEMBERS WALK TO FIGHT BREAST CANCER

— CSEA members recently participated in Making Strides Against Breast Cancer walks across the state. The annual American Cancer Society event raises



# TODAY

money toward breast cancer research and programs to help

survivors and their families. The Long Island Region again served as a flagship sponsor of the walk at Jones Beach. Members, led by Region President Nick LaMorte and the region's Women's Committee, raised nearly \$7,000 initially and final total is expected to increase... **NEW CONTRACT** — Members of the Town of Fallsburg Unit in Sullivan County have overwhelmingly ratified a three-year agreement that begins Jan. 1, 2011. The contract includes longevity increases, an increase in holidays, wage increases in two of the three years, and improvements in meal allowances.

## AFSCME, Union Plus scholarship applications deadline approaching

Applications are being accepted for the 2011 Union Plus Scholarship and AFSCME Family Scholarship programs.

Union Plus Scholarship Program grants union members or family members scholarships from \$500 to \$4,000 each year.

Applications for the Union Plus scholarships must be postmarked no later than Dec. 31, 2010.

Each year, the AFSCME Family Scholarship Program provides 10, \$2,000 scholarships to high school seniors that will be renewed for \$2,000 each year

for a maximum of four years, provided the student remains enrolled in a full-time course of study. The scholarship may be used for any field of study. Applications for the AFSCME scholarship must be postmarked no later than Jan. 31, 2010.

**For more information and an application form, visit the websites listed below or contact your unit or local president:**

**AFSCME Family Scholarship:**  
[www.afscme.org/members/880.cfm](http://www.afscme.org/members/880.cfm)

**Union Plus Scholarship Program:**  
[www.unionplus.org/college-education-financing/union-plus-scholarship](http://www.unionplus.org/college-education-financing/union-plus-scholarship)

## December CSEA calendar of events

### Long Island Region:

- Dec. 11: **Defensive Driving**, 9 a.m. - 3 p.m., Long Island Region Office, Commack. Call the New York Safety Program at (800) 942-6874 to register.

### Metropolitan Region:

- Visit the Metropolitan Region page on CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for information on events.

### Southern Region:

- Dec. 7-8: **State Government Grievance Representation Workshop**, Sign-in: 4:30 - 5 p.m.; Workshop: 5 - 8 p.m.,

Ulster Correctional Facility, Napanoch

- Dec. 8-9: **Steward Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Orange County Local Office, Middletown

### Capital Region:

- Dec. 11: **Honoring Diversity Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3 p.m., CSEA Headquarters, Albany. Please call the Capital Region Office to register.
- Dec. 14-15: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Holiday Inn Express,

Schoharie. Please note: This workshop is open to Capital and Central Region members. Please call the Capital Region Office to register.

- Dec. 15-16: **Steward Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Cairo Elementary School, Cairo

### Central Region:

- Dec. 4: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3 p.m., Onondaga County Local Office, East Syracuse
- Dec. 6-7: **State Government Grievance Representation Workshop**, Sign-in: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., CSEA Central Region Office, East Syracuse

### Western Region:

- Dec. 4: **Honoring Diversity Workshop**, Sign-in: 8:30 - 9 a.m.; Workshop: 9 a.m. - 3 p.m. Western Region Office, Amherst
- Dec. 4: **Defensive Driving**, 10 a.m. - 4:30 p.m., Rochester Satellite Office, Rochester. Call (585) 272-0800 to register.
- Dec. 18: **Defensive Driving**, 9 a.m. - 3 p.m., Western Region Office, Amherst. Call the region office to register.

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](http://www.csealocal1000.org). Please note that additional events may be scheduled in your region, so check the website regularly.

# THE Work Force

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

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1910-2010

# Where it all began

*CSEA celebrated a century of service at our 100th Annual Delegates Meeting in Albany Oct. 18-22 with a week of events to reflect on the union's history, conduct the union's business, and work toward making the union stronger.*

*"We took the time to remember our past, celebrate the present, and commit to the future," said CSEA President Danny Donohue.*

*Along with celebrating the union's history, delegates dedicated themselves to community service, heard and responded to reports from last year's Electronic Town Meeting, and pledged to continue the CSEA Mission into the next century.*

*This special insert chronicles the week's events. More information about the 100th Annual Delegates Meeting can be found at: [http://www.csealocal1000.org/adm\\_2010.php](http://www.csealocal1000.org/adm_2010.php)*



*Photos by Colleen Brescia unless otherwise noted.*



# MONDAY: DAY OF HISTORY

## *Fletcher: Fight back!*



Labor activist Bill Fletcher Jr. urged delegates to fight back against anti-worker interests at the Oct. 18 plenary session "You Make Labor History Every Day."

**Bill Fletcher Jr.**, a renowned labor activist who serves as director of the American Federation of Government Employees' Field Services and Education Department, urged CSEA delegates to take the lead in fighting back against anti-worker interests.

"We are in a fight — the fight of our lives," Fletcher said. "We must be prepared to fight back. We need positive action and we need it now."

"What makes this union great is not its leaders, but the members we represent every day," CSEA President Danny Donohue said. "We have never forgotten to fight."



Above, banners on light poles in downtown Albany announced CSEA's achievement. Photo by Mark M. Kotzin.

Right, a CSEA member gets his blood pressure checked during Monday's health fair. Photo by Daniel C. Abbott.



Above, Statewide Secretary Denise Berkley welcomes delegates. Photo by Daniel C. Abbott.



Above, Next Wave activist Sheri Ambuske from Cattaraugus County welcomes delegates. The Next Wave is CSEA's initiative to get younger members more involved in the union. This was the first Annual Delegates Meeting where Next Wave committee members had direct involvement in planning and hosting an event.

Right, a CSEA member takes a break near a display in the State Museum, where the union held a program. Photos by Colleen Brescia.





# TUESDAY: DAY OF SERVICE

**DELEGATES** opened the meeting's second day by participating in the "Building Our Union" session, a continuation of the "Hearing Every Voice" electronic town meeting held at the 2009 Annual Delegates Meeting. CSEA Executive Vice President Mary Sullivan, who led the session, reported on the union's progress on proposals presented during the 2009 meeting.

Work groups composed of CSEA members and staff also presented reports on several different areas in which the union could improve its service to members, including communications, leadership development and technology.

"We will actively work to make changes to lead us into the next 100 years," Sullivan said. "We will not be here in 100 years if we don't continue to improve the way we do things."



Above, CSEA Executive Vice President Mary Sullivan reports to delegates during the Building Our Union session.

Above right, CSEA members and staff involved in the Hearing Every Voice work groups.

Right, hundreds of delegates listen to the Building Our Union session.

*Photos by Colleen Brescia unless otherwise noted.*



CSEA members can read last year's Hearing Every Voice report and view questions and responses to this year's plenary at: <http://www.csealocal1000.org/hearingeveryvoice/hearingeveryvoice.php>. You can submit questions to the Hearing Every Voice steering committee at: [hearingeveryvoice2010@cseainc.org](mailto:hearingeveryvoice2010@cseainc.org)





# WEDNESDAY: DAY OF APPRECIATION



Above, the New York Court Officers Honor guard opens the meeting's general session. The Honor guard and the New York State Courts Pipe and Drum corps include CSEA members.



Above, the New York State Courts Pipe and Drum corps prepares to kick off the opening ceremonies.

At left, from top to bottom, New York State Comptroller Tom DiNapoli addressed the meeting, pledging to protect the state pension system.



CSEA President Danny Donohue with New York State Assembly Speaker Sheldon Silver, who presented CSEA with an Assembly proclamation commemorating CSEA's centennial.



Albany Mayor Gerald Jennings presented CSEA President Danny Donohue with a key to the city during the ADM's opening ceremonies.

CSEA delegates paid special tribute to the union's first 100 years and to the workers who are still making history at the 100th Annual Delegates Meeting's opening ceremonies Oct. 20 at the Empire State Plaza Convention Center. The ceremonies included a "Parade of New York," several multimedia presentations and a theatrical presentation of the union's history.

Below, a commemorative centennial cake baked by Villa Italia Bakery in Schenectady, in the shape of New York state.

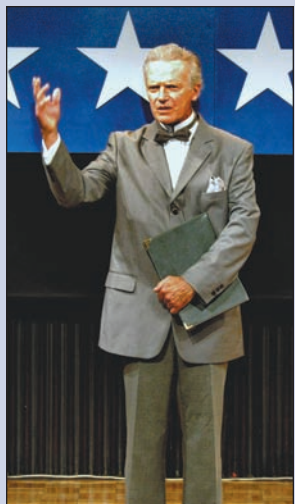
Preparing a ceremonial first cut from left are Western Region President Flo Tripi, Executive Vice President Mary Sullivan, President Danny Donohue, Villa Italia baker Bobby Mallozzi, Central Region President Colleen Wheaton, Long Island Region President Nick LaMorte, Statewide Secretary Denise Berkley, Southern Region President Billy Riccaldo, Metropolitan Region President George Boncoraglio, and Statewide Treasurer Joe McMullen.



*"We have an opportunity to look back and to look forward."*  
 — CSEA President Danny Donohue



## Individual Strength, Collective Action



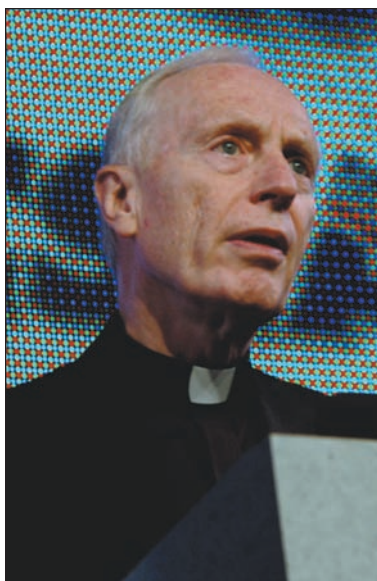
Actors portray characters from throughout CSEA's history in a theatrical presentation.

Clockwise from top left, Steven Fletcher as CSEA's first president, William Thomas; Laura Roth as CSEA's first woman president Beulah Bailey Thull; Joe Phillips as a 1950s-era janitor; Kevin Escudero as a young worker of today; Victoria Rexrode-White as a 1970s era activist; and Leanna Martino as a 1980s era clerical worker.



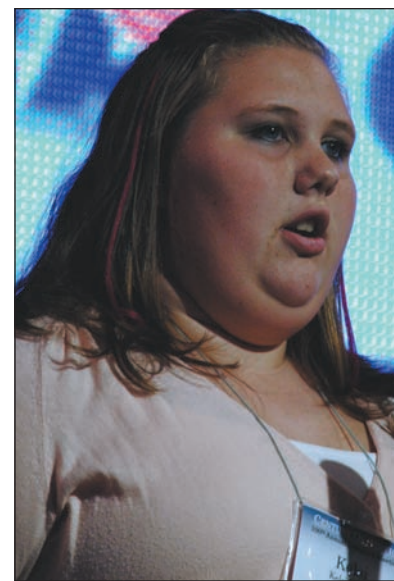
Top photo, delegates join hands during a moment of silence and reflection for CSEA members who had died in the past year or who were ill and unable to attend the ADM.

Above, CSEA retiree member Clinton Pierce and Lifespire Local member Fay Livingstone pose for a picture. Pierce and Livingstone were introduced to the delegates for their plans to marry at the Metropolitan Region conference next year.



Left, Albany Roman Catholic Diocese Bishop Howard Hubbard delivers the invocation at the Annual Delegates Meeting opening ceremonies. Hubbard co-chairs the New York State Labor-Religion Coalition and spoke in strong support of working people. He noted that his father was a CSEA member for more than 30 years.

Right, CSEA Director of Research Don Kelly was a hit as master of ceremonies for the meeting's opening program, keeping things lively.



Left, Kelsi Hidde, 14-year-old daughter of Montgomery County delegate Fred Hidde, sings the National Anthem during opening ceremonies.





Photo by Colleen Brescia.



CSEA delegates dedicated themselves to service during the second day of the 100th Annual Delegates Meeting Tuesday, Oct. 19, through participating in several community service projects.

## Community Service



Clockwise, from top left: CSEA members and staff prepare to take part in the Empire Stroll to raise money for the CSEA Disaster Relief Fund; Allyson Baptiste, a New York City State Employees Local activist, volunteers at the Food Bank of Northeastern New York as part of CSEA's Day of Service; Rensselaer County Local President Clark Cavanaugh helps clean windows at the Corning Senior Center; Brooklyn Developmental Center Local activist Renee "Liz" Dargan rakes the grounds of the Corning Senior Center; A CSEA delegate paints the walls at the Mohawk and Hudson Humane Society; Several Western Region delegates help recycle water bottles for the Mohawk and Hudson Humane Society as part of the union's Day of Service. Photos by Therese Assalian, Mark M. Kotzin, Rich Impagliazzo and Jill Ascencio.



# Thursday: Day of Celebration

**CSEA DELEGATES** conducted the union's business session and honored World War II veterans Thursday at the 100th Annual Delegates Meeting at the Empire State Plaza in Albany.

CSEA President Danny Donohue and the Standing Veterans Committee led a march from the plaza's Convention Center to the nearby World War II memorial to lay a wreath in honor of the veterans.



Above, Standing Veterans Committee member Maryann Phelps, President Danny Donohue and Standing Veterans Committee member Bob Pyjas salute veterans during Thursday's wreath laying ceremony at the World War II memorial at the Empire State Plaza in Albany.



Above, SUNY Canton Local President Joe Kelly accepts the Nadra Floyd Award for his and the local's efforts to organize food service workers on the campus. From left are CSEA President Danny Donohue, Kelly and Statewide Treasurer Joe McMullen.

Central Region President Colleen Wheaton accepts the 2010 PEOPLE Cup on behalf of her region from President Danny Donohue. The PEOPLE cup is presented annually to the region that recruits the most members to the PEOPLE program – CSEA and AFSCME's voluntary political action committee.



Statewide Treasurer Joe McMullen, left, performs We Are the Union, a song he wrote about CSEA. McMullen was followed by City of Beacon unit president and Next Wave activist Reuben Simmons Jr., right, who has turned JayZ's and Alicia Keys' "Empire State of Mind" into a Next Wave anthem, changing some lyrics to reflect CSEA activism.



## Excelsior Award

CSEA and the New York State Public High School Athletic Association presented the first-ever Excelsior Award to Judy Young, a 30-year bus driver from the East Rochester School District. "I'm really overwhelmed and humbled by this award," Young said. "We must support our students and athletes – it's so important."

The award recognizes a CSEA member for extraordinary dedication in support of high school athletics.



Judy Young, a bus driver at the East Rochester School District, accepts the Excelsior Award. From left are New York State Public High School Athletic Association Marketing Director Joe Alteri, Young, CSEA President Danny Donohue and CSEA Western Region President Flo Tripi.



# Friday: Day of Dedication

**CSEA'S 100TH ANNUAL DELEGATES MEETING** concluded Friday with the delegates taking a pledge to rededicate themselves to CSEA's next 100 years.

Friday's program was highlighted by an address by U.S. Rep. Paul Tonko, who urged CSEA members to mobilize to fight for working families. "CSEA, you deliver hope to the doorsteps of individuals and families," Tonko said.

Delegates also viewed a video message from former U.S. President Bill Clinton. CSEA was the first union in the United States to endorse Clinton's presidential candidacy in 1991. "As we face these tough times, we need you to stay together," Clinton said. "If we stay together, we can create a better future for all New Yorkers."

*Many video productions from the centennial Annual Delegates Meeting can be viewed at [www.csealocal1000.org](http://www.csealocal1000.org).*



Above, CSEA's Retiree Division delegates attended the 100th Annual Delegates Meeting, conducted their own annual meeting and participated in convention events.



The University at Albany Chamber Singers under the direction of David Janower helped close CSEA's centennial Annual Delegates Meeting in style. The group was introduced by CSEA University at Albany Local President Kevin Benn.

Delegates viewed a special video address by former President Bill Clinton. CSEA was the first union in the United States to endorse Clinton's presidential candidacy in 1991. "As we face these tough times, we need you to stay together," Clinton said. "If we stay together, we can create a better future for all New Yorkers."



U.S. Rep. Paul Tonko, right, addresses delegates, urging them to mobilize to fight. Tonko also presented a Congressional Proclamation recognizing CSEA's centennial milestone.



Above, Danny Donohue, University at Albany Local member and delegate Bruce Robinson Jr., and Retiree Division Chair Lee Pound lead delegates in a pledge to reaffirm a commitment to the union's ideals of fairness and respect for working people as CSEA enters its second century.

## 2010 OPENING & CLOSING VIDEOS AVAILABLE ON DVD

CSEA's 100th Annual Delegates Meeting was an event like none other before in our union's proud history. Now on DVD, you can have your own personal copy of the "Opening Ceremonies" in their entirety, as well as the "Closing Video," which highlights the week's activities.

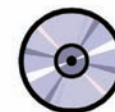
The Opening Ceremonies include a special message from President Danny Donohue, reflections by CSEA Statewide Officers on the significance of the unions 100th Anniversary, a live performance of "We Are the Union" sung by CSEA Treasurer Joe McMullen, a theatrical presentation about historical CSEA Leaders and members, as well as several multi-media productions created especially for the event.

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WWW.CSEALOCAL1000.ORG

**CSEA Member Benefits  
Department 800-342-4146**

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- Save on auto insurance – 10% reduction on your insurance premiums for three years
- Reduce points – Up to four point reduction on you DMV record



"My wife and I took the defensive driving course through the New York Safety Program so we could reduce our auto insurance premiums."

Michael Dendanto  
Wallkill Correctional Facility Local  
20 year CSEA member

Check out these and other programs and services at your CSEA website.

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



## Buyer's Edge

Go to [www.BuyersEdgeInc.com](http://www.BuyersEdgeInc.com)

Group #1811

Username: 1811 Password: member1

*Buyer's Edge* is the smart way to save money on major purchases like:

- Appliances
- Electronics
- Computers
- Cars
- Furniture
- Diamonds & jewelry
- Exercise equipment
- and much more.



See it in the store then visit *Buyer's Edge* to get the "Guaranteed Lowest Price!"



We're nearly 300,000 members strong—  
that creates buying power that works!  
And you've earned it!

Traveling for the holidays?

## Drive America

Go to [www.for-our-members.org](http://www.for-our-members.org)

Count on *Drive America* to be there 24-hours a day & 365-days a year with:

- Full family coverage
- 24-hour emergency towing & roadside assistance
- Emergency lock-out service
- Fuel delivery
- Tire change
- Trip planning
- Free travel maps
- Discounts on auto repairs

*\$5.40 per month for the whole family*



This is only a sample of the discounts CSEA members have earned through their member benefits. To find even more great savings visit our website [www.csealocal1000.org](http://www.csealocal1000.org)

Or call 1-800-342-4146, x1359/1403

Danny Donohue,  
CSEA President

*P.S. Save big during the holidays and throughout the year!*



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