

# The Work Force

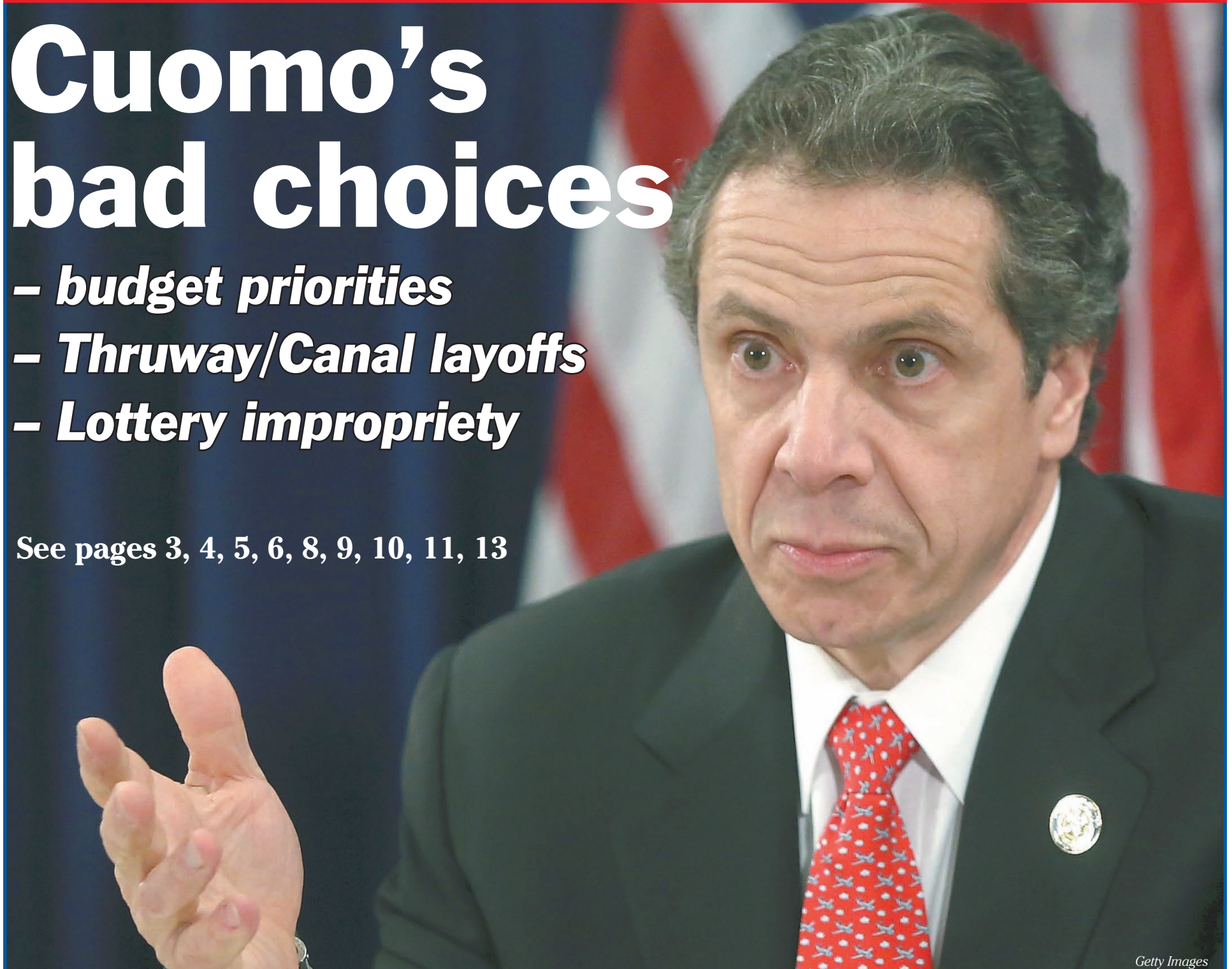
May 2013

Vol. 16 No. 5

## Cuomo's bad choices

- *budget priorities*
- *Thruway/Canal layoffs*
- *Lottery impropriety*

See pages 3, 4, 5, 6, 8, 9, 10, 11, 13



Getty Images

## Photo of the Month



Photo by Jill Asencio

Last November, a factory fire killed 112 Bangladeshi workers who had been barred from leaving after the first fire alarm sounded. Sumi Abedin, one of the garment workers trapped inside, survived the tragedy by jumping from the third story of the burning building. Abedin, along with longtime Bangladeshi labor activist Kalpona Akter, came to Albany to speak out, urging New York state to adopt a Sweatshop-Free Procurement Policy that includes fire safety measures. The policy would apply to clothing purchases made by the state. The activists met with labor leaders as part of a national tour. From left, Statewide Secretary Denise Berkley, Executive Vice President Mary E. Sullivan, Akter, Abedin, and Statewide Treasurer Joe McMullen. As this edition went to press, an eight-story building in Bangladesh housing a garment factory collapsed, killing nearly 200 workers, mostly young women.

# VOICE/CSEA key in helping 700 families

Suffolk County is increasing its eligibility requirement for child care subsidy, thanks in large part to lobbying efforts by VOICE/CSEA activists.

This means 700 more families will qualify for child care relief, allowing low-income parents to work.

Several VOICE/CSEA activists and Long Island Region President Nick LaMorte joined Suffolk County Executive Steven Bellone at a press conference recently to announce the increase.

Last summer, the county abruptly cut more than 1,200 families from the program. The local economy was hit hard by the decision.

In a ripple effect, parents lost jobs so they could stay home with children, child care assistants lost jobs as providers lost business and income and even worse, some providers were forced to shut down their child care businesses altogether, and feared losing their homes.

In July 2012, more than 250 providers and parents, with the support of VOICE/CSEA, rallied, attracting media and the attention of the greater community. Providers requested that the county executive work with them to

help solve the issue and he did.

Meetings with Bellone and county legislators throughout the budget season helped create the right conditions for the county to find \$3.5 million in county funding for the subsidy program in 2013.

The county vowed to keep child care and working families a priority for Suffolk County, and Bellone praised the “steadfast advocacy of labor” crediting activism on this issue.

“The increase in the subsidy will have a positive effect on the child care industry in Suffolk County as it will allow child care agencies to increase their staffing levels thereby allowing more people to contribute to Suffolk County’s economy,” said Bellone.

“I applaud County Executive Bellone and his team for securing county funding for child care subsidies for working families in Suffolk County. This is a good start and a great example of how – working together – our union and local government found a way to begin to address the issue here in Suffolk, what continues to be a crisis in counties across the state,” said LaMorte.

— Jill Asencio

## Red flags on Cuomo’s lack of transparency on municipal finance task force

ALBANY — CSEA is concerned about the lack of details in Gov. Andrew Cuomo’s new proposal for a task force to restructure local government finances. It is another example of the administration’s lack of transparency and hiding its intentions behind a news release.

“We really don’t know what the administration has in mind because they haven’t shared anything with us, even though we represent workers in nearly every locality in the state,” CSEA President Danny Donohue said.

“The Cuomo administration has eroded state services and dumped responsibilities onto localities in what amounts to unfunded mandates,” Donohue said. “At the same time, recent state budgets have provided inadequate aid to localities and an ill-conceived property tax cap has actually undermined the ability to address revenue challenges.”

“The people of New York would be better served if the governor actually pursued policies that helped people and communities.”

From the Office of President Danny Donohue



### CSEA President Danny Donohue to meet Capital Region members on June 19

CSEA President Danny Donohue will visit the CSEA Capital Region on June 19 to meet with members. The meetings will be held at the High Peaks Resort, 2384 Saranac Ave., Lake Placid. Donohue will meet with union members from 1 to 7 p.m. Please call the Capital Region office at (518) 782-4400 or 1-800-874-7344 for an appointment and directions.



# Cuomo budget continues assault on middle class workers

CSEA is leaving no doubt about the poor priorities shown in Gov. Andrew Cuomo's state budget. In nearly every area, the budget reflects bad choices that will hurt people and communities.

"Something's not right when Governor Andrew Cuomo and lawmakers can give a politically motivated tax rebate to people earning up to \$300,000, but still threaten the very existence of essential services that people with developmental disabilities need and hit the lowest-paid workers delivering those services with the brunt of the impact," Donohue said. "It's shocking that there hasn't been more outcry over this harmful action given the governor's public statements about improving the quality of care in this field."

## Outrageous giveaways

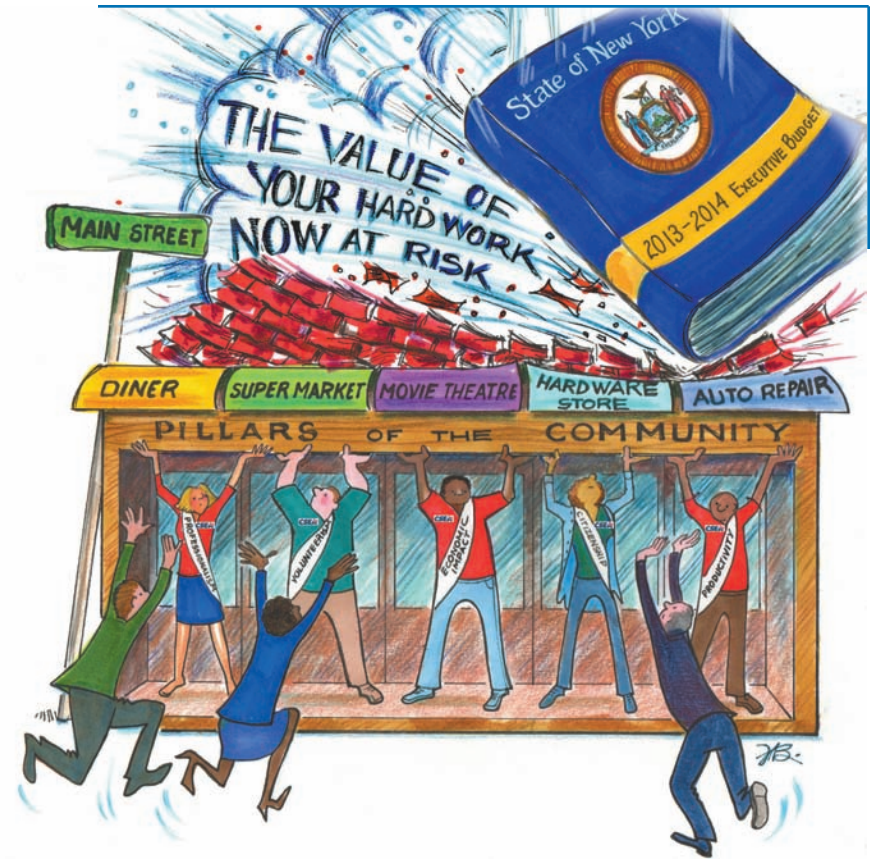
Donohue also pointed out that it is outrageous that the budget includes a sweetheart deal to NBC to lure the Tonight show back to New York and a luxury suite for Cuomo administration use as part of the taxpayer financed renovation of the Buffalo Bills' stadium — all at the same time he leaves an essential hospital, like Downstate Medical Center, at significant risk of closure and struggling localities without relief.

"The governor's got money to spread around when it suits his interests, but localities get a flat budget that will

absolutely mean more cuts in services and loss of jobs across the state," Donohue said. "It's also galling that he concocts a pension fund scheme and tries to pass it off as mandate relief."

Since 2010, nearly 60,000 public sector jobs have been lost, eroding services and stalling the state's economic recovery. This is just one area where the governor's economic development policies are counterproductive.

"Unfortunately, the facts — and the people affected — don't seem to matter much to Governor Cuomo, who continues to privatize public services and undermine middle-class jobs in a race to the bottom," Donohue said.



## Future of SUNY Downstate Medical Center still at risk

Gov. Andrew Cuomo continues to resist efforts to pull SUNY Downstate out of fiscal danger and provide funding for its future. Legislators were only able to buy some time in the last budget.

In the meantime, local religious, community and labor leaders have been meeting regularly as a coalition to propose ideas and actions that will keep Brooklyn's fourth largest

employer open and its important services available to the public.

The final budget requires the SUNY chancellor to submit a fiscal viability plan to the governor and legislature by June 1.

On May 9, the SUNY Downstate Faith, Community and Labor Coalition will hold a massive march and rally in front of the hospital that will be preceded by a church service.

"Faith leaders will pray, march and rally to save SUNY Downstate Medical Center," said Bishop Orlando Findlayter, senior pastor, New Hope Christian Fellowship. "We are extremely concerned that the governor has not provided the funding needed to keep this institution open. Downstate is a vital part of the community and we will not sit by and allow the state to dismantle it."

— David Galarza

# THE WORK FORCE

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IN TOUCH WITH THE

# Work Force

CSEA President Danny Donohue

## The ugly truth about Cuomonomics

Contrary to Gov. Andrew Cuomo's spin, the new state budget is full of misplaced priorities and continues the assault on public services and working people.

State lawmakers did take strong stands on mental health and juvenile justice, but more needs to be done in many, many areas.

Something is not right when Governor Cuomo and lawmakers can give a tax rebate to people earning up to \$300,000 in an election year and still threaten essential services for people with developmental disabilities.

Something is not right when the governor can give sweetheart deals to NBC to bring the Tonight show back to New York, and get a luxury suite for his use as part of the taxpayer-funded renovation of the Buffalo Bills' stadium, while leaving an essential hospital like Downstate Medical Center at risk of closure.

It's also galling that he concocts a pension fund scheme and tries to pass it off as mandate relief.

The governor's got money to spread around when it suits his interests, but localities get a flat budget that will absolutely mean more cuts in services and loss of jobs across the state

Since 2010, nearly 60,000 public sector jobs have been lost in New York, eroding services and stalling the state's economic recovery. Keep in mind that those are good paying, middle-class jobs that are GONE due to the governor's policies.

The governor's unconscionable minimum wage scheme gives the lowest paid workers a small increase over three years, but links it to a business tax break that actually encourages the creation of more minimum wage jobs at the expense of low-wage workers; this, in a state that already has the nation's most inequitable income distribution!

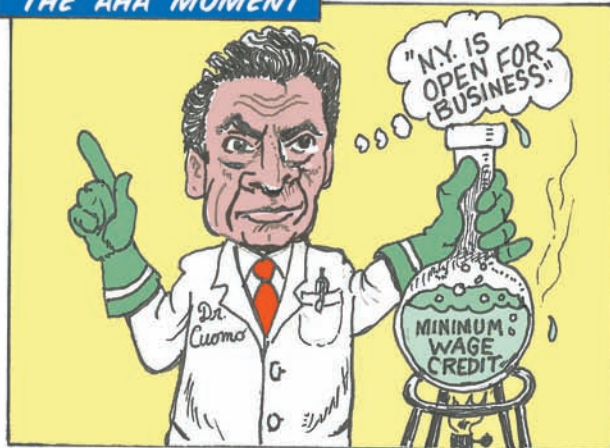
If that's not enough, the governor is behind the layoff of about 200 Thruway and Canal employees at the expense of operations just to make a political point. He also has to answer for a questionable deal at the state Lottery that undercuts dedicated and capable CSEA workers.

Cuomonomics is certainly not about a better New York for all.



## Scenes from Cuomo's Minimum Wage Sell-Out\*

### THE "AHA" MOMENT



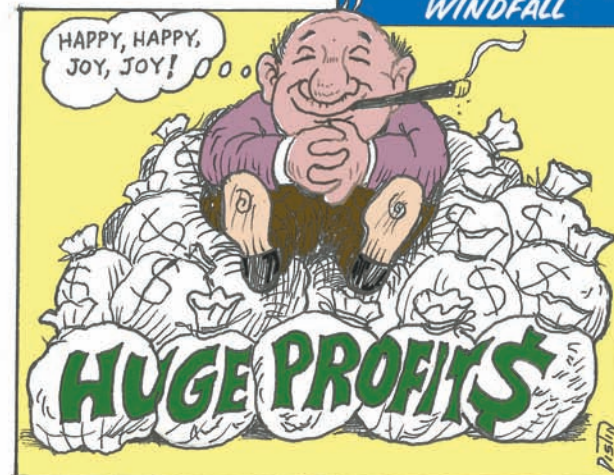
### IDOL WORSHIP



### WIN / LOSE



### WINDFALL



\*Cuomo's proposed Minimum Wage Reimbursement Credit

## Just got out of prison? You could earn someone \$2,400

Gov. Andrew Cuomo continues to demonstrate how misplaced his economic development priorities really are.

The governor has proposed a statewide initiative that would give employers up to \$2,400 per individual to hire ex-convicts. The incentive is per hire. Say Walmart chooses to hire 10 formerly incarcerated individuals, Walmart stands to gain \$24,000.

Not a bad deal for the companies and no one's disputing that people who have paid their debt to society and are trying to turn their life around deserve an honest opportunity at gainful employment.

But there should be more concern for helping to place New Yorkers who are out of work through no fault of their own.

There should also be greater concern for the erosion of

good middle class jobs through bad budget and public policy choices.

Nearly 60,000 public sector jobs have been lost in New York since 2010. Those were jobs that provided essential services, benefitting the community with productive work and paychecks that were spent locally.

The governor should also be concerned about underemployment — part-time workers seeking full-time work,

or qualified people accepting low paying jobs because it's all they can find.

Last year, underemployment in New York was at its highest rate since the U.S. Bureau of Labor Statistics began tracking the data.

These factors have slowed New York's economic recovery. Addressing them in a positive way should be the governor's priority.

# Cuomo's mental health cuts an unfunded mandate on county jails

Gov. Andrew Cuomo's cuts to state mental health programs have imposed an unfunded mandate on many communities, particularly in law enforcement.

Sullivan County offers an unfortunate example of how high poverty combined with an absence of local mental health resources



**Search**

leaves many Sullivan County residents in need of mental health treatment. Many wind up in the county jail instead of a more appropriate setting.

State officials must increase available mental health resources so people in need of treatment don't wind up in jail as a last resort, said CSEA Sullivan County Jail Unit President Tim Search.

"We do what we can, but the jail is not meant to be a hospital," Search said. "We have some services on-site, but the only other place in Sullivan County we really have is our one local hospital."

With minimal local resources, many residents in need of treatment find themselves in and out of jail. Search estimated

that 70 percent of Sullivan County Jail inmates have served multiple jail terms there.

"We have people who need help, and once they are [released], they are just cut loose," Search said.

Dealing with an inmate population with mental health issues means an additional strain on an already short-staffed work force.

## Creative program helps counter unfunded mandate

Where Cuomo's policies for mental health are failing, many localities are developing a response at local taxpayer expense because of Cuomo's irresponsibility. For example, Suffolk County's sheriff is succeeding in helping provide better services for young people leaving incarceration.

Suffolk County Sheriff Vincent DeMarco created the Mental Health/Case Management Sub-Committee last year to provide provisional post-sentence supervision for young persons leaving his facilities who may otherwise not have landed in jail had they proper access to mental health care and screening.

"I am very concerned about the lack of adequate funding for mental health services on Long Island," said DeMarco. "Jails and prisons should not be the primary diagnosis and treatment providers for the mentally ill."



From left, Suffolk County Sherriff Vincent DeMarco, Long Island Region Political Action Coordinator Gretchen Penn and Assistant to the Sherriff Butch Langhorn discuss the ramifications of the state's continued funding cuts to mental health services.

## Getting the word out

Suffolk County's correctional facilities, like many across the state, have become a de facto substitute for inpatient mental health care, and the place of last resort for individuals to receive treatment. DeMarco has spoken publicly on this issue in community settings whenever the opportunities arise, as well as raising awareness through local media outlets.

Still, DeMarco said he recognizes the state is not meeting its responsibilities in care and treatment of the mentally ill to the detriment of many. The sheriff's sub-committee has created partnerships with the Alternatives for Youth Justice run by the community-based Education and Assistance Corp (EAC) and in collaboration with

Stony Brook University's School of Social Welfare.

EAC caseworkers meet with young people prior to their release, make contact with their families, and commit to working with them for a four- to six-month period. A social work graduate student intern from SUNY Stony Brook also meets with the youths to help develop transition plans. DeMarco intends to make improvements this year to expand the program and enhance family involvement.

Even so, DeMarco said the county's efforts should serve to complement the services provided by state mental health programs and not replace them.

— Jessica Ladlee and Rich Impagliazzo

## CSEA fights back against Cuomo's mental health cuts

Gov. Andrew Cuomo's budget proposed consolidating the state's 23 psychiatric centers into nine "centers of excellence." Cuomo did not offer any detail about the consolidation and sought authorization to act on short notice without legislative approval and without reinvesting savings in community programs.

CSEA successfully pressured lawmakers to maintain requirements for one-year's notice to communities and is seeking a plan for community care and reinvestment.

# Rockland County latest to put public health care at risk

Rockland County legislators recently voted 11-6 to transfer the Summit Park Nursing Care Center to a newly formed local development corporation (LDC), ignoring questions about the legality of such a scheme and tuning out the heartbreaking stories of privatization failures in other counties.

The vote to transfer Summit Park came after a public hearing with over two hours of passionate speeches from Summit Park residents, workers, CSEA officers and community members. No one spoke in favor of selling the nursing home.

“This was a very sad day in our county’s history,” said Southern Region President Billy Riccaldo, a lifelong Rockland County resident. Rockland County Unit President P.T. Thomas said the union will be reviewing legal options.

“We believe that an LDC is an illegal entity and we will explore the possibilities of taking legal action to stop the county from forming an LDC,” Thomas said.

## Union sues

CSEA has filed several lawsuits in recent months involving counties’ questionable and irregular practices for selling public health facilities.

At issue is what defines “public use,” such as parks, schools and county nursing homes. By law, county legislatures must declare a property no longer has a public use in order to sell. The union contends that simply passing a resolution to declare a facility no longer of public use doesn’t make it so.

“If these nursing homes are full of residents in these buildings, can someone please explain to us how they don’t still have a public use?” said CSEA President Danny Donohue. “It’s just wrong, and we’re standing up for our seniors and challenging our elected officials over this important public policy question.”

CSEA has brought lawsuits in State Supreme Court against several counties, including Onondaga, Saratoga, Steuben and Herkimer counties. Steuben and Herkimer are selling to private operators. Onondaga and Saratoga counties’ legislatures recently voted to sell their nursing homes to local development corporations (LDCs) for the purpose of selling the homes.



**CSEA members from CSEA’s Rockland County Unit say no to transferring the Summit Park Nursing Care Center to a local development corporation.**

The union has denounced that method of privatization, arguing it misuses a legal loophole to make it easier for municipalities to sell their nursing homes to what amounts to a non-regulated shell corporation with little oversight and no accountability to taxpayers.

Selling to an LDC also skirts regulations designed to protect taxpayers, and limits opposition and public input into the process. CSEA recently argued the case in Onondaga County and is awaiting a judge’s decision.

The larger concern is whether these facilities should be privatized at all. In several counties across the state, the union is arguing that privatizing public nursing homes diminishes senior care choices for New Yorkers, regardless of income or severity of medical care needs. In many instances, the union’s efforts have gained strong community support, but often not enough to overcome the political lure of the fiscal quick-fix.

“CSEA will continue to fight on behalf of our seniors and their caregivers across New York, against these schemes to get out from the social and moral responsibility we have to care for our elderly citizens,” Donohue said.

## CSEA continuing fight for Valley View

Orange County Executive Ed Diana and his political allies are moving forward with their plans to sell or close the county-run Valley View nursing home, but CSEA isn’t giving up the fight to continue Valley View’s 185-year mission of county nursing care.

A request for proposals for the sale of Valley View is due to conclude this month. CSEA is lobbying legislators to set aside the bids, fire Orange Administrative Services (the company serving as Valley View administration), and make a concerted effort to implement recommendations for efficiency suggested in a recent feasibility study.

“Ever since the feasibility study was released, OAS has not attempted to implement any of the suggestions that could have saved money in the operation of Valley View,” said Orange County Unit President William Oliphant. “If OAS had any credibility as a management firm, those changes would already be in place. The fact that they have snubbed these recommendations, and their poor history in other parts of the state, suggests they were brought in to make Valley View appear in worse shape than it is.”

— Mark Kotzin and Jessica Ladlee

# CSEA charges Taylor Law violations in Cuomo's Thruway, Canal Corp. layoffs

Charging the Cuomo administration with Taylor Law violations, CSEA has filed charges over recent vindictive and politically motivated layoffs of Thruway and Canal Corp. employees.

The union charged Thruway management with acting in bad faith to coerce, intimidate and pressure rank and file union members.

CSEA filed improper practice charges with the state Public Employment Relations Board (PERB) against the state Thruway Authority and Canal Corp. The union charged management with attempting to unfairly influence the outcome of contract negotiations.

CSEA filed the charges April 4, after CSEA-represented Canal workers and CSEA-represented Thruway workers were among about 200 unionized employees laid off. The union accused the Authority and Canal Corp. of coercing employees with the threat of layoff so that the employees would unduly pressure their union representatives to succumb to management demands.

"It is unfortunate that the Cuomo administration continues to resort to intimidation, threats and bullying to get what it wants at the expense of Thruway and Canal operations," said CSEA President Danny Donohue. "The administration doesn't seem to care that it is hurting people and communities across this state."

Last December, shortly after

negotiations for a successor agreement between the parties had begun, Thruway Authority Executive Director Thomas Madison sent an email to CSEA-represented workers threatening that layoffs would occur unless the union agreed to management's contract demands for severe concessions by April 3.

Despite numerous proposals offered by CSEA in an attempt to find common ground, management would not move. The Thruway Authority and Canal Corp laid off members of the CSEA bargaining units immediately after the deadline Madison had given the union to agree to management's terms had expired.

In addition to Madison's actions, Canal Corp. Director Brian Stratton told the media that canal workers salaries were "bloated," further revealing the administration's contempt.

"Instead of laying off workers who did nothing to deserve it, the administration should lay off its union busting tactics," Donohue said.

## State canal director says layoffs WILL hurt operations

Earlier, Stratton revealed that Gov. Andrew Cuomo's layoffs will indeed mean a drastic reduction in operations along the canal system along with a corresponding drop in morale.

In an email sent to employees last month, Canal Corp. Director Brian U. Stratton said Cuomo's layoffs would force



**New York State Canal Authority workers are dwarfed by an immense flood gate structure as they lower flood gates at Erie Canal Lock 8 in Rotterdam in 2012. Canal workers were critical in clearing debris and repairing locks and infrastructure following devastating storms in 2012. Now, thanks to Gov. Andrew Cuomo's politically motivated layoffs, there will be fewer workers for this type of work.**

the corporation to resort to a reduced operating schedule last employed in 1991. "Even with this revised schedule, our resources will be strained, and our people challenged, like never before," Stratton said. "I am aware of the state of morale, and the precarious state of our labor force."

About a month earlier, Stratton claimed the layoffs would not affect operations or pose a threat to safety. However, CSEA immediately rejected Stratton's claim because many of the cuts involved canal lock operators, who perform the vital function of controlling dam movement and regulating water levels.

CSEA has learned that due to Cuomo's cuts, the Oswego Canal now has no lock operators.

CSEA contends that the skeleton staff of remaining workers may wind up having to rove between locks to provide necessary coverage, racking up large amounts of overtime

and offsetting anticipated cost savings.

Not a single manager or political appointee has been laid off.



CSEA is again promoting its "Don't Zone Out" public safety awareness campaign in conjunction with all of New York's professional baseball teams.



# CSEA slams Lottery sweetheart deal

ALBANY — CSEA called for a legislative hearing over the appearance of impropriety at the New York State Lottery.

The call came following a published report that a top New York State Lottery official who recently negotiated a multi-million dollar contract with a private vendor is now working for the same vendor. CSEA also believes the situation should be immediately reviewed by the Office of Inspector General and the Joint Commission on Public Ethics (J-COPE).

The revelation comes as the Cuomo administration continues to promote privatizing public work. Gordon Medenica, former state Lottery director, is now a consultant at GTECH, a private company owned by a foreign global conglomerate that has nearly a billion dollars worth of business with the state. Last year, while still director, Medenica negotiated a \$25 million deal with GTECH that essentially privatizes the jobs long held by Lottery marketing representatives.

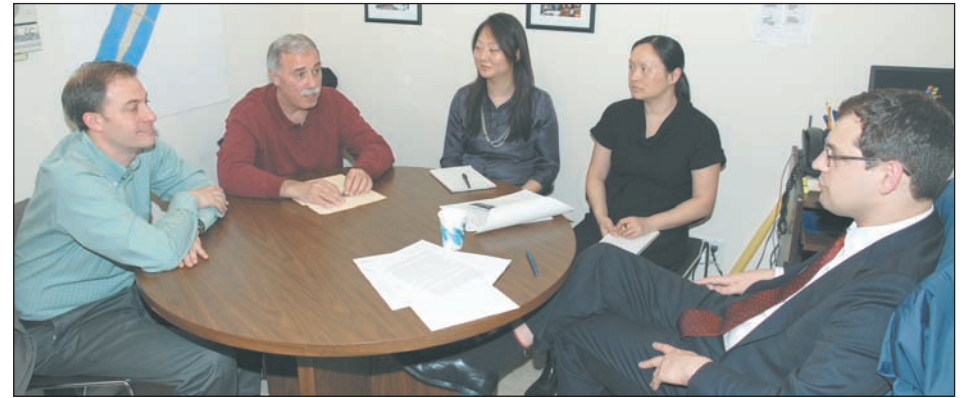
“This has the appearance of impropriety on the face of it and the governor knows it,” said CSEA

President Danny Donohue. “We will only see more of this if the Cuomo administration continues its path of eroding public jobs while playing fast and loose with private contractors at public expense.”

The GTECH contract created a pilot program that called for the hiring of private sector workers to do identical jobs at the Lottery Division, a program the state launched on Sept. 17, 2012. CSEA questions whether the deal is truly in the public interest. Before the GTECH deal, the Cuomo administration had not filled authorized positions even though they are revenue-generating jobs.

Donohue also criticized Medenica’s hypocrisy and conflict-of-interest-tainted job offer with GTECH since he warned Lottery staff that they were prohibited from applying for the new GTECH positions “due to state revolving door laws.”

Under state law, any official must wait two years before conducting business with their prior agency when working in the private sector, and they are permanently barred on contracts or transactions they directly worked on.



From left, CSEA Metropolitan Political Action Coordinator Matthew D’Amico and Lottery Marketing Representative John Montelbano meet with State Assemblyman Micah Z. Kellner, far right, and his staff about privatizing and other issues at the New York State Lottery.

“Here’s a classic example of ‘do as I say, not as I do,’ that we’ve come to expect from this administration,” said Donohue. “The public needs some honest answers and accountability.”

GTECH had also donated \$40,000 to Cuomo’s campaign.

The original GTECH contract to hire about 20 workers was amended from two years to five years. Hiring just 20 state employees from the active civil service list would cost less than \$1 million over the same period.

The Lottery office in New York City has nearly equal numbers of GTECH workers and state workers. While Lottery was cleared to hire at least 100 additional personnel during the

past two years, only 17 positions were filled. There are at least 200 eligible candidates on civil service lists who have passed both written and verbal exams, just waiting to be hired.

— David Galarza

**“This has the appearance of impropriety on the face of it and the governor knows it.”**

## No relief for South Beach workers with Sandy-damaged vehicles

STATEN ISLAND — Joseph Zachariah had recently bought new tires for his 2001 Dodge Caravan when Hurricane Sandy’s fierce storm surge took his minivan for a test float at the South Beach Psychiatric Center parking lot.

Zachariah, a mental health therapy aide, and his co-workers were ordered to evacuate the facility and accompany patients to Creedmoor Psychiatric Center in Queens. They were also told to leave their vehicles in the parking lot.

“We thought that our cars would be safe there,” said Ruben Turner, a co-worker and mental health therapy aide.

Days later, Zachariah and Turner would learn that Sandy packed a much bigger punch than anyone had anticipated. Their vehicles were

among more than 50 employees’ vehicles that were submerged and tossed about like Matchboxes by the storm’s water and waves.

Nearly six months later, South Beach workers who lacked full coverage insurance for their vehicles have not received any form of compensation for the vehicle losses from FEMA or the state.

“I had to buy a used car, but I now have a car note that I didn’t have,” said Turner.

Turner, whose New Jersey home was also damaged by Sandy, recalled the moment when he was reunited with his car.

“My window was down and the dashboard was filled with debris and when I opened the glove compartment all this water poured out,” he said. An

avid church member and deacon, he lamented most the destruction of his Bible and tambourine.

“When I notified the insurance company they told me that since I didn’t have comprehensive coverage they would not cover the loss,” said Turner.

A FEMA claim has also gone unanswered. Though he’s grateful for the help his co-workers gave to him after Sandy, Turner still hopes the state will help those who were ordered to leave their vehicles during the evacuation.

Tony Leake, president of CSEA’s South Beach Psychiatric Center local, said he will continue to press the institution and the state to address the vehicle losses.

“They were in agreement that

management told these workers to evacuate and leave their cars,” said Leake.

Workers at South Beach would welcome any relief.

“I would appreciate it if they could at least reimburse us for the costs of the cars,” Turner said. “That’s an extra expense that we have had to endure.”

“I spent a lot of money on that car, before the damage,” said Zachariah who was also rejected by FEMA but was able to get a small loan from the Small Business Administration to buy another car. “If I get at least the value, I’ll be happy.”

— David Galarza

# Cuomo's developmental disabilities changes spell uncertainty for services, decent middle class jobs

**Editor's Note** – Gov. Andrew Cuomo's state budget will continue the erosion of good paying, decent middle class jobs with benefits across New York. CSEA is most immediately concerned about the future of people and services in the state Office of People with Developmental Disabilities (OPWDD). Enormous changes are in development for the delivery of services, and the Cuomo administration has made no long-term commitment to the state work force. CSEA is taking its message directly to its nearly 20,000 members who work in this field. In recent weeks, union officials have met with almost 2,000 members in every part of the state to explain the situation and ask them to get involved.

**T**his governor is slick — this governor is smoke and mirrors — he is slowly eroding the system and hoping no one will notice. But we did notice," CSEA's statewide Secretary Denise Berkley told members in more than a dozen locations over the past few weeks..

"We need to tell the governor we will not be quiet, we will not lie down. We need to tell the governor 'oh no you don't,'" she said.

Berkley knows what



**Berkley**

she's talking about when it comes to the developmental disabilities system. She has been a direct care worker for more than 40 years. She's seen CSEA work with the state to transform the system of care over the past generation and she knows that CSEA members have the skill, experience and dedication to do it again if it means better outcomes for individuals and families.

CSEA believes the administration is focused on a race to the bottom in the developmental disabilities field. The average CSEA worker in this field earns about \$40,000 annually, with decent benefits and a pension, along with the ability to address work

**"W**e save lives and we promote a better living for the individuals that we serve. They look forward to seeing us everyday and we get smiles, hugs from the people we take care of."

— Evans Quamina, Metropolitan DDSO Local president, Direct Support Assistant



**"I** think it's going to be a hardship, not only for the people we serve, but we're taxpayers, and I think it will negatively impact the community if we lose these jobs. These are great, middle-class jobs, and you can't feed your family working at Wal-Mart. The care we give is unmatched."

— Kathy Kelly, Direct Support Assistant II, CNYDSO, Jamesville, works as a house director supervising up to six moderately disabled adults — 29 years of service.



**"I** give thanks every day, several times a day, for my job. It's been a blessing to me in the way I've been able to provide for my family. Sometimes I feel like it's not even a job, because I love it so much."

— Rosalie Neri, Direct Support Assistant I, CNYDSO, Harborside Supervised Apartments, Liverpool. Supervises a married couple with developmental disabilities — 27 years of service



**"I**t's personal to me because I've had family members who have had disabilities, so I know what it's like. That's why I've been doing it for 28 years and hope to do it even longer. I think the governor's plan would be devastating for a lot of middle class families. My husband and I are both state workers and we've raised two daughters, one graduating college, and the other one just going into college. We wouldn't have been able to do that without the jobs we have, being able to afford everything. It's been a blessing."

— Jackie Nelson, Senior LPN II, CNYDSO, Walsh Medical Intermediate Care Facility, Rome, works supervising 20 people at a medical facility that has eight permanent residents with health issues who require 24-hour nursing care, 28 years of service

place deficiencies through the union. Most employees of the not-for-profit operators are prevented from having a union by their employer's intimidation and coercion. They earn around \$20,000 annually and usually have only limited benefits, if any at all.

"We will not apologize for decent salaries and benefits in this field," Berkley said. "It helps reduce turnover, improves the quality of care and those are middle class paychecks that get spent in local communities."

"Gov. Cuomo ought to be ashamed of running down the state work force and should be seeking to raise up the not-for-profit workers from poverty standards."



Western Region President Flo Tripi, far left, and Central Region President Colleen Wheaton, near left, make points to CSEA members during the OPWDD roadshow.



## Love for jobs, people, on the line thanks to Cuomo's policies

GOWANDA – Rich and Sonya Emery go to work every day with one goal in mind: to help developmentally disabled individuals have the best day they can.

Together, the Emerys have a combined 25 years as direct support assistants in Office of



People With Developmental Disabilities group homes. They love their jobs and they love the individuals they help, and they are prepared to do what they need to do to protect both.

"We are the first line for direct care for our individuals," Rich Emery said before a recent meeting in West Seneca. "We are there every day helping our individuals to get out of bed, to get dressed, have their breakfast. We help them brush their teeth. We get them ready for work and transport them to their day-habilitation programs and jobs or anywhere they need to go. We clean their homes and buy their groceries."

"We are their eyes and ears," said Sonya Emery. "We guide them when they need guidance and we maintain their health. We are like their family. In fact, many don't have a family."

And that worries the Emerys. As Gov. Andrew Cuomo continues his plan to erode services little by little until they're eventually gone, the Emerys can't help but wonder what will happen to the people who receive their care. If they don't have family, where will they go?

"Someone will have to take care of them one way or the other," Rich Emery said. "It should continue to be us."

The Emerys also worry about what will happen to their family if they lose their good middle class jobs.

One of the Emerys' four children is a single mother who is also employed by OPWDD. "It will really impact her if we get laid off," Sonya Emery said. "There is nothing else here for us. We would probably leave the state."

— Lynn Miller

**Sonya Emery, left, and her husband, Rich, have a combined 25 years as direct support assistants with OPWDD. They are two of nearly 500 CSEA Western Region members who pledged last month to fight for middle class jobs for all.**

**"I**f we lose this battle I'm going to lose my entire way of life. They say we make all this money, but I have just enough to cover my mortgage every two weeks. Right now I work the sleepover shift which allows me to spend time with my kids. If I lose this job, I won't have the time to spend with my children."



— Amanda Callahan works as an LPN at the Homestead IRA in Clinton. She has two boys, ages 11 and 8, as well as 6-month-old Ethan, pictured with her. She is a Central New York DDSO Local member and has worked for the state for five years.

**"W**e all got comfortable. Now it's time to get uncomfortable, because they're threatening us."

— Jeff Roberts, Central New York DDSO Local 1st Vice President, Direct Support Assistant

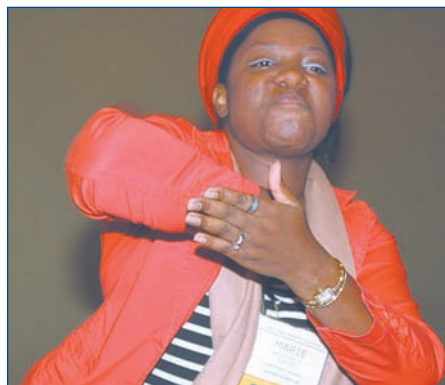


# CSEA Women have the power

It's no secret that CSEA Women have the power to make some real changes for working women and men, but it's important for our members to use that power, or they will lose it. That was the central message of the recent CSEA Women's Conference in Rye Brook, where hundreds of CSEA leaders, activists and members developed their union leadership skills and knowledge on issues that concern working women. Photos from the conference are on this page. For more photos, visit CSEA's Facebook page at [www.facebook.com/csealocal1000](http://www.facebook.com/csealocal1000). See more conference coverage on pages 13 and 19.



CSEA Executive Vice President Mary E. Sullivan welcomes attendees.



Rockland County Local member Marie Brevil learns some self-defense moves.

Right, CSEA Women's Committee members congratulate Rose Conti on receiving the Irene Carr Leadership Award (see article, below). From left, Metropolitan Region member Clarissa Mitchell, Capital Region member Gwen Parsons, Western Region member Sabrina Mitchell, Long Island Region member Cheryl Iannone, Chair Jacqueline Stanford, Officer Liaison Mary E. Sullivan, Conti, Southern Region member Karen Pecora, Central Region member Cathy Barretta and committee Adviser Sharon Lovelady-Hall.

## Conti honored with Irene Carr award

RYE BROOK — When it comes to standing up for working women, Rose Conti has never been one to sit down.

She has spent more than 30 years working tirelessly to help working women and families. Even though she is now retired, she is still helping her union as a member of CSEA's Buffalo-Niagara Retiree Local.

And for her efforts, CSEA President Danny Donohue presented the union's Irene Carr Leadership Award to Conti at the recent Women's Conference. Carr, a former statewide secretary, led CSEA in advancing work and family issues.

"Like Irene Carr, Rose is a woman of integrity, with the philosophy and wisdom of a leader we should all look up to," Donohue said.

"It's very humbling to receive an award in her honor," Conti said.

"If anyone in CSEA deserves this award, it is Rose Conti," Western Region President Flo Tripi said. "Rose

is the epitome of a union leader."

As the Chautauqua County Local and Unit president, Conti led the way to keep the county's public nursing home, which employs many women. She also led the fight to ensure that county Social Services workers, mostly women, had a safe work site.

She served on the statewide and Western Region Women's committees. Conti worked to promote women and family issues, including marriage equality, child care, domestic violence and bullying.

Conti developed a workshop in her region that focused on bullying and gang behavior, which became the model for the program CSEA uses today.

Conti has also been a mentor, coach and role model to many new activists and has earned the respect of union women and men in CSEA and beyond.

Tripi credits Conti for mentoring



CSEA President Danny Donohue, front, center, poses with Women's Committee members and first-time conference attendees.



CSEA President Danny Donohue, left, and Western Region President Flo Tripi, right, congratulate Western Region activist Rose Conti on receiving the Irene Carr Leadership Award.

many of her region's newer activists, including many women.

"The Western Region has benefitted tremendously from this wonderful leader," Tripi said.

Mentoring newer activists is a role that Conti takes seriously.

"It's important that you look

behind you and listen to the greatness of activists before you, and that you look ahead of you and listen to what newer activists have to say," Conti said. "Mentor people every chance you get."

— Janice Gavin

# CSEA seeks broader women's agenda

RYE BROOK — Participants at CSEA's recent Women's Conference outlined many important issues that are not receiving adequate attention at the state Capitol.

Protecting middle class jobs, improving access to affordable child and elder care, affordable education and training opportunities along with access to quality health care should all be part of any political agenda that concerns women.

Gov. Andrew Cuomo has proposed a 10-point Women's Equality agenda regarding pay equity, stronger human trafficking laws, strengthened protections against domestic violence, sexual harassment and pregnancy and family status discrimination. The governor has yet to offer specific legislation on these areas.



Sullivan

CSEA members at the Women's Conference acknowledged that these objectives are worthwhile, but don't go far enough to address the real, daily challenges that women face.

Missing from the governor's plan are proposals to protect jobs, improve access to affordable child and elder care, improve access to affordable education and training opportunities for workers and their families and preserve health care.

Shortsighted policies and ongoing attacks on workers have led to heavy public sector job losses across the country since 2010. Women lost more than 441,000 public sector jobs, while men lost about 260,000 jobs.

In New York alone, nearly 60,000 public sector jobs have been lost since 2010, eroding services that the state desperately needs for economic recovery. Many of these middle-class jobs were held by women.

It also fails to make provisions to protect the state's minimum wage workers, 55 percent of which are women. The governor's minimum wage increase plan not only allows little room for

future pay raises for these workers, but gives tax credits to businesses that hire workers between ages 16 and 19 and only at the minimum wage.

This means that women who work at low wage jobs could lose their jobs, or be unable to find such positions, as business owners will be more likely to hire younger, cheaper workers and get a tax credit.

This places the state's working women, who already earn an average of 81 cents to every dollar a man earns, in an even more difficult economic position.

CSEA women – and men – need to step up and urge the governor and their state representatives to enact a Women's Equality Act that protects all women, as well as fight the changes in the minimum wage plan.

CSEA members have the power to fight for fairness, but it is important to use it.

"It's time to stop worrying about how issues affect us," CSEA Executive Vice President Mary E. Sullivan said. "Let's start affecting the issues."

— Janice Gavin

## Farmworkers tour to fight for justice

MANHATTAN — Former farmworker and Robert F. Kennedy Human Rights Award winner Librada Paz recently kicked off a seven-day tour throughout the state to call attention to farmworker inequality.

Farmworkers are excluded in New York labor laws, and can't get overtime pay, a day of rest, disability insurance or the right to collective bargaining. Most are afraid of losing their jobs if they speak out against their deplorable working conditions.

"Every worker already has those rights except for farmworkers," said Paz. "These are basic rights that everybody else has."

At the first stop of the tour in Manhattan's busy Union Square Green Market, Paz was joined by other farmworkers, union workers, supporters and youths from the Youth Arts Group, who engaged shoppers with powerful images of daily farmworker life.

"This is something that was born in a Jim Crow era," said Rev. Richard Witt, the executive director of Rural and Migrant Ministry, a nonprofit group that's been working to pass the Farmworker Fair Labor Practices Act.

In one study of Hudson Valley farmworkers, the annual average income was \$8,078, well below the official poverty line. Agriculture is a

\$3.6 billion industry in New York state.

Agriculture is also consistently ranked one of the three most dangerous occupations in the nation. Risks and causes of common injuries include exposure to pesticides, use of dangerous equipment, falls, heat stress, repetitive movements and dehydration.

Paz received the Kennedy award for her farmworker advocacy work. She is only the third person in the United States to receive the prestigious prize since it was first awarded in 1984.

"I really want to pass the farmworker bill with the support of the Kennedy Center and the network," she said. "That's my new dream."

CSEA strongly supports passage of the Farmworker Fair Labor Practices Act and is encouraging members in the Capitol Region to participate in Farmworker Albany Day on May 13. For details, contact the Rural and Migrant Ministry at 845-485-8627.

You can also help fight for farmworkers by visiting this website and making a contribution toward the campaign: [www.indiegogo.com/projects/shield-the-fields-help-librada-paz-win-farmworker-rights-in-ny-state-2](http://www.indiegogo.com/projects/shield-the-fields-help-librada-paz-win-farmworker-rights-in-ny-state-2)

— David Galarza



Members of the Youth Arts Group perform street theater at the Union Square Green Market to draw attention to the plight of farmworkers.

# 2013 CSEA ELECTIONS INFORMATION

## Public Sector Local and Unit Elections

## Private Sector Local Elections

**Elections will be conducted for all Public Sector Local and Unit Officers and All Private Sector Local Officers**

The term of office for all current Public Sector Local and Unit officers and all current Private Sector Local officers expires June 30, 2013. Public Sector officers and delegates will be elected to **four-year** terms. Private Sector officers and delegates will be elected to **three-year** terms.

Balloting for Public and Private Sector officers will be conducted between May 15 and June 15, 2013.

Each Local and Unit executive board must select its own election committee and Election Committee Chairperson, or Election Meeting Chair, if applicable (see box below). The Local and/or Unit Election Committee is primarily responsible for conducting the election.

Slating petitioning and slate voting will be an option for candidates for Local and Unit office (*see Page 15*).

Members may run as individual candidates if they wish to.

**Note: When circulating and signing individual and slate petition forms, members must write in their own CSEA ID numbers.**

## ATTENTION: Public Sector Local and Unit Presidents, Private Sector Local Presidents

### Did you send your Election Committee Data Form to CSEA Headquarters?

In early January, registered Election Committee Chairs and Election Meeting Chairs began receiving their election packages from CSEA to assist them in performing their election duties. This material is necessary for the Chairs to have to run a proper election.

**Election packages will only be mailed to those Chairs where their Local or Unit President has sent in the required Election Committee Data Form (ECDF).** CSEA Headquarters cannot send material and information to any Chairperson, without first receiving the completed ECDF from the Local or Unit president.

Inquiries regarding election committees may be directed to the CSEA Statewide Election Committee at 1-800-342-4146, ext. 1447.



## Locals and Units with 150 or Fewer Members Holding an Election at a Special Membership Meeting

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

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

### Application for Office

Special election rules are available to Locals and Units of 150 or fewer members. In these smaller Locals and Units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In Locals or Units with 150 or fewer members, any member who submits the application and meets election requirements under the appropriate Local or Unit Constitution will be placed on the ballot.

## 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 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.

# 2013 CSEA ELECTIONS INFORMATION

## Public Sector Local and Unit Elections

## Private Sector Local Elections

### Important Information about Slate Petitioning and Slate Voting

#### Local Elections

In Local elections, a slate must contain a candidate running for the offices of President, one or more Vice Presidents, as set forth in the Local's by-laws, Secretary and Treasurer.

The slate may also include candidates for other offices that have been created according to the Local Constitution and by-laws. In Locals that have created the combined position of Secretary-Treasurer in their by-laws, the slate must include a candidate for that office.

#### Unit Elections

In Unit elections, a slate must contain a candidate running for the offices of President, one or more Vice Presidents, as set forth in the Unit's by-laws, Secretary and Treasurer.

The slate may also include candidates for other offices that have been created according to the Unit Constitution and by-laws. In Units that have created the combined position of Secretary-Treasurer in their by-laws, the slate must include a candidate for that office.

#### Candidates should know the following:

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

## Summary of April 2013 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 Statewide Secretary Denise Berkley for union members.*



ALBANY – CSEA's statewide Board of Directors met on April 10. In official business, the board:

- Approved nomination of Dee Pettigrew to the Political Action Fund;
- Approved office space lease (520 West State St., Olean) for Local 805;
- Retained PricewaterhouseCoopers to audit the 2013 fiscal year;
- Dissolved Local 661 (Division of Lottery) and transferred members to Local 659 (Executive/Albany);
- Dissolved Local 265 (Troop G/New York State Police/Loudonville) and transferred members to Local 697 (New York State Police);
- Changed name of Local 527 from Western Barge Canal to Western Erie Canal;
- Issued a permanent Charter to Local 772 (Sodexo @ St. Mary's College);
- Approved appointment of Kevin Williams to the Long Island Region Political Action Committee;
- Approved appointment of Roslyn Russell to the Metropolitan Region Political Action Committee;
- Approved appointment of Scott Rajczi to the Southern Region Political Action Committee; and
- Approved appointment of Stephen Healy and Shawn Mason 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, ext. 1253 or (518) 257-1253 or [denise.berkley@cseainc.org](mailto:denise.berkley@cseainc.org).*

# Empire Plan summary of benefits available online

The U.S. Patient Protection & Affordable Care Act



requires all insurance plans to make available a Summary of Benefits and Coverage (SBC) for employees eligible for benefits and potential enrollees.

The New York State Department of Civil Service's Employee Benefits Division notified current enrollees of the availability of the Summary of Benefits and Coverage and Uniform Glossary for The Empire Plan online at <https://www.cs.ny.gov/sbc/index.cfm> and via the rate notification mailing for 2013.

Employees who do not have Internet access may call 1-877-7-NYSHIP (1-877-769-7447) and select the Medical Program to request a copy of the SBC for The Empire Plan. Employees who need a copy for a NYSHIP HMO should contact the HMO. Empire Plan enrollees will continue to receive the At A Glance publication, which provides a comprehensive summary of benefits for the year.

The Summary of Benefits and Coverage is a simple and standardized four-page comparison tool that is intended to help consumers better understand and compare available health insurance options. There are four main sections – Important Questions, Common Medical Events, Excluded Services & Other Covered Services and Coverage Examples. The Coverage Examples reflect scenarios for Having a Baby and Managing Type II Diabetes. These Coverage Examples are based on presumptions

of what services a person may receive over a year for each scenario. The Coverage Examples do not reflect the actual cost to the enrollee.

While this information may be helpful,

employees should refer to other plan material, such as the Choices booklet for more comprehensive coverage and benefit information, before making a decision regarding choosing a health plan.



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For more information, contact:  
**Erica Maziejka**  
(518) 792-3500 x 3347

## A Savings of More Than 50%

## Insurer reaches agreement with East End Health Alliance hospitals

Empire Blue Cross Blue Shield has advised that the East End Health Alliance (EEHA), which consists of Eastern Long Island Hospital, Peconic Bay Medical Center and Southampton Hospital, will continue as participating hospitals for The Empire Plan. Empire Blue Cross/Blue Shield and EEHA were successful in reaching a new hospital agreement, which runs from April 1, 2013, through Dec. 31, 2014.

# Continuing EBF dental and vision coverage for dependents over 18

If you have family coverage with the CSEA Employee Benefit Fund, your eligible dependent may continue coverage of EBF benefits up until his/her 25<sup>th</sup> birthday if a full-time student.

Because dental and vision benefits are not regulated by the U.S. Patient Protection & Affordable Care Act, proof of student status must be provided annually to qualify for these benefits for all eligible dependents age 19 and over.

To qualify for continued coverage, your child must be a full-time student enrolled for at least 12 undergraduate or six graduate credit hours in an accredited college or university. The credits must be

in a college degree program; that is, he/she must be working toward a formal college degree such as a bachelor's, master's or associates degree. Technical courses for short duration do not meet this requirement.

Six weeks before the dependent's 19<sup>th</sup> birthday, the Employee Benefit Fund sends a proof of student status form to the member notifying them that coverage will end as of the 19<sup>th</sup> birthday unless student proof is submitted. This form needs to be completed by the college registrar or supporting documentation



must be attached such as a letter from the registrar, current semester schedule or transcript. Pre-registration statement, acceptance letters, and/or tuition bills cannot be accepted.

Note: The school may require a waiver to be signed by the student in order to release certain information. The Employee Benefit Fund also requires a signed HIPAA waiver from all persons 18 and older to release that person's health information to a third party.

Once student proof has been submitted, a reminder will be sent to the member each year in July reminding him/her to

submit student proof for the upcoming school year. If no student proof is submitted initially, then no subsequent notifications will be sent.

Coverage terminates three months from the end of the month in which the student completes graduation requirements. Benefits for a dependent child who is not continuing with school may continue through COBRA for up to 36 months.

Proof of Student Status Forms are available on the CSEA Employee Benefit Fund website at [www.cseabf.com](http://www.cseabf.com). Click on the 'Download Forms' option on the home page to print the form.

## 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 2013 Annual Delegates Meeting must be submitted by May 15, 2013.

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 2013 CSEA Annual Delegates Meeting will be held Oct. 21-25 in Lake Placid.



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### Quarterly Specials

<p><b>CSE-189</b> Full Zip Fleece Vest</p> <ul style="list-style-type: none"> <li>• features an embroidered logo</li> </ul> <p>COLOR: black</p> <p>COST/SIZE:  \$17.55  <del>\$35.10</del> (M-XL)  \$19.25  <del>\$38.50</del> (2X)  \$19.90  <del>\$39.75</del> (3X)</p> 	<p><b>CSE-603</b> Ladies Hooded Sweatshirt</p> <ul style="list-style-type: none"> <li>• features an embroidered logo</li> </ul> <p>COLOR: oxford</p> <p>COST/SIZE:  \$14.48  <del>\$28.05</del> (M-XL)  \$15.68  <del>\$31.35</del> (2X)  \$16.48  <del>\$32.95</del> (3X)  \$17.18  <del>\$34.55</del> (4X)</p> 
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All active CSEA members under age 65 are eligible to apply. Don't delay. You must have the Disability Insurance in place before you get hurt or sick if you want to receive any benefit.



*“Your support throughout two back surgeries (2006 and 2012) has been a blessing to our family, especially when food had to be bought and prescriptions picked up. Choosing Pearl Carroll when I joined New York state employment was among the smartest choices I have ever made for me and my family. Thanks so much!”*



Tom Kiebala, CSEA member  
Western Region

Learn more by contacting Pearl Carroll & Associates at 1-877-847-2732  
or view their website at [www.pearlcarroll.com/csea](http://www.pearlcarroll.com/csea).

*There are representatives available in every part of the state to help you with questions and information.*



### CANCER PREVENTION STUDY-3



#### CSEA members in the Capital Region and Hudson Valley: Register Today and Save a Life Tomorrow!

Take advantage of an opportunity to participate in a nationwide cancer prevention research study that has the potential to protect future generations from getting cancer.

CSEA is strongly urging Capital Region and Hudson Valley members to join this important study by enrolling at upcoming events in Schenectady and Rockland County.

##### You can enroll if:

- You are between the ages of 30 and 65;
- You have never been diagnosed with cancer (not including basal or squamous cell skin cancer); and
- You are willing to commit to the study long-term.

**For more information:  
Contact:  
Danielle Heller  
[Danielle.heller@cancer.org](mailto:Danielle.heller@cancer.org)  
Call 914-388-2934 or  
1-888-604-5888**

##### Step 1: Register

Schedule your enrollment appointment time and location by visiting:

- [www.cps3schenectady.org](http://www.cps3schenectady.org) (Capital Region)
- [www.cps3hudsonvalley.org](http://www.cps3hudsonvalley.org) (Hudson Valley)

There are multiple enrollment locations in each area. If you live outside the Capital Region or Hudson Valley, you can still get involved in the study by visiting [www.cancer.org/cps3](http://www.cancer.org/cps3), clicking on “Where to Join” and making an enrollment session appointment at a location near you.

##### Step 2: Attend a 25-minute enrollment session.

##### Step 3: Complete Follow-Up Surveys

- Complete periodic surveys sent to your home every few years to update your information.

**INJURED** — Doug Jones, a mechanical equipment operator in the Village of Perry, is recovering from injuries after a tree fell on him on March 27. A crew had been working

to remove the tree when the top snapped and fell on Jones. He was taken to Strong Memorial Hospital in Rochester. CSEA's Occupational Safety and Health Department is reviewing the incident ... **YONKERS RATIFIES** —Yonkers School District Unit members recently voted overwhelmingly to approve a two-year contract. The agreement runs retroactively from July 1, 2012, through June 30, 2014, and includes wage increases in both years, enhancements to the existing vision and dental programs, and the creation of an additional salary step in 2014 ... **FIGHTING FOR POLICE** — CSEA members fought a move by the Newark Village Board to demote a Newark Police Department captain to sergeant, a sergeant to patrolman, and eliminate a captain position. Despite a public campaign by the union, village officials voted in favor of the demotions and position elimination ... **HEMPSTEAD CONTRACT** — More than 1,200 CSEA members in the Town of Hempstead Local voted to ratify a new four-year contract by an overwhelming margin. The agreement provides for annual salary percentage increases, a boost in dental and optical insurance benefits and allows for no change in medical coverage for current employees ...



**OUTSTANDING CIVILIAN** — New York State Police Troop D Commander, Maj. Rodney Campbell, recently presented New York State Police Troop D (Oneida) Local

member Matthew Kaiser with the troop's Outstanding Civilian Employee Award for his hard work and dedication to duty. Kaiser, a keyboard specialist, is the son of CSEA retiree and activist Michael Kaiser, and a third generation State Police employee ... **PEOPLE POWER** — The PEOPLE program raised \$2,053 and signed up 22 new members at the recent CSEA Women's Conference ... **REACHING OUT** — Also at the CSEA Women's Conference, attendees raised money for several causes. Gift basket and 50/50 raffles raised \$2,075, with \$1,000 each going to Safe Haven and United Way 2-1-1 in the Hudson Valley. The remaining \$75 was donated to a fund-raiser conducted by the Southern Region Judiciary Local at the conference to benefit the newborn daughter of Judiciary Local member Ameer Van Tassell, who suddenly passed away on April 1, five days after the child was born. At the conference, the local raised more than \$1,200 to benefit the child ... **HELPING SHELTER ANIMALS** — Furry friends in Seneca County can thank the CSEA Seneca County Local for collecting more than 50 items including dog and cat food, bowls and cleaning supplies for donation to the Beverly Animal Shelter.

## Southern Region members take the Polar Plunge



Nearly two dozen CSEA members and friends took part in the 15th annual Fishkill Polar Plunge on Feb. 23, benefiting the athletes and programs of Special Olympics New York. In addition to those who took the plunge into the icy waters of Fishkill Creek, leaders of the Dutchess Education Local generously hosted a tent offering hot soup, chili and hot dogs. Many CSEA team members this year were repeat participants, including Ulster County Unit President Todd Schmidt (left) and Dutchess Education Local President Scott Rajdzi.

## Special training for Metropolitan Region members

We are under attack from all sides, our communities are at risk and it's time we stand together to build a better New York for all.

Metropolitan Region members are invited to join their brothers and sisters from DC 37 and DC 1707 for a special training with labor, faith and community groups to examine how to best work together to move our city forward.

The training will be held on May 4, 2013, from 8:30 a.m. to 2:30 p.m. at D.C. 1707 Headquarters, 420 West 45th Street (between 9th and 10th avenues), Manhattan.

If you are interested in attending, call the CSEA Metropolitan Region office ASAP at 212-406-2156.

## Johnson is PEOPLE Recruiter of the Month

Maria Johnson of the Buffalo Psychiatric Center Local in the Western Region is the PEOPLE Recruiter of the Month for March. She recruited 14 new PEOPLE members.

"We can accomplish so much when we unite through PEOPLE," Johnson said. "The PEOPLE program gives us our clout and the strength we need to fight for better health care and our pensions. It is good to be able to say you are part of something that helps move unions forward. I wish everyone would be part of 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.



Johnson

— Lynn Miller

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# THE Work Force

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

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**On Tuesday May 21, make sure you support your schools by voting in your school district elections!**

**DON'T forget  
to vote!**

***A better New York for all!***