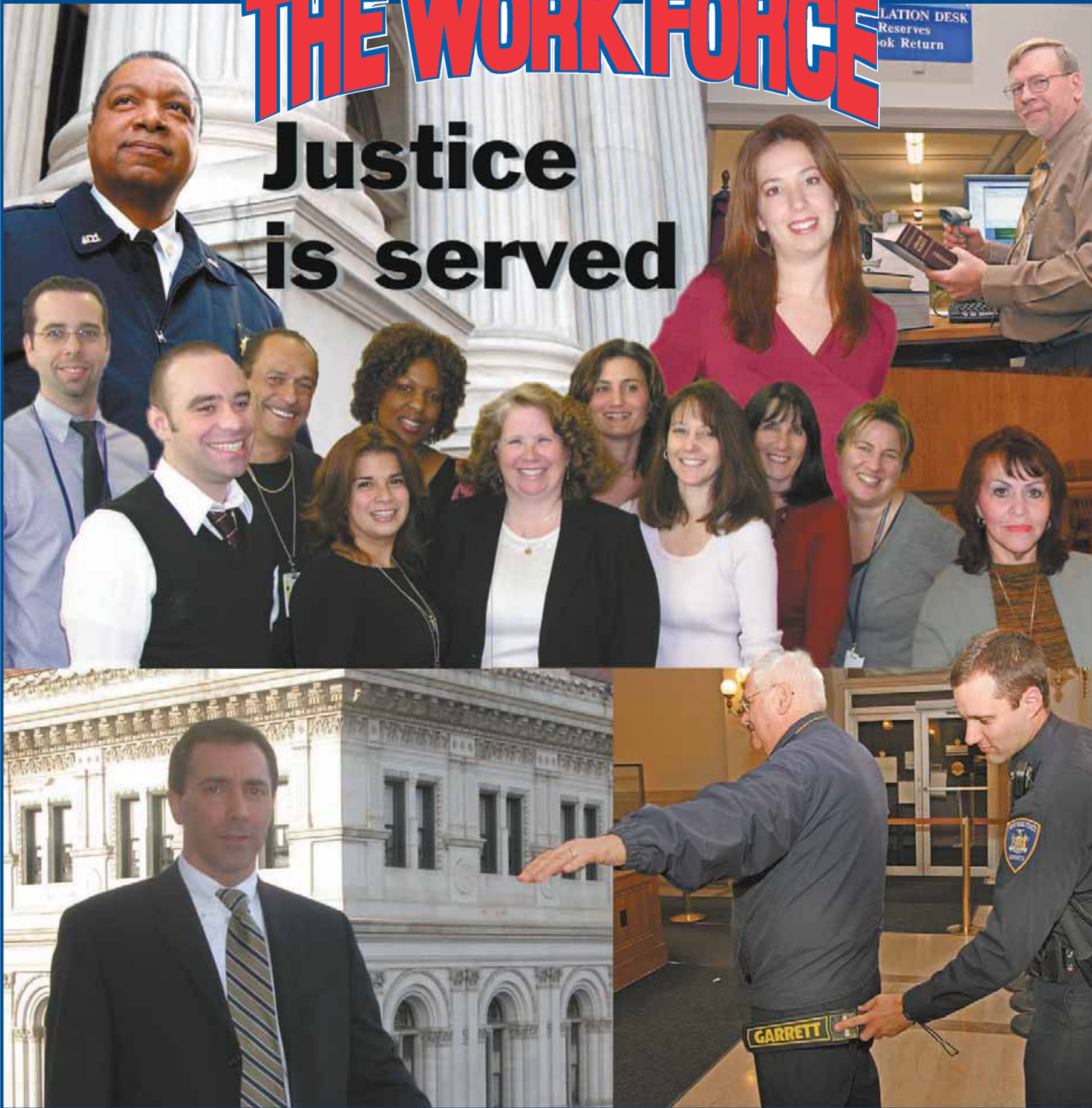


THE WORK FORCE

Justice is served



See Pages 10 and 11

Photo of the Month



Photo by Mark Kotzin

CSEA member and Manlius Highway Department Heavy Equipment Operator Dave Hale shows 9-year-old Lainie LaRonde, a fourth grader at the Enders Road Elementary School, how to operate his snowplow during a recent visit to the school. Hale visits local schools every year to talk about snowplow safety and show the kids what's involved in keeping town roads clear and safe.

QSAC members OK pact

MANHATTAN — CSEA Quality Services for the Autism Community (QSAC) Local members recently overwhelmingly approved their second contract with QSAC management for more than 500 workers.

“Our negotiating team worked hard to reach an agreement and now the members have approved it,” said CSEA Local President Rosetta Muhammad. “CSEA, our members at the local and QSAC management deserve enormous credit for an agreement we can all be proud of.”

The agreement includes across-the-board salary increases and other enhancements.

The contract also increases the maximum salaries of hab-specialists and teachers aides and assistants. The agreement also includes salary enhancements for some group home workers.

It also calls for pay stub accounting by category for all overtime hours actually worked, and additional triple time holiday pay within specified hours.

Steve Chanowsky, former CSEA labor relations specialist

Retired CSEA Labor Relations Specialist Steve Chanowsky, who worked in CSEA's Southern Region, died Thursday, Jan. 17 after a long illness.

Chanowsky was known as a dedicated advocate for union members, and had a vast institutional knowledge of the region's labor-management relations.



Chanowsky's family has requested memorial donations be made either to Westchester Medical Center, 7th Floor, North Unit, 95 Grasslands Rd., Valhalla, N.Y. 10595, or to the Leukemia & Lymphoma Society, Donor Services, P.O. Box 4072, Pittsfield, Mass. 01202.

CSEA members ratify state contract

ALBANY — More than 70,000 state Executive Branch employees represented by CSEA overwhelmingly ratified a new four-year agreement with New York state.

CSEA-represented executive branch state employees are in four bargaining units: the Administrative Services Unit; the Institutional Services Unit; the Operational Services Unit; and the Division of Military and Naval Affairs Unit. The previous CSEA-New York state contract expired on April 1, 2007, and tentative agreement on new terms were reached in October.

CSEA members approved the deal by a 29,755 to 1,839 margin, a 16:1 ratio, with more than 31,000 ballots cast.

“The CSEA negotiating team worked hard with their state counterparts to reach an agreement that would be good for our members, good for fair and responsible management and good for the people of New York,” said CSEA President Danny Donohue. “The strength of the ratification demonstrates that our rank and file

fully support the agreement. Governor Eliot Spitzer and the Governor's Office of Employee Relations, led by Gary Johnson, deserve enormous credit for their effort to get the job done right.”

The agreement includes enhancements in nearly all major contract areas, including across-the-board salary increases, increased longevity payments, significant improvements to downstate and mid-Hudson salary adjustments, enhanced health insurance benefits and improvements to health and safety training programs.

The agreement has been approved by the state Senate and is awaiting action by the Assembly. It also needs to be signed by the governor.

CSEA's state contract negotiating team consisted of 23 members from across the state, supported by the union's professional staff negotiators, led by Chief Negotiator Ross Hanna.

For more details about the agreement, visit CSEA's website at www.csealocal1000.org.

VOICE/CSEA to enter negotiations with OCFS in February

VOICE/CSEA Local 100A met with the state Office of Children and Family Services in January to establish details for negotiations and set dates for the talks to begin.

The first negotiating session is scheduled for Feb. 9.

The VOICE/CSEA negotiating team is made up of more than 7,500 licensed group child care providers and licensed family childcare providers from across the state, with the exception of those from New York City.

VOICE/CSEA was certified in July as the exclusive bargaining

representative designated by Gov. Eliot Spitzer's executive order last spring.

Through the negotiating process VOICE/CSEA will work to form a partnership with OCFS to solve problems that providers face by fixing technical industry problems and improving the overall quality of childcare by improving accessibility and affordability for parents.

“This is a new day for providers and the children in their care all across the state,” said CSEA President Danny Donohue.

For more news, see Page 12.

CSEA raises concerns over Spitzer budget

ALBANY — Gov. Eliot Spitzer has proposed a \$124 billion state budget that will close a \$4.4 billion deficit and increase spending by about 5 percent.

The budget was released shortly before *The Work Force* went to press.

“Governor Spitzer has proposed a state budget that spreads the pain broadly in response to a challenging fiscal situation. Because there is such a broad approach it is difficult to know the actual impact at quick review,” said CSEA President Danny Donohue.

“CSEA certainly has some serious concerns about health care funding and will be focusing immediate attention on that area. It will also be important to thoroughly consider the range of proposals that affect local government and schools to understand their overall effect,” Donohue said.

CSEA also remains concerned about plans to close several correctional facilities and Office of Children and Family Services facilities that were previously announced. About 300 CSEA members could be affected

by the closures that would not happen until next year.

“We are encouraged by the tone that the governor has set in the State of State Speech and in his budget address and we look forward to working with the administration and the legislature in the weeks ahead as they seek agreement on a budget that will serve all New Yorkers well,” Donohue said.

More details about the budget will be posted at www.csealocal1000.org as they become available.

Don't forget to vote in state primary on February 5!

CSEA's endorsed candidate for president needs your vote in New York's Feb. 5 presidential primary.

CSEA has endorsed Sen. Hillary Clinton for president. CSEA was the first major union to endorse Clinton, in July 2007.

“Hillary Clinton has the overwhelming support of the vast majority of CSEA members and we are proud to join with her in her historic campaign,” said CSEA President Danny Donohue. “CSEA and its 265,000 members will work hard to help elect her and it will be a better day for the American people.”

Clinton has supported the rights of workers:

- Sponsored the Employee Free Choice Act, protecting workers' rights to form a union.
- Co-sponsored the Fair Wage, Compensation and Investment Act of 2005, protecting overtime pay for millions of workers.

Fought for the working class:

- Led the fight for the State Children's Health Insurance Program, which provides health insurance to 6 million children.
- Co-sponsored an enhancement of the Family Medical Leave Act to provide parents time off from work for their child's medical appointments.

Strengthened working families:

- Successfully fought to raise the minimum wage.

CSEA's international union, AFSCME, has also endorsed Clinton.

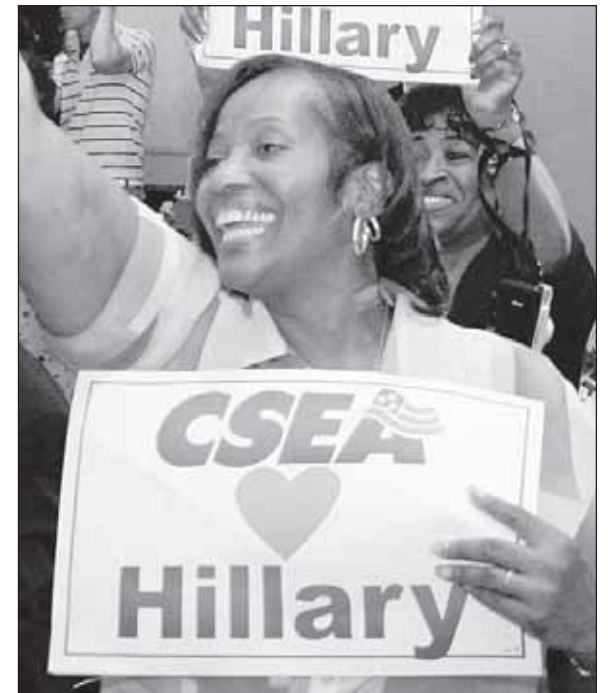
Vote for CSEA's Presidential Delegates

Eight CSEA candidates* are on some ballots across the state as presidential primary delegates in the Democrat primary.

The following are listed by Congressional District (CD). If you don't know your Congressional District, go to: <http://nymap.elections.state.ny.us/nysboe/>

- CD 1 – Sam Strickland
- CD 2 – Rutha Bush (Alternate)
- CD 4 – Ken Dash
- CD 21 – Mary Sullivan
- CD 22 – Manuel Steele
- CD 25 – Fran Turner
- CD 25 – King Davis
- CD 28 – Flo Tripi (Alternate)

**CSEA President Danny Donohue and Metropolitan Region President George Boncoraglio are appointed Democrat “superdelegates” and are not on the ballot.*



An enthusiastic union supporter at CSEA's endorsement in July of Sen. Hillary Clinton for president.

Democrat Primary Voters' Checklist: Vote 'Row A' all the way!

Voters in New York's Feb. 5 presidential primary need to be aware that the Democrat winner will be declared based on how many delegates they win. The Republicans have a winner-take-all format. **CSEA has eight candidates vying as Democrat primary delegates. Voters need to:**

- Vote your choice for the presidential primary.
- Vote your choices for that candidate's delegates.
- Vote your choices for that candidate's delegate alternates.

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Stand tall with Hillary on February 5

Tuesday, Feb. 5, is a BIG day for CSEA and an even bigger day for America.

It's Super Tuesday when primary voters in 24 states will go to the polls and likely determine who the next president of the United States will be. The New York Primary has never been more important. Your vote can make a huge difference.

CSEA made its endorsement early and strongly in support of Hillary Clinton. It was an easy choice for CSEA. Hillary Clinton has earned our support through her tireless work as first lady and as our outstanding United States Senator from New York.

CSEA members, like other Americans, want a president who will restore respect for America in the world while working to address the growing inequality for working Americans. We know that Hillary Clinton will provide that leadership.

Obviously, not every CSEA member will support this endorsement. We made our choice after extensive polling of the membership and leadership discussion, and know that it is supported by the vast majority of our union members.

But that support means nothing without action and the moment is upon us.

You need to cast your ballot* for the candidate and select delegates and alternates who will support that candidate on Feb. 5. CSEA has eight candidates running as delegates and alternates in seven separate congressional districts. They are listed on Page 3 of this edition. They are also among 27 labor delegate candidates statewide. You can learn more via the CSEA website – www.csealocal1000.org.

Do not believe what you see, hear and read in the outside media. The pollsters, pundits and the media have been spectacularly wrong and at times, recklessly irresponsible throughout this political season. You need to be focused on the task in front of us – helping our candidate – Hillary Clinton – win!

* You must be a registered party member to vote in the party's primary.





Special Olympics
New York

ROCHESTER-FINGER LAKES REGION ... WATCH OUT!

SPECIAL OLYMPICS NEW YORK HAS YOUR WEEKEND PLANNED!

Enjoy the Winter Games, then join us for the Polar Plunge.

FRIDAY, Feb. 8 — WINTER GAMES OPENING CEREMONIES

Start with the Winter Games Opening Ceremonies at the Rochester Auditorium with music, entertainment, the Parade of Athletes and the Law Enforcement Torch Run.

SATURDAY, Feb. 9 — THE THRILL OF COMPETITION! *Cheer on the athletes.*

Next, follow it up as a spectator! 1,000 athletes will compete in nordic and alpine skiing, figure and speed skating, snowshoeing and floor hockey. The Olympic Village has fun and festive recreation and entertainment for the whole family.



Competitions for the Winter Games start 8 a.m. on Saturday at the Fair and Expo Center in Henrietta and other Rochester locations. You can find this schedule posted online at the CSEA website at www.csealocal1000.org. Come out and cheer! Volunteer your support for a very competitive event. You can register to be a volunteer right online at <http://nyso.org/WinterGames/home.php>.

SUNDAY, Feb. 10
Join us for the POLAR PLUNGE!

We're FREEZIN'
FOR A REASON
at Charlotte Beach
Visit www.csealocal1000.org
For the schedule, directions and our
meeting place.

Join us just to experience a plunge.
You don't have to jump to enjoy!
Just watch and support the plungers! We'll be
meeting between 9:30 and 11 a.m. for
registration right at the beach
and plunging at noon!



CSEA Great Meadow Correctional Facility Local member Ed Burkhart with his young friend Sammy Woschleger. Burkhart dedicated his jump into Lake George this year to Sammy and raised more than \$1,300 for the Special Olympics.

One Weekend ... A Ton of Winter Excitement to Choose From!

DO ONE, DO IT ALL!

**Only two other opportunities left
to experience a Polar Plunge!**

**Join the CSEA team as we close
the 2007-2008 Plunge Season
on Sat., March 8, 2008**

- **Fishkill Polar Plunge**
Sharp Reservation, Fishkill
- **Long Island Polar Plunge**
Bar Beach, Port Washington



Make a difference. Get involved!

Visit www.specialolympicsny.org
for more information.

Call 1-800-342-4146, ext. 1276, to join the
CSEA team.

**Feeling adventurous?
Do something**



Set up your own Plunge Page!

Set up your own Team or Individual Fund-raising page — complete with photos and a personal letter. Simply e-blast all of your contacts the link to your website.

With a click of the mouse, they can sponsor you!

It only takes a few minutes to create your Personal Plunge Page. Here's how to do it:

1. Click the "Get Started" button.
2. Personalize the text and the photo on your online fund-raising page.
3. Send the link out to your friends, family, colleagues — you never know who will sponsor you so ask everyone.

It's easy. With just one e-mail, you can raise the money to cover your jump or donate your fund-raising to someone else's jump!

CSEA Voices



**“We try to help people,
especially the pro se
people (not represented by an
attorney) because handling an
appeal is a hard thing to do on
your own.”**

— Ana Boreman, clerk,
Supreme Court Appellate
Division 1st Department
(More on Pages 1, 10-11)

CSEA mourning loss of Southern Region President Diane Hewitt

BEACON — CSEA is mourning the loss of Southern Region President Diane Hewitt, who passed away Jan. 13.

Hewitt, 63, served as region president since Aug. 30, 2002, when she succeeded Carmine DiBattista, who had retired from service. In 2004, she was elected as Southern Region President. Since 1981, she was active on every level of CSEA, serving in numerous offices, committees and the CSEA Board of Directors.

As a member of CSEA's Board of Directors, Hewitt served on the Publications Committee and was a strong voice in guiding the union's public relations and



Hewitt

communications efforts.

"Diane's heart was always with our members," CSEA President Danny Donohue said. "As a local and region president, she always worked tirelessly on behalf of our rank-and-file."

"Diane was dedicated to fighting for her brothers and sisters in CSEA," union Executive Vice President Mary Sullivan said. "She was a true advocate for labor."

Advocate for change

Hewitt was employed by New York state for more than 33 years, spending the majority of those at the former Middletown Psychiatric Center.

In June 1974, she began her state service as a therapy aide at Letchworth Village (now Hudson Valley Developmental Disabilities Services Office) in Rockland County. In 1979, she transferred to Middletown Psychiatric Center, eventually becoming a Mental Hygiene Therapy Assistant 2. When Middletown closed in 2005, Hewitt became a member of the Rockland Psychiatric Center Local.

As a CSEA activist and officer, Hewitt fought for employee rights, working conditions and worker pay and benefits.

Her career in mental health also spurred Hewitt to become a strong advocate for providing quality mental health care in patients' own communities.

Hewitt became a CSEA activist in 1981 when she served as the sergeant-at-arms for the Middletown Psychiatric Center Local. One of her mentors was the then-Local President Alex Hogg, who encouraged her to become more active in the union.



CSEA Executive Vice President Mary Sullivan and Diane Hewitt lead a 2001 demonstration in Middletown to urge the state to provide quality mental health care in local communities.



CSEA President Danny Donohue presents the annual PEOPLE Cup to Diane Hewitt at the 2007 Annual Delegates Meeting in Lake Placid. The Southern Region had recruited the most new PEOPLE members the previous year.

She eventually served as the local's treasurer, vice president and finally, president for many years until she became the Southern Region president in 2002.

many relatives and friends, including her husband Foster; her son Bill and his wife, Cheryl; her daughter Tammi and her husband Eric and two grandchildren.

Labor leader

Across the Southern Region, Hewitt served as the region's 1st vice president from 1997 to 2000, when she was elected as the region's executive vice president.

Hewitt also actively worked with other Hudson Valley labor unions. She served on the Hudson-Catskill Central Labor Council, which covers Orange and Sullivan counties. In 2001, Hewitt was appointed as a vice president of the Hudson Valley Area Labor Federation and became the federation's executive vice president in 2002.

Hewitt, who lived in Middletown, is survived by



Hewitt, circa early 1990s.

Workers fighting supervisor's shift in health benefit plan

EAST HAMPTON — CSEA members employed by East Hampton are fighting a drastic change in their health insurance benefits that would leave them holding the short end of the stick.

Without consulting the union and the town board, Town Supervisor Bill McGintee is trying to shift town workers away from local self-insurance to a plan with higher co-payments, questionable coverage and higher out-of-pocket costs.

Fighting the shift

But CSEA isn't taking this bad dose of medicine lying down.

CSEA-represented East Hampton employees, who work in administrative, operational and health care jobs, recently demonstrated twice during one week to fight against McGintee's sudden and unexpected



East Hampton Unit members demonstrate outside the town hall against the town supervisor's plan to change health benefits.

move to downgrade their health insurance benefits.

"We brokered a contract with the town that runs through 2010," said Unit President J.J. Kremm. "During those negotiations, the town wanted to alter our medical coverage by mandating that employees contribute to premiums. We bargained in good faith and surrendered salary increases to avoid this. It was agreed that medical benefits would not be changed in any way until the current contract expires."

Suffolk County Local President Bill Walsh attended the first demonstration.

"Now, soon after his reelection, Bill McGintee has flipped on this issue," said Walsh. "He interprets the contract differently and believes the town is within its rights to downgrade our health insurance benefits to cut costs. That's wrong; it's just not the case."

After the second demonstration, town board members recently questioned McGintee about his plan. The matter remains unresolved but Kremm's unit was successful in forcing some discussion on the matter between the town board and the



East Hampton Unit President J.J. Kremm, left, with Suffolk County Local President Bill Walsh, is leading the workers' fight against the town supervisor's proposed changes to their health insurance.

supervisor and raising public awareness.

"Decisions such as this should not be made behind closed doors," said Kremm. "We have the right to speak out on

matters that will deeply affect us and our families. And, rest assured, we will do so."

— Richard Impagliazzo

Prepare for your civil service exam for less money!

There has been a PRICE REDUCTION on the CSEA WORK Institute's E-Learning Center!



A CSEA member uses the WORK Institute's E-Learning Center.

You can now have two months of 24-hour access from any computer for only \$19.99! Check out the free demo at www.csealocal1000.org/wi.



"Decisions such as this should not be made behind closed doors."



"I like the variety in my job. I like meeting the public and guiding them toward the information they need. There is always something different every day; it's not the same thing day-in and day-out. It's a nice job. I've been a law library assistant for nine years but I have worked in libraries my entire career."

— Shirley Avdenko
Law Library Assistant, 7th Judicial District, Rochester
(more on pages 1, 10-11)



Sewer consolidation plan sparks contracting out concerns

“We see this as a prelude to contracting out.”

CSEA is blasting a secretive City of Glen Cove vote to transfer sewer operations to Nassau County, and the union is concerned that several other communities may not be far behind in doing the same thing.

Glen Cove city officials held the vote on short notice less than a week after a boisterous CSEA demonstration before a scheduled council meeting succeeded in temporarily tabling the plan.

Consolidation plans

The union is concerned about the plans to consolidate the Glen Cove, Long Beach, Lawrence and Cedarhurst sewer districts into Nassau County because it may clear the way for county officials to contract out the sewers. Consolidation agreements have not been finalized in



Adam Sawock, a laborer in Glen Cove; Nassau County Municipal Local President John Shepherd and Marty Cook, Glen Cove Unit president, prepare to demonstrate against the city's plan to consolidate sewer services.

Long Beach, Lawrence or Cedarhurst and still require the approval of the city and village councils to move forward.

In Glen Cove, city and county officials had already negotiated a tentative sewer district consolidation agreement several months ago. While an ongoing dialogue was in process between the two sides, city council members saw fit to abruptly cut off debate and force a vote.

CSEA represents many full-time employees in the city, some of whom work at the water pollution control facility. These members now face the choice of reassignment to other city jobs, retirement or resignation.

“We believe that issues of this magnitude should be negotiated,” said John Shepherd, Nassau County Municipal Local president.

CSEA members and their families at risk. The sewer treatment plants in Long Beach, Cedarhurst and Lawrence face the prospect of being closed. The recently upgraded Glen Cove plant has been transferred to Nassau County, which plans to expand its use for nearby communities.

If the county is successful in its attempt to gain control of all four sewer districts, the path to contracting out the services will be much clearer.

“We see this as a prelude to contracting out,” Shepherd said. “The county has failed in previous attempts to contract out public services and now seems to have a new strategy to get its way. We’re going to hold them accountable.”

— Richard Impagliazzo

“Reasonable people can disagree, but the county executive and the mayor should have taken the time to discuss their concerns with us before moving ahead with this plan.”

Unsettling trend

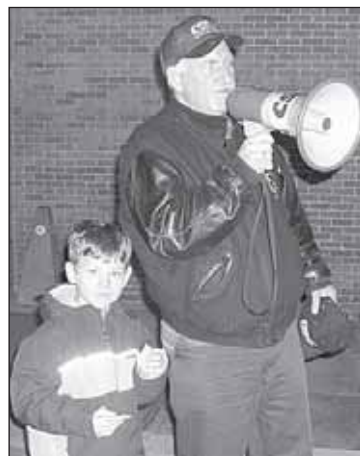
While each agreement contains separate provisions, all four will put

CSEA Voices



“I’m in the human resources department solving problems for my fellow employees; time card issues, sick leave questions, things such as that. I like the fact that they come to me with their difficulties and I’m able to help them.”

— Thomas Polito, senior court analyst, Nassau County Supreme Court
(More on pages 1, 10-11)



Nassau County Municipal Local President John Shepherd, with his son Robert, fires up the crowd at a recent demonstration in Glen Cove to fight the county's sewer district consolidation plan.

Tuition Benefits Program is back

The New York State & CSEA Partnership for Education and Training is continuing the Tuition Benefits Program for CSEA-represented New York state Executive Branch employees.

Eligible applicants may apply for two benefits (vouchers or reimbursement).

Courses that started on or after April 1, 2007, and before March 31, 2008, are eligible (courses that started before April 1, 2007, are not eligible).

Applications must be received by March 31, 2008.

A downloadable catalog about the program and an application form are available at www.nyscseapartnership.org.

For more information, contact the Partnership at (518) 486-7814 or (800) 253-4332.

Serving union members translates into honors

PURCHASE — With many of his local's members hailing from non English-speaking countries, SUNY Purchase Local Executive Vice President Miguel Cuyatti knows that language barriers can create obstacles for workers and management.

That's why Cuyatti makes it a priority to help with Spanish translation whenever the need arises.

A native of Peru, Cuyatti has worked more than 20 years as a custodian at SUNY Purchase.

Reaching out

His involvement with CSEA began about eight years ago when he realized some of his co-workers were not getting a fair shake on the job due to a limited understanding of English.

"There were many misunderstandings about benefits or problems with vacation time," said Cuyatti, who holds a business degree from a university in Peru. "I have

translated many times and we have been able to work out problems before they grew."

Honors

It's that willingness to help that recently earned Cuyatti one of the school's presidential awards, an honor given each year to several public workers at each SUNY school.

Co-workers nominate the award recipients. Cuyatti's nomination cited his willingness to translate for co-workers during a recent study on employee morale, as well as his friendly personality and dedication to his job.

Giving others a voice

In addition to work



Miguel Cuyatti, shown with his SUNY Purchase presidential honor award, has helped numerous CSEA members at SUNY Purchase translate between Spanish and English.

with his own CSEA local, Cuyatti was one of the volunteers who pitched in with organizing efforts when CSEA organized the private sector Chartwells food service workers on the SUNY Purchase campus.

Due to a largely Spanish-speaking group of food service workers, that effort required that translators be constantly available to advocate for

the workers being organized.

"Miguel is well liked by people here because he is extremely honest and trustworthy," said SUNY Purchase Local President Frank Williams. "He is absolutely my right-hand man. He keeps an even keel in dealing with union issues and everyone trusts him."

— Jessica Ladlee



"We have been able to work out problems before they grew."

CSEA Voices



"I've been employed with the state of New York approximately 33 years, which I enjoy tremendously. I enjoy helping the judicial system move along smoothly and being a part of that process."

— Regina D'Antonio, secretary to judge, New York State Court of Claims. (more on pages 1, 10-11)

CSEA fight for retiree leads to health benefit victory

PERU — Days after nearly 100 CSEA members demonstrated at the Peru School District because the district refused to pay retiree health benefits to a former co-worker who is battling cancer, the worker had his health benefits reinstated, thanks largely to significant local media coverage of the issue.



LaMoy

Shortly after the demonstration that drew many local newspaper, television and radio reporters, Peru school district officials agreed to treat retiree Ken LaMoy as if he met the qualifications for the benefit under the labor agreement based on his total disability. In exchange, CSEA withdrew a grievance it had filed against the district.

While the union and district officials still disagree about the correct interpretation of the contract language, the sides agreed to address

the issue at a future date.

LaMoy and his wife, Nila, expressed their gratitude in a letter to their fellow union members thanking them for their support.

"We would like to take this opportunity to thank all the CSEA members for the support they have given us," they wrote. "There has been considerable involvement from our union and surrounding unions, which has helped us in our time of need.

— Ed Molitor

INSIDE THE WORK FORCE

Order in the court: CSEA members keep court system running

CSEA members across the state play a key role in the state's Unified Court System. They perform many tasks and have many responsibilities. The Work Force spoke with several union members about their jobs.

Interpreter ensures clarity

BUFFALO — Terry M. Arzac's mind is like a well-oiled machine; information flows in, is quickly processed and the message passed on in just a matter of seconds.

Arzac is a certified court interpreter with the 8th Judicial District in Western New York and a member of the CSEA Western Region Judiciary Local.

Arzac interprets between Spanish and English. Interpreting is a challenging job that requires Arzac to listen closely while simultaneously translating and delivering the message to the person receiving her services. Court proceedings normally do not stop so Arzac can translate.

"It is very important for me to be impartial and make no judgments," said Arzac, a nine-year court interpreter. "There is a sense of community service for me. If these people did not have someone to translate for them, their rights may not be protected. I am providing a service for people in distress."

— Lynn Miller



CSEA Western Region Judiciary Local member Terry M. Arzac works as a translator between English and Spanish, making sure the right words are recorded in court proceedings.



Assuring fairness when the public chooses to sue New York state

ALBANY — Whether they have been injured on state property such as a fall at a state-owned building, had an accident on the state Thruway that wasn't their fault, or had property taken from them to widen a state road, individuals who want to sue New York state for monetary damages must take their cases to the Court of Claims.

Kevin Macdonald, a 10-year Unified Court System employee and CSEA member, said what makes the Court of Claims different from other courts is that, generally, the defendant is always the state.

One of two principal court attorneys statewide, Macdonald spends much of his time advising attorneys and pro se litigants (individuals representing themselves) about court jurisdiction, practice and procedures. He said a common misconception many pro se litigants have is that the court will be biased in favor of the state.

"They know that this is the place to go to sue the state, but they think, 'well, I'm suing the state, and you are the state,'" Macdonald said. "I've been asked, 'is this judge going to be impartial?'"

Macdonald assures litigants that both sides are on equal footing and that each case is decided based on the facts.

"The state is always the defendant, but they're just another party as far as we're concerned," he said. "If the proof goes against the state, that's the way the cookie crumbles."

— Ed Molitor

At left, attorney Kevin Macdonald outside the Court of Claims.

'Learning something new every day' part of the job

MINEOLA — Even after more than 25 years working in the Unified Court



Kane

System, Long Island Judiciary Local activist Elizabeth Kane learns something new every day.

"I don't profess to know everything but I do have a lot of good

experience to fall back on and would like my colleagues to benefit from it as well," she said.

Kane works as a principal court analyst in the administrative office at the Supreme Court of Nassau County, part of the court system's 10th Judicial District, which encompasses the county. In her position, Kane is a key member of the staff's human resources component, working closely with seven colleagues.

"You could describe me as a sort of payroll officer, providing specifics on details of the payroll process that tend to confound many employees here in

the court system," she said. She also handles health benefit and retirement liaison work but is the unquestioned authority in her office on the state payroll control system.

"I enjoy the challenge of learning all there is to know about the specifics of payroll," she said. Despite her experience, Kane is always chasing more knowledge.

"No matter how much you know, there is always more to learn," she said.

— Richard Impagliazzo

A disarming smile

MANHATTAN — Despite the standard issue Glock-19 pistol he wears on his left hip, Norman Ebanks has a rather simple way of disarming visitors to his court. He smiles.

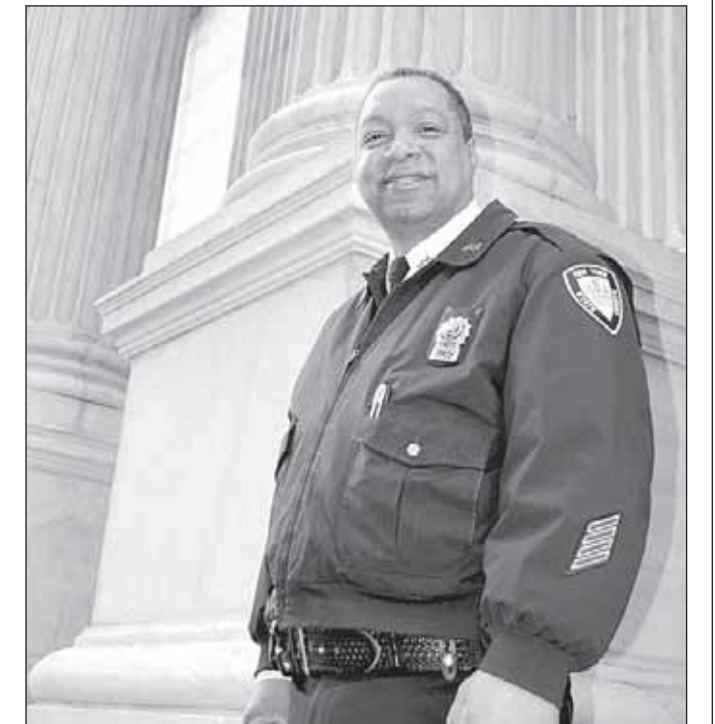
"If necessary I can turn that smile into a frown, but I always try to smile first," said Ebanks, an appellate court officer for the Supreme Court Appellate Division 1st Department.

Having worked his way up through several courts during his 25 years within the Unified Court System, including the Civil, Supreme Civil, and the Supreme Criminal Court, Ebanks firmly believes the courts are in the business of helping people despite the prevailing court phobia.

"The courts are really here to serve the public," said Ebanks. "Most people just think that we are here to convict criminals and send them off to jail but we do so much more than that."

Ebanks cites the many landlord and tenant cases he worked while in the Civil Court. "People are apprehensive about this monolithic image of the courts," said Ebanks. "I had that image too, but it's not like that. To me it's home."

— David Galarza



Norman Ebanks outside the Supreme Court Appellate Division 1st Department building in Manhattan, where he serves as a court officer.

Court law librarians keep the books for judges, public

SYRACUSE — Court worker William Sommer wants you to know that the Unified Court System's libraries are free and open to anyone who needs access to legal materials.

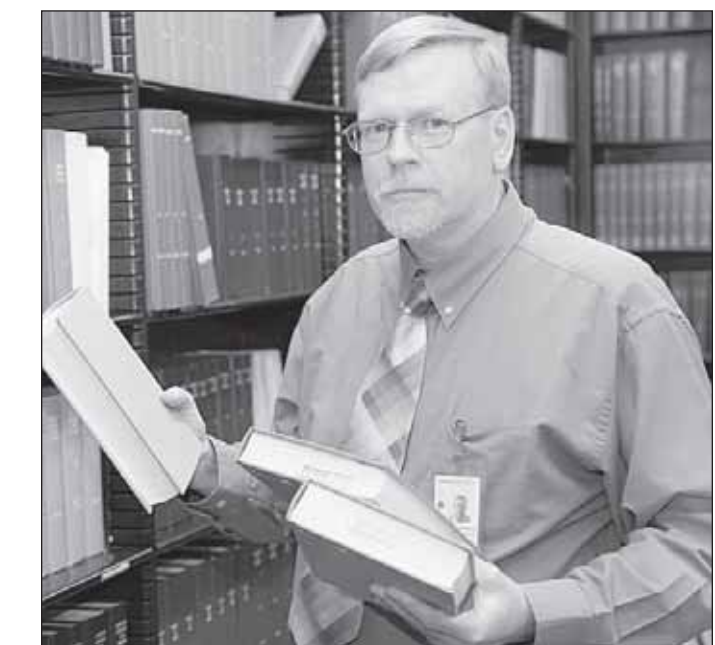
"What a lot of people don't know is that in every county, there's at least one law library, so that no matter where you live, you can have access to legal information," he said.

Sommer is a law library assistant in the 5th Judicial District Supreme Court Law Library in Syracuse, where he's worked for 25 years. He and his co-workers maintain the law library for four different courts and the chamber collections for eight judges. They order books, maintain the judges' legal reference budgets and keep everything properly shelved and cataloged.

The libraries also have public-access computers that access several popular legal databases. The workers provide legal forms for common matters like name changes or uncontested divorces.

They also answer calls on the court system's 1-800-CourtNY hotline, taking calls from all over the world. They'll even e-mail statutes and case law to people who request documents through the Unified Court System website at www.nycourts.gov.

"I really like serving the public," Sommer said. "The people who come to us are confused, they don't have money for lawyers and they think they



Law Library Assistant William Sommer.

have nowhere to go. We can't give them legal advice, but we point them in the right direction. We restore their confidence in the court system."

— Mark Kotzin

'Candid camera' spurs cleanup of chronic oil, fluid leaks on campus

OSWEGO — A video camera recently helped CSEA members turn up the heat and solve a health and safety issue at SUNY Oswego after members' previous efforts to address the issue fell on deaf ears.



Miceli

The problem at the campus was with a private garbage hauler's trucks, which would regularly leak hydraulic fluid and engine oil while stopped to pick up trash.

Remaining in front of about 45 campus Dumpsters would be puddles of oily residue, which would soak into the pavement until the next rainfall, when the mess would then run off into the ground or nearby sewer grates. Not only would that slippery runoff present a safety hazard, but an environmental one as well.

"It was a mess; it was really nasty," said CSEA member Manuel Orta, a campus motor vehicle

operator who nearly fell when he slipped on one of the spots.

CSEA was concerned that it was only a matter of time before a worker or student was seriously injured in a fall.

Union takes action

The final insult to the union was when CSEA-represented custodial workers were ordered to clean up the messes that were clearly the responsibility of the private contractor.

CSEA SUNY Oswego Local President Joe Miceli brought the issue to the attention of campus officials in 2006 and even contacted the state Department of Environmental Conservation several times, but nothing seemed to get done.

Campus officials would promise to address the leaking trucks with the contractor, yet the trucks would still drive onto the campus leaking the toxic goop.

That is, until CSEA decided to

start documenting the problem on video.

"A couple of my stewards, Manuel Orta and Andy Salvagni, suggested that we try videotaping the problem. We had tried everything else," Miceli said.

CSEA was concerned that it was only a matter of time before a worker or student was seriously injured in a fall.

He followed several garbage trucks around campus. While the contractors were picking up the trash, Miceli videotaped exactly where the trucks were leaking to show that it wasn't just "garbage juice," but engine oil and hydraulic fluid.

At first, the truck operators didn't seem to mind but after a few video sessions, one of the operators called his boss. Suddenly, the trucks left campus and didn't resume their regular pickup.



Caught on tape

The damage was caught on tape, and Miceli brought the proof to campus officials with a suggestion that if the hazard was not finally corrected, the results might be shared with the local media.

That finally spurred management into action. CSEA, campus officials and the contractor met, and the contracting company owner agreed to order the garbage truck drivers to clean future messes. If the drivers failed to clean up, the contractor promised to personally come clean up after them.

Miceli said that since then, there have been fewer leakage problems on campus.

"We were getting nowhere until we videotaped it, then suddenly everybody wanted to help out. We've had to call them out a few times, but our members haven't had to clean it up," he said.

— Mark Kotzin

Orange County Unit declares impasse

GOSHEN — After a frustrating year of no progress in negotiations with county officials, the Orange County Unit has declared impasse with the state Public Employment Relations Board.

Negotiating team members have been meeting with the county for more than a year, but have yet to agree on sticking points of a county-proposed 35-hour workweek for new employees and a proposed hike in worker costs for health insurance premiums.

"We're spinning our wheels," said

Unit President Ron Greene. "It's obvious the county isn't going to move on the issues that are important to us and we are not going to concede on the points that our members want to fight for, so we need to go to impasse."

Greene criticized a recent move by County Executive Edward Diana as an attempt to divide the CSEA membership. Diana sent a two-page letter to each county employee with his or her paycheck that discussed certain county proposals made to CSEA in negotiations.

"We will not settle on a contract until all of the points of importance to us are addressed."

Greene said Diana only discussed the proposals that painted the county in a positive light.

"He forgot to mention the proposal that would attempt to stifle the union by limiting each department to one shop steward, or the one that would allow the county to automatically dock an employee's salary or leave accrual as a disciplinary measure," Greene said. "We will not settle on a contract until all the points of importance to us are addressed. We've shown tremendous solidarity throughout negotiations and will continue to do so."

— Jessica Ladlee

Wayne County units ratify pact

LYONS — After a campaign lasting more than 700 days, members of the Wayne County Supervisory and General units have approved new five-year contracts.

The deal includes annual raises retroactive to Jan. 1, 2006, and a switch to a single health insurance provider.

Management and CSEA returned to the table after the release of a recent fact-finder recommendation.

— Lynn Miller

Bus rides drive knowledge into children

VICTOR — Who served as the 20th president of the United States of America?

You may not know, but the children on Kelly Tornstrom's school bus know that James A. Garfield was indeed the 20th U.S. president in 1881.

Tornstrom, a CSEA member in the Victor Central School District, spent last year teaching the 35 primary-grade students on her bus the names of all the presidents, in chronological order, along with some fun facts about each.

For her efforts, the district and her co-workers recently awarded her with an "Unsung Hero" award.

An educational ride

"When my son went off to college, I found a deck of presidential trivia cards while cleaning his room," Tornstrom said. "He was supposed to learn them in high school but didn't. I tried to help him, but I couldn't do



it, either.

"I thought I would try it again with the kids."

Each week, Tornstrom presented the students with information, games and facts focusing on five presidents. On the

designated day, the children would whisper what they learned into her ear as they got on the bus.

As a reward for their hard work, they'd get a treat. On the way home, for extra practice, Tornstrom led the children as they recited the list of America's leaders.

"It was amazing how quickly they could learn," she said. "I have great kids on my bus."

More to learn

After learning all the presidents, Tornstrom moved on to the names of all the states. This year, she is considering a lesson in the state capitals.

Tornstrom has been a school bus driver for 15 years. An aunt in



Kelly Tornstrom, a 15-year bus driver in the Victor School District, taught her primary-age students the names of the U.S. presidents in chronological order. The district and her co-workers recognized her with an "Unsung Hero" award for her efforts.

Lafayette worked as a bus driver and provided Tornstrom's inspiration.

"When I was in fifth grade, I wanted to be a truck driver. I like driving big vehicles," she said. "I love driving the school bus. I love

the kids and I know the families. I have kids graduating now who were on my bus. There's not a thing I don't like about this job, except maybe snowy mornings."

— Lynn Miller

Another CSEA member-only benefit!

CSEA Members SAVE \$\$ with discounts to Syracuse University Basketball Games!

CSEA members can now take advantage of CSEA's sponsorship of Syracuse University Athletics to purchase individual game tickets at group sale discount rates!

Save \$5 per adult ticket for non-conference games, and Big East (except premium) games. Youth tickets are also discounted!

To get your discount tickets, call group sales at (315) 443-3212 and identify yourself as a CSEA member. It's that easy!

You can also download an order form by visiting CSEA's website at: www.csealocal1000.org

LET'S GO ORANGE!

Learning for Success courses under way

CSEA members employed by the state, local government agencies or the private sector have opportunities to take *Learning for Success* training courses offered by the NYS & CSEA Partnership for Education and Training.

The courses are designed to help you prepare for the challenges of your current and future jobs.

This training program is brought to you through collaboration between the CSEA WORK Institute and the Partnership, in cooperation with the AFL-CIO Workforce Development Institute.

Courses are scheduled statewide through June 12, 2008. The training is available at no cost to employees or agencies. Reimbursement for employee travel, lodging, meals and parking expenses is at the discretion of the agency/organization. All courses are held during the day at conveniently located training sites.

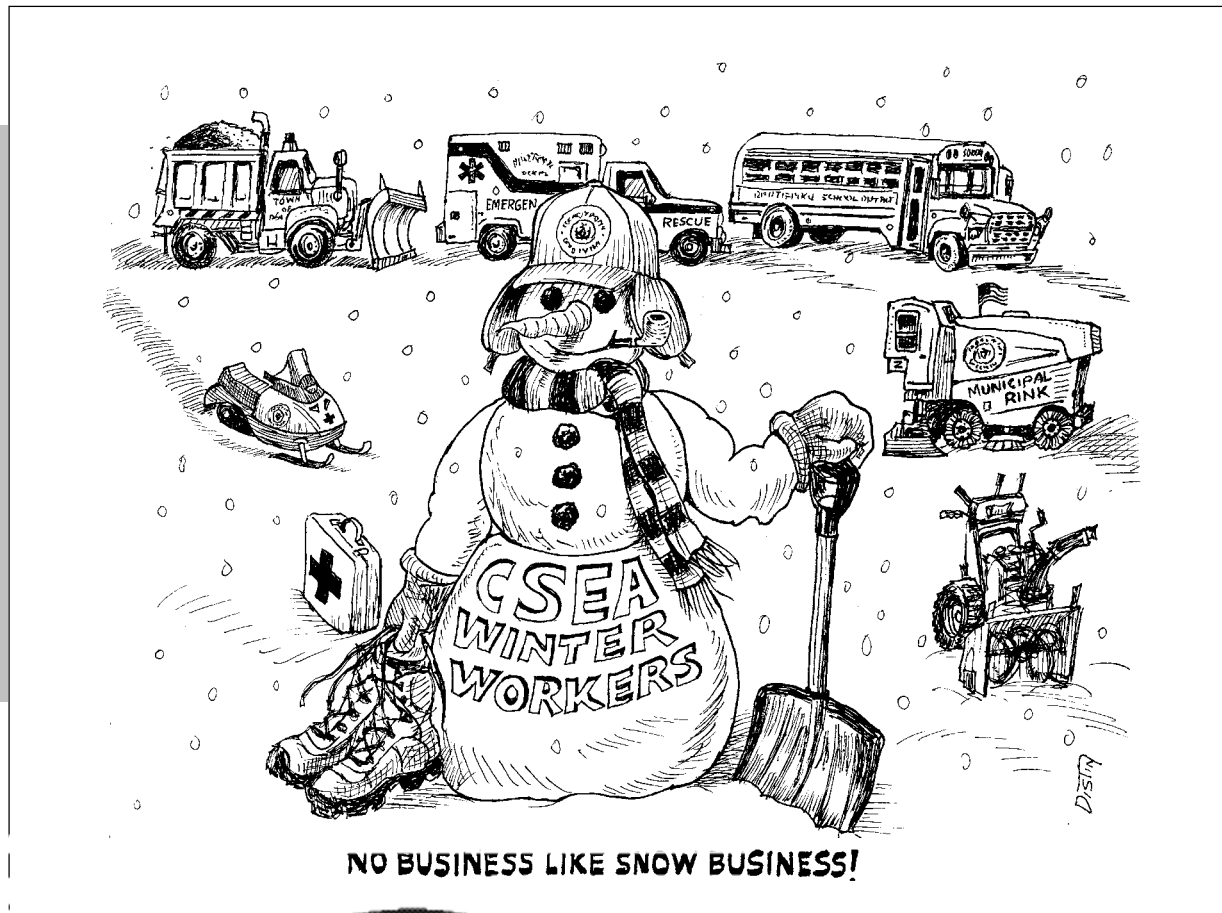
Choose from 22 job-related and personal

development courses for the following topics:

- Adult Education Basics
- Clerical and Secretarial
- Educational Advisement
- Institutional and Direct Care
- Operations and Maintenance
- Work and Life

Check out the web catalog of *Learning for Success* courses on the Partnership's website at www.nyscseapartnership.org. The catalog contains course descriptions, course schedules, training locations and an application form that can be downloaded and printed.

For more information about *Learning for Success* courses, call (518) 486-7814 or for areas outside the Capital Region call (800) 253-4332, or e-mail learning@nyscseapartnership.org.



NO BUSINESS LIKE SNOW BUSINESS!



55 years ago ...

In February 1953, CSEA leaders and activists were strongly pushing state legislators for support of a pay raise for the association's 56,000 New York state employees. A special delegates meeting was held in Albany to set the lobbying and public relations strategy to gain support and action.

In that era, before public employees had formal collective bargaining rights, the association had to seek raises and other terms and conditions of employment through legislation and build public support. An example of a newspaper ad created to press the case for raises is reproduced at right.

The 1953 campaign was only partially successful; there were no across-the-board raises enacted but many job titles were reallocated upward. There were also increment and pension improvements along with the start of a reorganization of the civil service system by the time the state legislature concluded its session in early spring.

Do YOU want
HONEST, RELIABLE, EFFICIENT
Public Servants for YOUR STATE?

To ATTRACT and HOLD this type of employee certain basic needs must be met at all times

1. adequate housing for their families.	4. education for their children.
2. adequate clothing for their families.	5. adequate medical care.
3. decent living.	6. Maintenance of the traditional American standard of living.

Under present conditions the New York State civil servant cannot maintain former standards of living. THIS CHART SHOWS WHY.

Your public employees are loyal to their jobs and their creed of honest, efficient government. They ask only that YOU give due consideration to their plight and to their urgent appeal that a 10% salary increase be granted them by the Legislature now in session.

Do YOUR part to help GOOD government in New York State. Write or wire your senator, assemblyman, and HON. THOMAS E. DEWEY, Governor, NOW. Tell them that you are in FAVOR of this reasonable request.

THE CIVIL SERVICE EMPLOYEES ASSOCIATION, INC.
 8 BEECH ST., ALBANY, N. Y.

This ad urging public and legislative support for public employee raises ran in a 1953 issue of *The Civil Service Leader*, then CSEA's official newspaper.

Also in 1953 ...

- * Soviet dictator Josef Stalin dies under mysterious circumstances in Moscow.
- * The Korean armistice is signed, ending the Korean War that involved U.S. and United Nations soldiers.
- * Ethel and Julius Rosenberg are executed at Sing-Sing prison for espionage.
- * Lucille Ball gives birth to her son, Desi Arnaz Jr., on the same day the fictional Little Ricky is born on "I Love Lucy."
- * Sir Edmund Hillary of New Zealand and Tenzing Norgay of Nepal become the first people to reach the summit of Mount Everest.
- * The New York Yankees defeat the Brooklyn Dodgers in the World Series for their unprecedented fifth straight World Championship.

Shape tomorrow's leaders today

CSEA members have long known there's nothing more important to the future of our democracy than the next generation of informed and responsible citizens.

Now, CSEA members across the state have a unique opportunity to shape the lives of tomorrow's leaders.

CSEA is helping support LeaderSpark, a League of Women Voters of New York State program designed to inform and involve young people in their governmental activities.

"LeaderSpark is a great opportunity to reach young people in a meaningful way," said CSEA President Danny Donohue. "It helps create understanding about the practical skills and knowledge that people need for success in their lives but it's also an investment in making our communities better places to live and grow."

CSEA's support of LeaderSpark is an outgrowth of the union's involvement with the League of Women Voters of New York State's "Students Inside Albany" program,



which for many years has brought high school students to the state Capitol for a three-day program to learn about the workings of state government.

Reaching young people

LeaderSpark is a broader, yearlong program presented in communities. Smithtown on Long Island; Albany; Schenectady; Saratoga; Geneva and most recently, Erie-Niagara all have programs. The goal is reaching young people across the state, and for that, volunteer support is needed.

The program desperately needs volunteer facilitators for the 20-hour program covering segments on how to develop leadership skills, working in groups, planning, dealing with conflict and individual presentation.

"This program provides an opportunity for CSEA members to help young people learn about their world. In addition to leadership skills, the program gives students the background needed to take part in government, in school, in their family; across all their social groups," said Kristen Myers,



Elmira Psychiatric Center Local member needs leave donations

ELMIRA — CSEA member Chrissy Osterhout needs help from other CSEA-represented state employees.

Osterhout, a therapy aide at the Elmira Psychiatric Center, has exhausted all her leave time after suffering a stroke last September. She recently had her workers' compensation case denied and has now gone off payroll.

She needs leave donations to continue her health insurance coverage. She is unsure when she'll be well enough to return to work.

Elmira Psychiatric Center Local

President Rose MacBlane said workers at the psychiatric center have already generously donated leave time for Osterhout.

She is now asking CSEA members from agencies across the state to help with vacation leave donations.

Most state employees can donate vacation days by filling out a form in their personnel office. Leave credits donated by employees across agencies will not be returned if unused.

— Mark Kotzin



CSEA Western Region President Flo Tripi, center, discusses efforts to launch the League of Women Voters of New York State's LeaderSpark program in the Buffalo area with program coordinators Nuala Drescher, left, and JoAnn Ross. Ross says CSEA members are ideal LeaderSpark volunteers.

executive director of the League of Women Voters of New York State.

Myers said volunteers do not have to commit to the full 20 hours of program participation and that whatever time volunteers offer is extremely rewarding. Volunteers generally work with small groups of students. The League of Women Voters will provide training and printed materials for facilitators.

Strengthening young people, communities and CSEA

The newest LeaderSpark program kicked off last month at Buffalo's Middle College High School. Sessions take place twice weekly during an early morning study period. The Buffalo area program is being coordinated by JoAnn Ross, a citizen education director with the League of Women Voters of New

York State. Ross has a longtime relationship with CSEA from her years serving as an education and training specialist with CSEA's international union, AFSCME.

"We need to bring people in from the community to serve as role models and mentors," Ross said. "CSEA members are especially suited because of their work in government and public services and because of the union's emphasis on community activism and responsible participation."

"LeaderSpark is an important program in so many ways," Donohue said. "I hope that CSEA members will help and volunteer with this program because it will strengthen our young people, our communities and our union."

For more information or to volunteer for LeaderSpark, contact program coordinator Stephanie Lopez at the League of Women Voters of New York State at (518) 465-4162. You can also learn more about LeaderSpark online on the league's website at www.lwvny.org/leaderSpark.html.

What's In It For You?

Have questions? EBF just a phone call away

For nearly 30 years, the CSEA Employee Benefit Fund has provided exceptional service to our members by administering negotiated dental, vision and other benefits to state and local government employees. If you are enrolled in EBF benefits and have any questions, there are several ways you can get help.

Dental questions

The EBF Customer Service department handles dental inquiries and claims. The department is open Monday through Friday from 7:30 a.m. to 5 p.m. Customer service can answer questions about the status of a dental claim, review the explanation of benefits for dental



work already performed and status of approvals for dental work recommended to be done.

Vision benefit questions

If you have any questions on your enrollment or eligibility for a particular benefit or for vision care assistance, contact the EBF Member Services department. To reach Member Services, call toll free at (800) 323-2732 and follow the prompts.

Want EBF to visit you?

The EBF Marketing department can help you learn more about our benefit plans. The department consists of two state benefits specialists and five senior benefit specialists who cover local

government units across the state. The specialists are available to attend membership meetings, information days, health fairs or any other member event.

They are also available to come to your work site and provide

benefits presentations for members who aren't sure how to fully use their EBF benefits. The senior benefits specialists also help negotiating teams get EBF benefits negotiated into contracts.

To reach the Marketing Department, call the toll-free number at **(800) 323-2732** and follow the prompts for your regional representative unless otherwise listed.

Local Government Senior Benefit Specialists:

Long Island Region: Linda Sclafani — (631) 462-5224

Southern Region: Carisa Haberl — ext. 813

Capital Region: Geoffrey Switts — ext. 816

Central Region: Meghan Pastiglione — ext. 860

Western Region: Mike Wagner — (716) 691-6555

State Benefits Specialists:

Long Island, Metropolitan, Southern and Capital regions:

Chuck Guild — ext. 818

Capital, Central and Western regions: Dave Reed — ext. 806

An Ever Better Future

CIVIL SERVICE LAW: Sections 71, 72 and 73

Editor's Note: This is the second in a series of Civil Service Law articles to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). Get more information about legal services in the LAP by calling CSEA Headquarters at 1-800-342-4146, extension 1443, or by visiting www.csealocal1000.org, and clicking on the legal programs and services menu item.

This article provides an overview of Sections 71, 72, and 73, a few of the various sections of the Civil Service Law that provide employees protection in the workplace. Other Civil Service Law sections will be addressed in future articles.

Civil Service Law Section 71 concerns reinstatement of permanent public employees who have been separated from service by physical or mental disability after an **occupational** injury or disease. Section 71 provides that an employee shall be entitled to a leave of absence of at least one year, unless a disability is of such a nature as to be

permanently incapacitating. The employer is free to permit a longer leave. Further, Section 71 provides that the employee may, within one year after the termination of the disability, apply to the Civil Service Department for a medical examination which is conducted by a medical officer selected for that purpose by the Department. If, after the medical examination, the medical officer certifies that the person is physically and mentally fit to perform his/her duty, then the employee is to be reinstated to his/her former position if it is still vacant.

Civil Service Law Section 72 is applicable to the removal of permanent employees for physical or mental disability after a **non-occupational** injury or disease. Section 72 provides where, in the judgment of the appointing authority, an employee is unable to perform his duties by reason of a disability other than one resulting from occupational injury, the employer may require the employee to undergo a medical examination. This can include a mental examination. If the results of the medical examination indicate that

the employee is unfit to perform his/her job duties, the employer may place the employee on a leave of absence up to one year. This section further provides that the employee may be terminated in accordance with the provisions of Section 73 upon the absence of a year or more. However, prior to placing an employee on a leave of absence, the employee is entitled to notice of the facts on which the employer's determination is made and to a full adversarial hearing.

Civil Service Law Section 72(5) provides that if there is probable cause to believe that an employee is a danger to persons or property, or would severely interfere with operations, he/she may be suspended immediately and allowed to use any sick leave, vacation and overtime and other time allowances pending a hearing.

Civil Service Law Section 73 governs the leave rights, reinstatement and termination of employees who are disabled by a **non-occupational** disease or injury. Section 73 provides that where an employee has been continually absent

and unable to perform the duty of his/her position for one year or more by reason of a non-occupational disability, his/her employment may be terminated. An employee terminated under Section 73 may apply to the Civil Service Department for reinstatement within one year from the date of termination if the disability has ceased. The employee must then undergo a medical examination from a doctor from Civil Service Department. If the doctor determines that the employee is fit, the employee will be reinstated to his/her former position, if vacant. Although Section 73 lacks explicit due process protections, the Court of Appeals has held that employees are entitled to a hearing under that Section when there is a dispute concerning the facts.

The Legal Assistance Program provides legal representation in Civil Service Law Section 71, 72, or 73 matters to employees who provide medical documentation that refutes an employer's findings and/or confirms that the employee is medically fit to perform the full duties of his/her position.

Protecting Your Benefits

Empire Plan claims deadline for calendar year 2007

Empire Plan enrollees have until March 31, 2008, (90 days after the end of the calendar year) in which to submit medical expenses that were incurred during the 2007 plan year to:



United HealthCare Service Corp.
P.O. Box 1600
Kingston, N.Y. 12402-1600

For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services.

Empire Blue Cross and Blue Shield

For assistance with the claim filing process of inpatient or outpatient hospital services contact Empire Blue Cross and Blue Shield at 1-877-7NYSHIP (1-877-769-7447).

ValueOptions
P.O. Box 778
Troy, N.Y. 12181-0778

For non-network mental health and substance abuse services received in 2007.

Caremark
P.O. Box 52071
Phoenix, AZ 85072-2071

For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York Government Employee Benefit Card.

As a reminder: Beginning Jan. 1, 2008, United HealthCare will insure and jointly administer The Empire Plan Prescription Drug Program with Medco, its pharmacy benefits manager.

Enrollees can call the Empire Plan at 1-877-7NYSHIP (1-877-769-7447) with questions or to obtain claim forms. As a reminder, when using the Empire Plan's toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers/pharmacies will submit claims directly to the appropriate insurance carrier on your behalf. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim forms, include the original billing or receipt (if requested), and don't forget to sign the claim form.

Promoting Good Health

CSEA's notice of election

Jan. 22, 2008: Ballots mailed

Jan. 29, 2008: Replacement ballots available

Feb. 13, 2008: Deadline for receipt of ballots (8 a.m.). Ballot count commences (9 a.m.). Election results will be announced after the ballot count is complete and certified. Candidates will be notified by mail of the results.

End of Protest Period: 10 days following Statewide Election Committee certification of results.

March 2008: Results published in *The Work Force*.

Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2007, will be eligible to vote in the election.

Election Oversight

The CSEA Statewide Election Committee oversees the election process. The American Arbitration Association, an independent election agency approved by the union's Statewide Board of Directors, will conduct the balloting.

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.

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

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2008 Annual Delegates Meeting must be submitted by May 15, 2008.

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws 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 the Office of the Statewide Secretary, CSEA Headquarters, 143 Washington Ave., Albany, N.Y., 12210-2303.

The 2008 CSEA Annual Delegates Meeting will be held Sept. 22-26 in Washington, D.C.

AFSCME DELEGATES ELECTION YEAR 2008

In addition to our CSEA elections, the year 2008 also has an AFSCME Delegates election. The approved schedule for that election is as follows:

Jan. 22, 2008: Ballots mailed

Jan. 29, 2008: Replacement ballots available

Feb. 13, 2008: Ballots due 8 a.m.; Tally commences 9 a.m.

End of Protest Period: 10 days following Statewide Election Committee certification of results.

March 2008: Results published in *The Work Force*.

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for Region officers and Board of Directors. Members are urged to carefully read the election information contained in *The Work Force* throughout the 2008 election cycle as well as the instructions, which will accompany each ballot. Ballots will be mailed to eligible voters on January 22, 2008.

Leadings Trails

AUBURN — For more than 40 years, CSEA member Barbara “Bobbie” Griffin has stood at the same intersection in Auburn, where Gaylord Street meets busy East Genesee Street, helping children safely cross the street on their way to and from St. Joseph’s School in her job as a school crossing guard.

She began working for the Auburn Police Department in this part-time job in 1966. Last year, she was recognized with a certificate from the city for her four decades of service. Recently, she sat down with *The Work Force’s* Mark Kotzin to discuss why she’s done her job so long.

WF: Forty-two years is a long time at any job. What’s been the biggest change you’ve seen over the years?

BG: There’s not as many children. I used to have tons and tons of kids because it was a real



Griffin helps a group of children safely cross the street.

neighborhood Catholic school, but now there’s not as many kids.

WF: How many contract negotiations have you been through? Were any particularly memorable?

BG: I’ve been through a lot. One time we were angry because they only gave us a 50 cent raise and then the minimum wage went up 50 cents, so we really didn’t get any more than minimum wage. Mostly, it’s been fine. When I started, we were getting \$1 per hour and no benefits. Now, we get much more money and we get snow days, sick days and holidays.

WF: Why have you kept working for so many years?

BG: It’s always been a very friendly school and I do it for the children. They like to tell me stories, and you button their coats and put on their hats. It’s really all about the children.

WF: What do you like the least about your job?

BG: I don’t think there’s anything I dislike about this job. It’s a nice part-time job.

WF: Doesn’t the weather bother you?

BG: The weather doesn’t bother me at all. I’m out here in rain, snow, sleet, hail; it doesn’t matter. Sometimes I get up in the morning like the kids do, turn on the TV and pray there’s a snow day.



No mater the weather, crossing guard protects children



Griffin with the stop sign that keeps area children safe.

WF: What’s it like watching the kids you used to help cross the street grow up?

BG: Now I have the mothers who bring their children, and I remember crossing them when they were kids. It makes me feel like I’m getting old.

WF: So when do you think you’ll finally put down the stop sign and retire?

BG: Until the day I say, “that’s it,” I don’t know. A lot of people ask me when I’m going to stop, but I really don’t know. I have no reason to stop doing it. I’ve just always liked it.

CSEA scholarship applications to be available in February

April 17 is the deadline for graduating high school seniors who are the children of CSEA-represented employees to apply for scholarships offered through CSEA.

A single application covers the Irving Flaumenbaum Memorial Scholarship, the Pearl Carroll & Associates Scholarship and the MetLife

Insurance Company Scholarship.

Applications will be available in early February from local and unit presidents, CSEA Headquarters, region or satellite offices, or may be downloaded from the Member Benefits section at CSEA's web site at www.csealocal1000.org.

February CSEA calendar of events

Statewide:

• Feb. 5: **New York Presidential Primary.** Please remember to get out and vote!

Long Island Region:

• Feb. 6-7: **Defensive Driving**, 5:30 - 8:30 p.m., Long Island Region Office, Commack
 • Feb. 23: **Defensive Driving**, 9 a.m. - 3 p.m., Long Island Region Office, Commack

Metropolitan Region:

• Feb. 5 and Feb 7: **Defensive Driving**, 4:30 - 7:30 p.m., Brooklyn Developmental Center, Brooklyn. Call (718) 642-6300 to register.

Southern Region:

• Feb. 7: **Labor/Management Committee Training**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., CSEA Westchester Local Office, White Plains. NOTE: This workshop is open to CSEA Westchester Local 860 members ONLY.
 • Feb. 19-20: **Steward Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Orange County Local Office, Middletown

Capital Region:

• Feb. 5-6: **Steward Workshop**, Registration: 5:30 - 6 p.m.;

Workshop: 6 - 9 p.m., Peru Central School District Community Room, Peru

Central Region:

• Feb. 5-6: **Local Government/Private Sector Grievance Representation Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Holiday Inn, Auburn

Western Region:

• Feb. 12: **An Overview of the Family and Medical Leave Act Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., CSEA Rochester Satellite Office, Rochester
 • Feb. 13: **An Overview of the Family and Medical Leave Act Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Williams Center, Rm S104, SUNY Fredonia, Fredonia

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

AT IMPASSE — The Manchester-Shortsville Central School District Support Staff Unit and management recently submitted a joint declaration of impasse in their negotiations. The two sides have been at negotiations since March 2007. At issue are wages, health insurance, workweek and out-of-title pay ... **BACK PAY AWARD** — Sixteen Suffern Unit members are receiving a generous back pay award, thanks to a Public Employment Relations Board decision. During former Mayor James Giannettino's administration, workers in the village's street and refuse departments were mandated to work what Unit President Scott Brown called "forced extra work with no pay." Giannettino changed workers' schedules, mandating weekend and night work without overtime or on-call pay. If an employee had worked both weekend days, the former mayor would only allow them to work three days during the regular workweek, avoiding overtime costs. This treatment was one of the sparks that motivated workers to organize a union with CSEA. ...



HELPING THE ZOO — Three CSEA-represented state Department of Transportation workers in Utica were recently donated their time to helping the Utica Zoo. Tree Crew Supervisor Craig Stenske, Tree Pruner

Glen Hopsicker and Bridge Repair Mechanic Ted Hefferon removed four large trees that could have posed a risk to the zoo, said Department of Transportation Region 2 (Utica) Local President Pete Niznik. The zoo's building and grounds superintendent sent a letter to the Department of Transportation to thank the workers ... **AVON RATIFIES** — The Avon Schools Unit overwhelmingly recently ratified a three-year agreement, a plan that includes raises, no changes to health insurance and improvements to longevity and other benefits ... **CONTRACT** — CSEA members in Southhold recently ratified a three-year contract with the town that includes raises each year. Under the pact, workers will not have to contribute to health insurance.

Rustin is PEOPLE recruiter of the month

BRONX — Barbara Rustin, CSEA's PEOPLE recruiter of the month of December, believes in the power of 10 when recruiting members for PEOPLE.



Rustin

"Recruiters should have 10 or more reasons why members should join PEOPLE," said Rustin, president of the Metropolitan Retirees Local and a longtime CSEA activist. She recruited 14 new PEOPLE members, five at the MVP level and nine at the VIP level.

"We need to make them understand why it's important and what we've accomplished because of our involvement in PEOPLE," Rustin said..

She often cites major victories like

the COLA campaign and improvements in health care and workplace safety when speaking with union members at events.

"I talk to them about the need to get involved politically," said Rustin, who retired from the Bronx Psychiatric Center. "The funds help us fight for our members and retirees."

She offered another morsel of advice to PEOPLE recruiters: listen.

"Hear what members have to say," Rustin said. "The issues they often raise are the reasons we should give for joining 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.

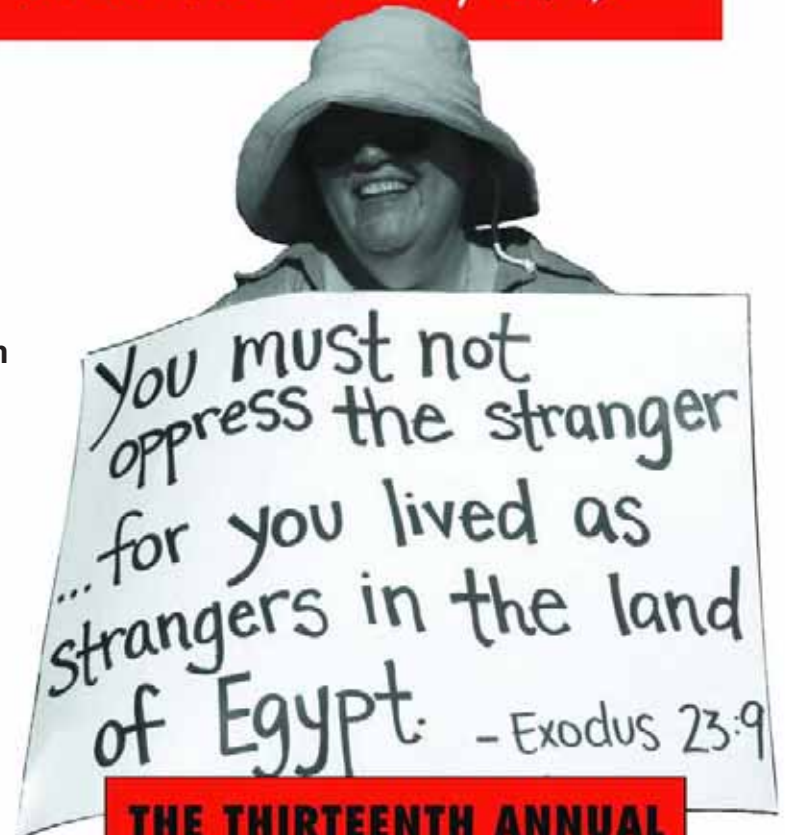
— David Galarza

*Let the values of our faiths lead the way
to justice for immigrants and all workers*

IMMIGRATION FACTS

From *Working for a Better Life: A Profile of Immigrants in the New York State Economy*, Fiscal Policy Institute, 2007

- New York State has the second largest immigrant population (4 million) in the nation.
- NYS has the nation's most diversified mix of immigrants, coming from all around the world.
- Immigrants make up 21% of the state population with variations among regions: Upstate, 5% are foreign-born, 18% in the downstate suburbs and 37% in NYC.
- The number of undocumented immigrants in the U.S. is estimated at 10 million (29% of all U.S. immigrants), while an estimated 635,000 immigrants without legal status live in NYS, 16% of the state's immigrant population.



For information about the FAST, contact one of the following:

Labor-Religion Coalition of NYS Brian O'Shaughnessy 518/213-6000 x 6294
MORE INFORMATION AT www.labor-religion.org

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Greater Binghamton

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THE THIRTEENTH ANNUAL

40-HOUR

FAST

**FOR A MORAL
SOLUTION**

SPONSORED BY THE
LABOR-RELIGION COALITION OF NYS

**TUES. MARCH 4, 2008 AT 8 PM
UNTIL THURS. MARCH 6 AT NOON**