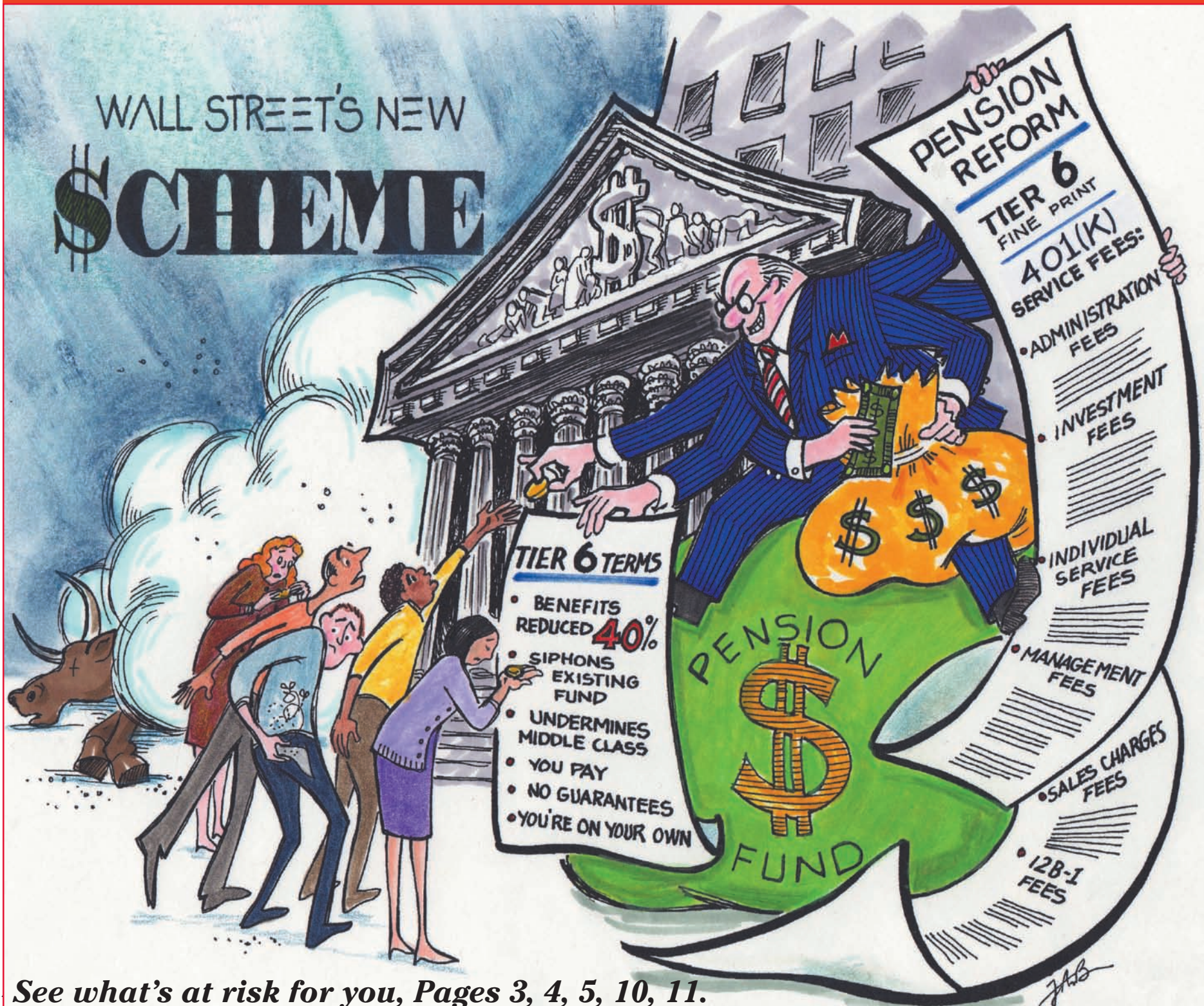


# THE Work Force

March 2012

Vol. 15 No. 3



See what's at risk for you, Pages 3, 4, 5, 10, 11.

## Photo of the Month



Photo by Lynn Miller

Members of the CSEA Erie Educational Local created the Polar Plunge Express for their dip into icy Lake Ontario on Feb. 12. The region has raised more than \$6,000 for Special Olympics and donations are still coming in. Check your region's web page at [www.csealocal1000.org](http://www.csealocal1000.org) to see if there are any remaining Polar Plunge events in your region.

## Online option available for leadership mailing!

Attention CSEA activists and leaders: The CSEA leadership mailing is now available online. No more paper, if you choose this option! Go to [www.csealocal1000.org](http://www.csealocal1000.org), log into the members only area, and select the Leadership Mailing application from My APPS.

## CSEA President Danny Donohue is on Facebook

Visit — and like — President Danny Donohue's Facebook page. Stay up-to-date on issues that affect your union and your life!

Visit and like President Danny Donohue's page on Facebook today! Go to: <http://www.facebook.com/pages/Danny-Donohue/>



# CSEA slams state juvenile justice policy after brutal NYC cop shooting

ALBANY — In the wake of the brutal shooting of a New York City police officer by a former resident of a state operated juvenile detention center, CSEA slammed a state Office of Children and Family Services plan to escalate the release of juvenile offenders from upstate facilities and place them in community programs.

Officer Kevin Brennan was critically injured Jan. 21 after being shot in the back of the head inside a Brooklyn public housing project. The suspected shooter, Luis (Baby) Ortiz, had been released by OCFS from the Goshen Secure Center in Orange County. Police said Ortiz, who had violently assaulted an aide while at the facility, was also wanted for the New Year's Day murder of Shannon McKinney, 34, in front of a Brooklyn supermarket.

It appears that OCFS released Ortiz when his time was served, even though he was in the county jail on assault charges after an altercation with staff and could have had his time extended by the agency.

CSEA is concerned that city agencies and not-for-profit providers won't be up to the task of dealing with youthful offenders. There is also concern that shifting jobs from the state may open the door to corruption and patronage. The union's biggest concern is the lack of an adequate plan as to how the proposal would work.

Many of the residents in state facilities

— Ed Molitor

## CSEA reaches tentative agreements with Health Research, Inc., Olympic Authority

ALBANY — CSEA and Health Research, Inc. (HRI), and CSEA and the Olympic Regional Development Authority (ORDA), have reached tentative agreements on new contracts.

The HRI agreement, which extends through March 31, 2015, maintains health benefits at the current level and continues step increases and longevity payments with minor modifications to the schedules.

"The HRI agreement maintains all the provisions and benefits our members told us were important to them," said CSEA President Danny Donohue. "That is quite an

act out violently and, but for their age, most would be in prison for the crimes they committed. Some have serious mental health and substance abuse issues that successive OCFS administrations have failed to address, even in secure settings. Many of the youths have been sent by the courts to state facilities after multiple offenses and after less restrictive programs have failed to change their behavior.

"There are real public safety concerns that need to be addressed here," said CSEA President Danny Donohue. "It makes no sense whatsoever to put these felons — violent, repeat offenders — back into the very neighborhoods where they got in trouble in the first place."

CSEA has been calling for a more responsible approach to New York state's juvenile justice system for years, warning about dangerously deteriorating conditions at state juvenile detention facilities, including one at which 19 staff, including the facility director, have recently been victims of violent attacks by youths in their care.

News reports recently revealed that 18 out of 33 youth division aides (YDAs) currently employed at the Taberg Residential Center in Oneida County are out of work due to severe injuries suffered in attacks by residents. (See news story in February Work Force).

accomplishment in times such as these."

CSEA reached the tentative agreement with ORDA following a protracted contract campaign. The four-year pact runs through March 2016.

ORDA oversees Olympic training facilities in the North Country, including Lake Placid.

Health Research, Inc. is a not-for-profit organization structured to receive and administer grants for research on all forms of cancer and communicable diseases, AIDS and bio-terrorism.

Both agreements are subject to ratification by the CSEA membership.

# Tier 6: Not good for people, not good for economy

ALBANY — Gov. Andrew Cuomo's proposed budget includes yet another pension tier, Tier 6, which will hurt all workers and do no good for our struggling economy.

"CSEA has no hesitation in saying that the proposal for

a new public employee pension tier is an assault on the middle class and a cheap shot at public employees. It will provide no short-term savings and will mean people will have to work longer, pay more and gain less benefit," said CSEA President Danny Donohue. "Simply put, the Tier 6 provisions would be onerous on working people and undermine middle class security and the governor ought to be more concerned about that."

The proposed 401(k) style option as part of Tier 6 would certainly be attractive to highly paid political appointees who could max out their contribution, have it matched by the public employer and take it with them as they come and go.

"It's a lot different for front-line career employees who

have to worry about whether being at the mercy of Wall Street ups and downs will provide them with adequate retirement security 30 years from now," Donohue said.

The proposal is riddled with flaws. A defined-benefit

**“What CSEA members need to understand is that this proposal affects them. Under Tier 6, contributions to the current pension system will decline. If that happens, it will have a direct affect on all retirees, Tiers 1 through 5. It's as simple as that.”**

pension bases a retiree's benefit on the number of years worked and salary. It pools risk for all members of the plan. The Tier 6 proposal, a defined contribution plan, bases retiree benefits on how much they can save in an individual account and Wall Street fluctuations.

The risk under such a plan is much greater to the worker.

"What CSEA members need to understand is that this proposal affects them. Under Tier 6, contributions to the current pension system will decline. If that happens, it will have a direct affect on all retirees, Tiers 1 through 5. It's as simple as that," Donohue said.

The other immediate impact will be on our economy. Public employee retirees currently pump billions of dollars into their local economies



**Union members, including Capital Region President Kathy Garrison, second from right, and State Educational Local President Sally Bywater, third from right, participate in a protest in Albany recently outside a forum where corporate think tank head E.J. McMahon was speaking. McMahon, who heads the Empire Center for New York State Policy, for years has advocated pushing back public service working families' wages, benefits and pensions.**

from their pensions. If their investments don't do so well under Tier 6, not only will that money not be there for them in retirement, they will have to rely more on social safety nets, increasing the burden on municipalities.

Likewise, as Tier 6 siphons money from the current retirement system, there will be less money for the pension fund for Tiers 1 through 5.

**Learn more about Tier 6 on pages 4, 5, 10, 11 and 20.**

**Go to [http://www.csealocal1000.org/pac\\_index.php](http://www.csealocal1000.org/pac_index.php) and:**

- **Get Tier 6 Facts**
- **Make Your Voice Heard — No to Tier 6!**
- **The Truth about 401(k)s**
- **Listen to CSEA's Francine Turner Discuss Tier 6**
- **CSEA FY2012-13 Budget Testimony**
- **President Donohue's Statement in response to the governor's budget proposal**

# THE WORK FORCE

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1220M



# IN TOUCH WITH THE Work Force

CSEA President Danny Donohue

## Tier 6 is not in the interest of New Yorkers

It's no surprise the demand for a new pension tier for public employees in New York might be politically popular with some people. The public doesn't know that most public employee pensions are very modest or that public employees contribute towards their pensions or that, historically, 83 cents out of every pension dollar comes from investments, not taxpayers. Most New Yorkers also don't know our pension system is strong and stable because of recent reforms.

Pension obligations are not the result of excessive benefits; they are the fallout from Wall Street greed. When the economy melted down, Wall Street got bailed out at taxpayer expense and New Yorkers got the bill for pension fund losses.

Now, there's a new scheme. Gov. Andrew Cuomo's proposal for a new pension Tier 6 with a 401(k)-style "option" is not good for most New Yorkers. Simply put, it will provide no immediate budget relief and means people will have to work longer, pay more and receive a drastically reduced benefit. **It actually cuts benefits for young workers by 40 percent and provides a windfall of new fees to Wall Street!**

Tier 6 promises great savings at the expense of working people while weakening the existing fund. Whether we're talking about current or future employees, the proposed Tier 6 provisions would further erode our middle class.

The Tier 6 proposal is particularly sinister because its design would likely drive many employees to take their chances with the 401(k)-style option, even though it provides no guarantees and puts all the risk on the employee. We've already seen the damage to retirement security in recent years when it is exclusively tied up in 401(k)- plans – it's hard to imagine why politicians would be advocating that kind of insecurity as a public policy objective.

We hear radical reform is necessary for public sector pensions because it's now the private sector norm. Nonsense! Copying the worst behavior of private companies that have drained their pension funds, destroyed their employees' futures, contributed to the most unequal distribution of wealth since before the New Deal and abandoned working people and communities should not be the aim of government.

Tier 6 would be harmful now and forever.

P.S. Tell Governor Cuomo and lawmakers **NO** on Tier 6! Call **1-877-255-9417** or visit **[www.csealocal1000.org](http://www.csealocal1000.org)** to send a message.



## Income inequality: the squeeze on middle-class workers

Last month, The Work Force discussed the real effect income inequality has on our retirees and seniors, but what does income inequality mean for our current work force?

For the last 30 years, the middle class living standard has declined. Income has remained flat or fallen and it now takes two or more incomes to own a home, pay for medical and child care expenses, put kids through college and plan for and obtain a secure retirement.

Good jobs are harder to come by, education isn't the slam-dunk for opportunity as it once had been and taxes continue to rise while benefits and pension are being eroded.

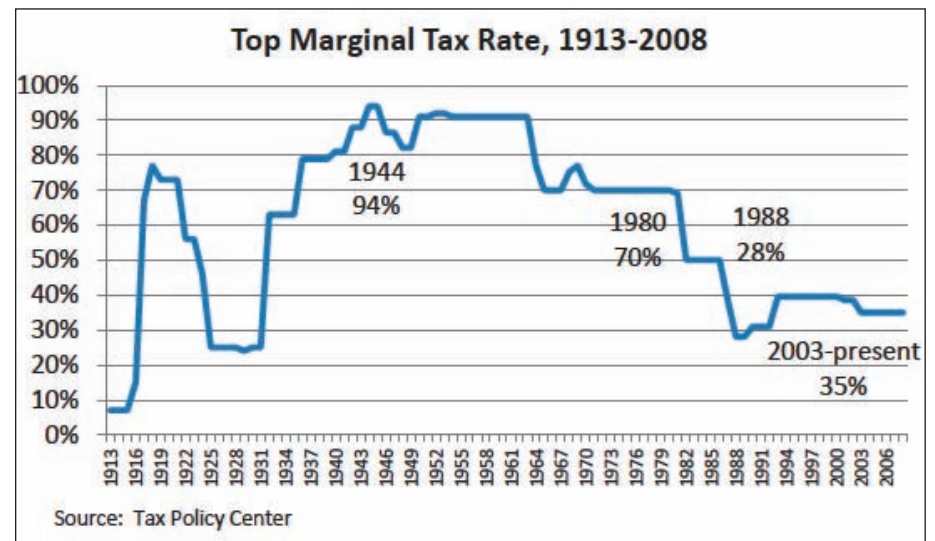
Unless the present situation changes, for the first time in recent history, young workers are unlikely to live as well as (or better than) their parents.

### A broken promise

While CEO's and executives receive obscene pay and bonuses, the nation's revenue declines due to tax loopholes, tax breaks in the name of corporate "development" used for bonuses, and overseas manufacturing.

Instituting policy to boost corporate profits through taxpayer-funded corporate welfare has worked as planned. The subsequent goal of "trickling down" to the rest of us failed. Until 1982, forsaking tax revenue to help corporations worked when times were good. Reagan-era policy changed that. The accompanying graph shows revenue collection of the wealthiest Americans in the last 100 years.

Worse, our taxes are now being collected at a higher rate than ever and misused, funneled back to the rich in the name of "corporate development." The wealthiest are keeping this income to themselves and not distributing it through wages and taxes, despite the



conservative economic theory of the past 30 years.

This bait and switch on the middle class is a broken promise. Wages have largely fallen or remained stagnant and benefits reduced despite deepening profits moving more wealth to the top, for the top.

### How do we get out of this mess?

A more progressive tax structure is needed. The wealthy must pay their fair share in taxes, corporate loopholes need to be closed and the middle class burden eased. Only by a progressive tax structure can we fix this inequality and prevent greed from further eroding the middle class.

— Jill Asencio

# Winter rescue reaffirms importance of park rangers



STERLING FOREST — It isn't unheard of for a park ranger to rescue an injured hunter or hiker stranded in one of New York's many state parks.

But some days, a rescue occurs that reaffirms the value of these guardians of state parkland.

Jan. 27 was one of those days.

CSEA-represented park ranger Doug Busche had been wrapping up his shift the day before when he noticed a local resident's car parked near a gate in Sterling Forest State Park. That wasn't unusual, as the man, an elderly minister, was often seen walking the park trails.

## Call for help

But a red flag went up at 8 a.m. the next morning when the park manager radioed Busche and his co-worker Dmitri Benzinger to activate a search and rescue operation.

Alarm bells had gone off for the manager after he noticed the vehicle in the same place, noted the hood of the car was cold and found out by calling the man's wife that he had not returned home the night before.

"Our park manager had called around and came up empty," said Busche. "It had been raining and



**Sterling Forest park rangers Dmitri Benzinger, left, and Doug Busche, shown here on the job, play important roles in ensuring park visitors' safety.**

the temperature was in the mid-30s, so we grabbed the backboard, blankets and first aid supplies and headed out."

The minister could have taken one of many trails in the 20,000-acre park, but Busche and Benzinger headed down one of the less-strenuous walking paths near Sterling Lake.

## 'Record timing'

"We were going up a hill and, by chance, I saw him in a ditch," Busche said. "We got in there, determined he was conscious and didn't show signs of hypothermia."

Within 20 minutes, Busche and Benzinger had carefully extricated the man from the ditch

and had him stabilized on the backboard in their pickup truck. They drove cautiously out to a main road and met a waiting ambulance, which transported the man to a local hospital.

Both rangers are humble about the rescue.

"It was a textbook record timing case," said Benzinger, who put himself through wilderness first aid training and often handles the medical aspect of aiding stranded hikers and hunters. "We just consider this doing our job and doing it well."

## Expertise important

Humility aside, the incident is an important reminder of the role park rangers play in

keeping state parks safe. At Sterling Forest, which draws a large hunting crowd as well as experienced hikers, rangers are there to ensure that safe hunting practices are followed and hikers are steered toward the appropriate trails.

"This could have ended very differently, but Doug and Dmitri's expertise and familiarity with the trails at Sterling Forest allowed for a positive outcome," said Palisades Interstate Park Commission Local President Danny Corigliano.

— Jessica Ladlee

***"This could have ended very differently, but Doug and Dmitri's expertise and familiarity with the trails at Sterling Forest allowed for a positive outcome."***



**Sterling Forest park rangers Dmitri Benzinger, left, and Doug Busche pose outside the park's visitor center on a snowy day. Their expertise on the park's trails recently helped save a man's life.**

# Cost-cutting proposal would gut jobs

CSEA members in Nassau County are fighting against a “progressive” proposal to eliminate a sanitation district and merge the jobs with workers in a nearby town. But, the move could leave nearly 70 workers without jobs and increase taxes.

Two special interest groups, Long Island Progressive Coalition and Residents for Efficient Special Districts, are trying to dissolve Sanitary District No. 2, which hauls trash for 55,000 schools, businesses and residents in the hamlets of Baldwin, Roosevelt and South Hempstead, and parts of Uniondale, Rockville Centre and Freeport.

The groups propose to move workers into the town of Hempstead work force, and have Hempstead absorb the extra trash hauling duties.

“Problem is, Hempstead is contractually obligated to offer any full-time positions first to its part-time workers, of which the town has hundreds,” said Long Island Region President Nick LaMorte. “So it is unlikely the displaced sanitation district workers will move to the front of that rather lengthy line.”

The groups also claim the merger will reduce taxes, but it will result in 17,000 more stops each week for Hempstead workers, meaning parts of the town could see tax increases to cover the extra stops.

“This sanitary district functions well because of the effort and dedication of our members who work hard to make it run,” said Nassau Municipal Employees President John Shepherd.

For example, local members Joe Yanantuono, Chris Seman, Ron Werth and Sean Cleary maintain and repair 16 trucks and various support vehicles in the district

fleet. The four-person crew averages about 30 repairs per week, saving untold amounts of money.

“They keep the fleet running and are totally self-sufficient,” said Shepherd. “They handle all kinds of problems, everything from an oil change to rebuilding an engine.”

## Part of the community

District employees have initiated and coordinated several community-oriented programs such as Clean Sweep and Planting Days, Boy and Girl Scout merit badge programs and sometimes even serve as speakers for civic and social organization functions.

District truck drivers have alerted authorities to accidents, fires, and suspected criminal actions on numerous occasions. Residency is required for employment, an incentive for these workers to keep their own neighborhoods safe and clean. The sanitation district recognizes environmental concerns as well and coordinates an E-Cycling Program to dispose of computers, televisions, radios, DVD players and VCRs.

The district also pioneered shared services programs with fire and school districts. Fuel is bought through a state contract and supplied at a lower price to the districts, saving money for taxpayers.

“Local control has always been very important to Long Island communities. This sanitary district is among the most accessible of government entities and works with residents to solve their problems or address their concerns,” Shepherd said.

— Rich Impagliazzo



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Should you have questions, please email us at [csea@jjtenergy.com](mailto:csea@jjtenergy.com)

JJT Energy is a NY State-approved Energy Service Company (ESCO) and works with all major New York utilities.





# CSEA blasts Westchester Medical Center's job outsourcing plan

**“Why are they targeting the people who work the hardest and earn the least?”**

## Update your information online

CSEA is improving its ability to send you critical information. Log in to [www.csealocal1000.org](http://www.csealocal1000.org), and select “APPS” and “My CSEA” from to make sure your contact information is up to date.

## Online option coming for leadership mailing!

Attention CSEA activists and leaders: You will soon be receiving information in the mail on how to access the CSEA leadership mailing online. No more paper, if you choose this option!

VALHALLA — Westchester Medical Center workers are blasting management's decision to hire a company with a miserable track record to outsource jobs at the hospital's Behavioral Care Center and are calling on county legislators to demand a public hearing on the hospital.

### A troubled history

“There is no accountability and there is no responsibility on the part of management,” said CSEA Westchester County Local President John Staino. “We fear that this new company, Liberty Healthcare, will cause irreparable harm to this institution and the public it's supposed to serve.”

Workers recently took hospital CEO Mike Israel to task for hiring Liberty Healthcare, a company with a troubled history in several states.

“Liberty Healthcare has been the subject of many investigative reports, lawsuits and probes in several states from Kentucky to Florida,” said Staino.

At one Kentucky health facility, Liberty went from charging the state \$2.9 million per year to \$9 million per year to run its services. At a Florida facility, sex offenders were reportedly allowed to drink alcohol and engage in sex with staff.

### Slashing vital services

As Westchester Medical Center's CEO, Israel has slashed many of the hospital's vital services,



CSEA members employed by Westchester Medical Center recently attend a press conference to blast hospital management for outsourcing jobs with a company with a record of failure.

including closing the public nursing home Taylor Care Center and the Psychiatric Emergency Program, a mobile mental health crisis unit.

Israel laid off more than 100 workers by the end of 2011 and now 155 jobs at the Behavioral Care Center are at stake.

### Hospital unresponsive

“My main concern is the quality of care that our patients will not be getting with this new company,” James Foster, a senior psychiatric aide, told several Westchester County legislators at a recent meeting where he and several CSEA leaders called on the legislature to hold a public hearing.

**Right, Westchester County Local President John Staino, right, meets with Westchester County Legislators Catherine Borgia, far left, and Virginia Perez.**

Westchester Medical Center Unit President Peter Piazza said the union has been unable to get a meeting with management.

“We have always been willing to sit down and even talk about concessions but we want guarantees of job security,” said Piazza.

Israel and hospital management have repeatedly ignored CSEA's requests for information submitted under the Freedom of Information Law and the Taylor Law. The hospital's board of trustees have also avoided

communication with CSEA.

Piazza also raised the disparate effect the latest round of layoffs will have on minorities employed at the hospital, which total about 73 percent of the staff.

With a CEO collecting more than \$1 million in compensation and a slew of managers making six-figure salaries, Piazza wondered why CSEA-represented workers are being targeted. “Why are they targeting the people who work the hardest and earn the least?” he said.

— David Galarza





# Kingsboro, SUNY Downstate workers fighting closures, consolidations

BROOKLYN — Despite a public notice to close Kingsboro Psychiatric Center and a proposal to shift inpatient operations at SUNY Downstate Medical Center, workers recently took their fight to save health care in Brooklyn to the front door of the banker behind the plan.

## Banker authors draconian plan

Workers held a lively lunchtime demonstration in front of the high-rise midtown offices of Stephen Berger's investment firm, Odyssey Investment Partners. The Wall Street banker authored the plan to close Kingsboro and eliminate beds at SUNY Downstate. The draconian blueprint would deny access to lower income areas of Brooklyn and shift services to more affluent communities.

Berger had also chaired the state commission that led to numerous hospital closures and consolidations in 2006.

"Closing Kingsboro would not only affect the quality care patients receive," said CSEA Metropolitan Region President Lester Crockett. "It would be a severe hardship on both patients and their families."

## Facilities serve strong need

Kingsboro Psychiatric Center and SUNY Downstate serve a community where more



CSEA Metropolitan Region President Lester Crockett leads workers in a demonstration in front of Stephen Berger's Manhattan investment firm.

than one in five residents lives below the poverty line. Brooklyn is New York state's largest consumer of mental health services. Closing Kingsboro Psychiatric Center would leave this community with no local state operated inpatient mental health care provider.

"Our members are determined to continue providing quality services in this area," said Kingsboro Psychiatric Center Local President Fitzroy Wilson. "We cannot allow a Wall Street millionaire to make quality-of-life decisions especially when there is a critical need for hospital beds serving poor and working communities."

SUNY Downstate is one of the few financially stable hospitals in the Brooklyn and has been serving the East Flatbush section since 1967. Their emergency room handles about 80,000 visits annually.

Left, CSEA Kingsboro Psychiatric Center Local President Fitzroy Wilson, right, demonstrates to save his facility and SUNY Downstate Medical Center.

Existing capacity at nearby hospitals cannot accommodate the shift in patient load. This could mean the diversion to other more distant emergency departments and substantial delay in potentially life-saving treatment for many patients. Berger's plan calls for consolidating SUNY Downstate's operations into Long Island College Hospital.

## CSEA reaching out

In addition to demonstrations, CSEA members have held several meetings with local legislators and other unions affected by these plans. They also have several actions planned for early March and plan to aggressively lobby their legislators and continue building community support to defeat the plan.

"Putting profits over people is a recipe for disaster," said Kingsboro Psychiatric Center Local Vice President Crispin Booker. "If bankers destroyed Wall Street, imagine what they'll do with health care."

— David Galarza



### Pensions vs. 401(k)s

- Defined-benefit pensions base a retiree's benefit on the number of years worked and salary. It pools risk for all members of the plan.
- Defined contribution, 401(k) style plans base retiree's benefit on how much they can save in an individual account and Wall Street fluctuations.
- 401(k)s cost more to administer than pensions, diverting money to banks and Wall Street that should be used for worker benefits.
- 401(k)s alone are not enough. According to Fidelity, the average 401(k) balance is less than \$75,000. If you needed \$15,000 per year in addition to Social Security just to scrape by in retirement, you would outlive your income after only five years.

### Tier 6 hurts all workers

- Although the plan would apply to new public employees, current public employees and retirees will be harmed as the pension system would be undermined by fewer new members. The larger the pool, the greater the ability to diversify and share risk.
- Private sector employers who have maintained decent pension plans will use the state's example as an excuse to terminate their own plans.

### New York's pension system is strong

- State Comptroller Tom DiNapoli has continually stated that New York's system is strong, sustainable and remains a rock-solid source of security to one million working and retired members.
- The Pew Center issued a report two years in a row calling New York one of the best managed pension funds in the country.
- New York state has been providing pension benefits for more than 90 years.
- Governing magazine cited New York as the national pension leader.
- Wall Street greed and fraud caused the collapse of the stock market and need for higher employer contributions. As the economy recovers, employer contributions will normalize.

### Pension reform?

**Tier 6: Not good for people,  
not good for the economy.**



Learn and share the facts, then tell Gov. Cuomo and state lawmakers 'No' on Tier 6 at 1-877-255-9417 or visit [www.csealocal1000.org](http://www.csealocal1000.org) to send a message.

### Pensions bolster local economies

- According to a study by the National Institute for Retirement Security, each dollar invested in public pensions by New York taxpayers' supports more than \$11 in total economic activity.
- Retiree expenditures stemming from state and local pensions supported nearly 137,000 jobs in the state, accounting for \$10.5 billion in wages and salaries and \$4.1 billion in tax revenue to the federal, state and local governments.
- New York's public retirement systems are huge investors in private companies.

### Public employees have sacrificed

- Public employee retirement benefits have been reduced under the new pension tier enacted in 2010, Tier 5. The Tier 5 reforms will save New York taxpayers \$35 billion over the next 30 years.
- State employees have negotiated new contracts that include wage freezes, pay lags, dramatic increases in healthcare premiums, unpaid furloughs and other wage and benefit reductions, saving millions in tax dollars.
- Local government and school district employees have taken the same freezes and reductions as their state employee counterparts to reduce local taxes; many even voluntarily opened up their contracts to agree to these cutbacks in an effort to avoid layoffs.
- Despite these sacrifices, thousands of public employees including teachers, nurses, police officers and firefighters across the state are standing in the same unemployment line as private-sector workers.

### Public employees contribute to their pensions

- Most members of public pension systems have contributed a percentage of their salary to their pension fund.
- In addition to their own contributions, these workers pay the same taxes as everyone else, which supports employer contributions.
- 86 percent of pension plan income comes from earnings on pension investments. 14 percent comes from combined employer and employee contributions.
- Unlike members of most private sector retirement plans, most of New York's public workers pay taxes on the contributions they make to their pensions.

### Public employees and retirees are not rich

- The average pension for members of the state and local employees' retirement system is roughly \$19,000 per year and the average for retirees from the teachers' retirement system is approximately \$39,000 per year.
- Very few retirees receive a large pension and they are overwhelmingly high-level management and political appointees.
- 76 percent of pensions are less than \$30,000 per year.

# CSEA members sought for American Cancer Society study

ALBANY — Here's something you can do about cancer: CSEA is working with the American Cancer Society to help enroll Albany-area participants in a large-scale cancer study at a May 2-3 enrollment event at the Empire State Convention Center.

The American Cancer Society's Cancer Prevention Study, or CPS-3, will attempt to better understand factors that cause or prevent cancer. The study's ultimate goal is to eliminate cancer as a major health concern for future

generations.

The study has a goal to enroll 300,000 adults from various racial/ethnic backgrounds from across the United States. Participants will be followed for 20 to 30 years.

You can become a CPS-3 study participant if you are between the ages of 30 and 65; have never been diagnosed with cancer and are willing to commit to the study long term.

Beginning in March, those interested in enrolling at the Albany event can visit the

**Want to learn more about the CPS-3 study?**

**Visit [www.cancer.org/cps3](http://www.cancer.org/cps3)**

American Cancer Society website at [www.seeyouthere.com/cps3enroll/nysalbany](http://www.seeyouthere.com/cps3enroll/nysalbany).

From the site, you will select an appointment time and fill out a brief online survey.

On the day of the intake, participants will meet with a medical staffer, who will take a blood sample (no testing occurs, the samples are stored) and measure waist circumference.

Following that, participants

**You can become a CPS-3 study participant if you:**

- are between the ages of 30 and 65;
- have never been diagnosed with cancer and
- are willing to commit to the study long term.

will be required to complete periodic surveys every two to three years.

For more information about the CPS-3 study, visit [www.cancer.org/cps3](http://www.cancer.org/cps3)

— Therese Assalian

**Beginning in March, Albany-area CSEA members can sign up for the study's Albany intake at American Cancer Society website at [www.seeyouthere.com/cps3enroll/nysalbany](http://www.seeyouthere.com/cps3enroll/nysalbany).**

## 2012 Special Board of Directors Election Schedule

### Statewide Board of Directors Unfilled Seats:

Allegany, Chenango, Columbia, Delaware, Essex, Franklin, Fulton, Genesee, Herkimer, Lewis, Monroe, Niagara, Ontario, Rensselaer, Schenectady, Schoharie, Schuyler, Sullivan, Tioga, Ulster counties.

Economic Development, Health Department, Insurance Department, Mental Hygiene Southern Region 3, Mental Hygiene Capital Region 4, Office of Children and Family Services, Local Government Educational Capital Region 4, Local Government Educational Central Region 5.

#### **DATE**

Thursday, March 1  
Tuesday, March 6

Tuesday, March 13  
Tuesday, March 13  
Tuesday, March 13  
Monday, March 19

Friday, March 23

Wednesday, April 4  
Wednesday, April 11  
Wednesday, April 25

Ten (10) days after SEC  
Certification of Results  
May 2012

#### **EVENT**

Inspection of Voter List  
Deadline for Receipt of Nominating Petitions and candidate photos/5:00 p.m. at CSEA Headquarters  
Deadline for Review of Invalid Signatures  
Deadline/Declinations & Name Confirmation  
Deadline for campaign materials  
Drawing for Ballot Position  
Local and Unit President labels available  
Schedule Printed in The Work Force w/ candidate photos  
Ballots Mailed  
Replacement Ballots Available  
Ballots Due/9:00 a.m./Tally commences/9:30 a.m.

Close of Protest Period  
Results Printed in The Work Force

## CSEA investigating courthouse security in wake of fatal shooting

MIDDLETOWN — In the wake of a fatal shooting Feb. 8 at Middletown City Court, CSEA is investigating the incident to determine if any more measures might be taken to further protect CSEA-represented workers and other staff there.

CSEA Occupational Safety and Health Specialist Gary China joined City of Middletown Unit President Glen Arnold and Southern Region Judiciary Local 1<sup>st</sup> Vice President Jeff Boos for a site visit at the court and Middletown City Hall following the incident in which a 43-year-old Middletown man entered the courthouse vestibule carrying a shotgun and began firing.

Two court officers returned fire, killing the gunman. One court officer was grazed in the shoulder by buckshot and

was later treated and released from a local hospital. No other workers were injured.

"The officers acted valiantly and should be commended for the job they did," said Southern Region Judiciary Local President Kevin Mahler.

The court offices are in an adjacent section of City Hall, so China inspected both work sites.

News reports stated that the gunman was a former landlord in the city with a grudge against Middletown Mayor Joe DeStefano, who has taken a hard stance on code violations during his time in office.

The shooter had been in and out of court in recent years because of code violations, reports stated.

— Jessica Ladlee

# 2012 CSEA Election

## Statewide results



**CSEA President**  
Danny Donohue



**Executive Vice President**  
Mary E. Sullivan



**Secretary**  
Denise Berkley



**Treasurer**  
Joe McMullen\*

**Note: Asterisk (\*) denotes contested race.**

## Region results

### Long Island Region 1



**Nick LaMorte,  
President**

*Jerry Laricchiuta, Executive VP; John Shepherd, 1st VP; Carol Guardiano, 2nd VP; Robert Rauff Jr., 3rd VP; Andre Sigmone, 4th VP; Lee Reynolds, Secretary; Christine Urbanowicz, Treasurer*

### Metropolitan Region 2



**Lester Crockett,  
President\***

*Vincent Martusciello, Executive VP; Deborah Hanna, 1st VP; Donald L. Bryant, 2nd VP\*; Delphine Moultrie, Secretary\*; Joey Horsford, Treasurer*

### Southern Region 3



**Billy Riccaldo,  
President**

*Joyce Howard, Executive VP; Deborah Downey, 1st VP; John Staino, 2nd VP; Lizabeth Piraino, 3rd VP; Jane Meunier-Gorman, Secretary; April Shuback, Treasurer*

### Capital Region 4



**Kathy Garrison,  
President\***

*Ron Briggs, Executive VP; Michael Gifford, 1st VP; Dowell Harrell, 2nd VP; Brenda Facin, 3rd VP; Mary Hamilton, Secretary; Kim Wallace-Russo, Treasurer*

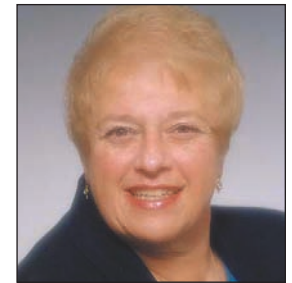
### Central Region 5



**Colleen Wheaton,  
President**

*Don Lynskey, Executive VP; Kathleen (Casey) Walpole, 1st VP; Tammy Witteman, 2nd VP; Kenneth Greenleaf, 3rd VP; Chantalise DeMarco, Secretary; Lori Nilsson, Treasurer*

### Western Region 6



**Flo Tripi,  
President**

*Kathy Button, Executive VP; Joan Bender, 1st VP; Robert Pyjas, 2nd VP; Timothy Finnigan, 3rd VP; Debra Sherk, Secretary; Mark Dotterweich, Treasurer*

# 2012 CSEA Election

## Board of Directors

*CSEA's Board of Directors comprises — voting and non-voting members, charged with the power and authority to transact the union's business.*

### State Division

**Agriculture & Markets:** Janice Mason\*  
**Audit and Control:** Karen E. Jazvinski\*\*  
**Civil Service:** Patricia Hart\*  
**Correctional Services (two seats):** Ellen Lennon,\* Pat Casler\*  
**Education:** Sally Bywater\*  
**Environmental Conservation:** Penny McNally\*\*  
**Executive (two seats):** Tom Moylan,\* Frank Strack\*  
**Judiciary (two seats):** Robert Pazik,\* Kevin Ray Sr.\*  
**Labor:** Vincenza Turpin\*  
**Law:** Patricia Kaufman\*  
**Mental Hygiene Region 1:** Carol

Guardiano\*  
**Mental Hygiene Region 2 (two seats):** Abraham Benjamin Jr.,\* Ramon Lucas\*  
**Mental Hygiene Region 5 (two seats):** Lori Nilsson,\* Michael Patterson\*  
**Mental Hygiene Region 6 (two seats):** Kathleen Button,\* James Barnes\*  
**Motor Vehicle:** Michael Febraio Jr.\*  
**Public Service:** Renee Jackson\*\*  
**State:** William Lauer\*  
**State Public Authorities:** Ira Bethea\*\*  
**Taxation & Finance:** Jackie Goldsmith\*  
**Teachers' Retirement System:** Donna J. Keefer\*  
**Transportation (two seats):** Bob Timpano,\* Bill LeBaron\*  
**Universities:** Barbara A. Carnrike,\*\* Wayne A. Dorler,\*\* Laurene A. Hildebrant,\*\* David W. Lee\*\*  
**Local Government Division**  
**Albany:** Jack Rohl\*  
**Broome:** Dante Mastronardi\*  
**Cattaraugus:** Rosemary Teachman\*

**Cayuga:** Anthony Decaro\*  
**Chautauqua:** Rose Conti\*  
**Chemung:** John Harris\*  
**Clinton:** Margaret Clifford\*  
**Cortland:** Charles Miller\*  
**Delaware:** George Lawson\*  
**Dutchess:** Lizabeth Piraino\*  
**Erie:** Robert Pyjas\*  
**Greene:** George Greiner\*  
**Jefferson:** Brenda Harwood\*  
**Livingston:** Mary Jo Tubbs\*  
**Madison:** Russell Stewart\*  
**Montgomery:** Edward Russo\*  
**Nassau (two seats):** John Shepherd,\* Jerry Laricchiuta\*  
**Oneida:** Denice Golden\*  
**Onondaga:** Carmen Church\*  
**Orange:** Sabina Shapiro\*  
**Orleans:** Debra Sherk\*  
**Oswego:** Kenneth Greenleaf\*  
**Otsego:** Linda Stiefel\*  
**Putnam:** Mark Semo\*  
**Rockland County:** P.T. Thomas\*\*  
**St. Lawrence:** Amy Simmons\*

**Saratoga:** Kevin Veitch\*  
**Seneca:** Carmina Russo\*  
**Steuben:** Sally MacDougal\*  
**Suffolk:** Margaret Shutka\*  
**Tompkins:** Scott Weatherby\*  
**Warren County:** David J. Duell\*\*  
**Washington:** Brenda Facin\*  
**Wayne:** Tommy Edwards\*  
**Westchester (two seats):** John Staino,\* Mary Miguez\*  
**Wyoming:** Delia Pettigrew\*  
**Yates:** Bengt Sward\*

**Local Government Educational**  
**Long Island:** Jean Ahlert\*;  
**Southern:** Debra Ruguseo\*  
**Western:** Kelly Volpe\*

**\* Unopposed**  
**\*\* Subject to election**

## CSEA Delegates to the AFSCME Convention

*CSEA members vote for delegates to AFSCME's convention to represent the membership. The convention is held every two years, during which changes to AFSCME's constitution and bylaws, which ultimately affect CSEA, are voted on. This year's convention is scheduled for Los Angeles, June 18 to 22.*

### LONG ISLAND

#### REGION 1

Nick LaMorte\*  
Carol Guardiano\*  
John C. Shepherd\*  
Jerry Laricchiuta\*  
Robert Rauff Jr.\*  
Lee Reynolds\*  
Christine Urbanowicz\*  
Andre Sigmone\*  
Paul D'Aleo\*  
Kevin Ray Sr.\*  
Manny Mangual\*  
Rutha Bush\*  
Mary D'Antonio\*  
Bill Walsh\*  
Monica Berkowitz\*  
Maria Navarro\*  
Herman Williams\*  
Ronald Gurrieri\*  
Kenneth Nicholson\*  
Debra Imperatore\*  
Marla Rowe\*  
Robert Arciello\*  
Nancy Ianson\*  
Lynne Kramer\*  
Kelvin Lewis\*  
Meg Shutka\*  
Matt Hattorff\*  
Pete Collins\*

Tom Skabry\*

Edward Gregory\*  
Roger DeGross\*  
Richard Acevedo\*  
Jean Ahlert\*  
Joseph Owens\*  
Stephen Nocella\*  
A.J. Smith\*  
Robert Murphy\*  
Jarvis Brown\*  
Daniel LoMonte\*  
Steve Abramson\*  
Michael Taylor\*

#### METROPOLITAN REGION 2

Lester Crockett\*\*  
Abraham R. Benjamin Jr.\*\*  
Fitzroy Wilson\*\*  
Carlota Williams\*\*  
Vincent F. Martusciello\*\*  
Sheila Conroy\*\*  
Adriane Hudson\*\*  
Janet Ventrano-Torres\*\*  
Tony Leake\*\*  
Samuel Koroma\*\*  
Scott Lowman\*\*  
Roslyn Russell\*\*  
Deborah Hanna\*\*  
Barbara Felder\*\*

#### SOUTHERN REGION 3

William "Billy" Riccaldo\*\*  
Joyce Howard\*\*  
April L. Shuback\*\*  
Jane A. Meunier-Gorman\*\*  
John Staino\*\*  
Lizabeth Piraino\*\*  
Debbie Downey\*\*  
Barbara "Bobbie" DiBattista\*\*  
Karen Pecora\*\*  
Charles "Charlie" Guidarelli\*\*  
Joe Roche\*\*  
Noel A. DeLaCruz\*\*  
Rosemarie Kukys\*\*  
Tatiana Dolinsky\*\*  
Fritz Ernest\*\*  
Mark Semo\*\*  
Todd Schmidt\*\*  
Christian Espejo\*\*  
Tom Holahan Jr.\*\*  
James Schultz\*\*  
Reuben E. Simmons Jr.\*\*  
Joanne Lesser\*\*  
Mary Daniels\*\*  
Michael Gonzales\*\*  
Anthony Adamo\*\*  
Susan Nakutavicius\*\*  
Earl Herbert\*\*  
William Oliphant\*\*  
Debra L. Raguseo\*\*  
Keith H. Kuttruf\*\*  
Scott Rajczi\*\*  
Nilda Palau-Lopez\*\*  
Basil Townsend\*\*  
Dolores D. Ryans\*\*  
Terri Kraus\*\*  
Keith Nash\*\*  
John Jenney\*\*  
Wilhemia Lamb\*\*

#### CAPITAL REGION 4

Kathy Garrison\*\*  
Ron Briggs\*\*  
Mike Gifford\*\*  
Dowell Harrell\*\*  
Brenda Facin\*\*  
Mary Hamilton\*\*  
Kim Wallace-Russo\*\*  
Jack Rohl\*\*  
Marie Baldwin\*\*  
Ethel Facteau\*\*  
Jim Reedy\*\*  
Carol Harvin\*\*  
Rich Bebo\*\*  
Maureen Wolfe\*\*  
Betty McLaughlin\*\*  
Bill Lauer\*\*  
Joe Musso\*\*  
Tracy Carnavale\*\*  
Gwen Parsons\*\*  
Patty Goyette\*\*  
Sally Bywater\*\*  
Scott Gartland\*\*  
Karen Jazvinski\*\*  
Gail Connell\*\*  
Deborah Villa\*\*  
Frank Strack\*\*  
Amanda Clemens\*\*  
Donna Keefer\*\*  
Patty Kaufman\*\*  
Edward Russo\*\*  
Kathleen Follett\*\*  
William "Bill" LeBaron\*\*  
Jackie Goldsmith\*\*

#### CENTRAL REGION 5

Colleen Wheaton\*  
Donald Lynskey\*  
Kathleen (Casey) Walpole\*  
Tammy Witteman\*

Kenneth Greenleaf\*  
Chantalise DeMarco\*  
Lori Nilsson\*  
Linda Stiefel\*  
Sheila Sears\*  
King Davis\*  
Betty Jo Johnson\*  
David Lee\*  
Jeannette Engle\*  
Joe Miceli\*  
Debbie Denney\*  
Theresa Reagan\*  
Ron Witt\*  
Cathy Barretta\*  
George Lawson\*  
Mary Linnertz\*  
Karen Bright\*  
Bob (Robert) Timpano\*  
Patricia Casler\*  
Fred Gerloff\*  
Ellen Lennon\*  
Ray Wakefield\*  
Steve Delair\*  
Pete Niznik\*  
Barb Carnrike\*  
Kathy Yeldon\*  
Joe Paul\*  
Dante Mastronardi\*  
Scott Weatherby\*  
Sandy Cecelin\*  
Michael Patterson\*  
Brenda Harwood\*  
Walt Smith\*  
Amy Simmons\*  
Joe Palmisano\*

#### WESTERN REGION 6

Florence "Flo" Tripi\*  
Kathy Button\*  
Joan Bender\*  
Bob Pyjas\*  
Debi Sherk\*  
Tim Finnigan\*  
Sheri Ambuske\*  
J. Seamus Barnes\*  
Paul Blujus\*  
Charles Campbell\*  
Ron Castle Jr.\*  
Rose Conti\*  
Wayne Dorler\*  
Tommy Edwards\*  
Robert "Robbie" Ellis\*  
Kathy Hartwig\*  
Sharon Ivey\*  
Bruce Jamison\*  
Larry Kuebler\*  
Sean Ledwith\*  
Greg Leonard\*  
Sally MacDougal\*  
Andre Medlock\*  
Charles Parsons\*  
Robert Pazik\*  
Joseph Pericozzi\*  
Paul Peters\*  
Delia Pettigrew\*  
Jerold Richmond\*  
Tom Rogalski\*  
Louis Rouse\*  
Denise Szymura\*  
Rose Teachman\*  
Mary Jo Tubbs\*  
Kelly Volpe\*  
Bess Watts\*  
Tom Weston\*  
Cristal "Cris" Zaffuto\*  
John A. Ribble Sr.\*

# Summary of January Board of Directors meeting

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



ALBANY — CSEA's statewide Board of Directors met on Jan. 12, 2012. In official business, the board:

- Authorized JJT Energy as an official vendor of the CSEA Member Benefits Program on a one-year pilot program basis;
- Approved 2012 maximum miscellaneous allowances for upcoming CSEA events;

- Approved a contract for the Metropolitan Region Conference at the Honor's Haven Resort & Spa in Ellenville, N.Y. on Aug. 9-12, 2012, contingent upon the approval of the Legal Department;
- Approved a contract for the Southern Region Officers' Weekend at the Villa Roma Resort and Conference Center, Callicoon, N.Y. on June 29-30, 2012;
- Created a temporary charter for Local 772, Sodexo Food Service at Mount St. Mary College (Southern Region);
- Dissolved the following state locals due to closures: Local 186 - Oneida Correctional Facility, Local 166 - Mid-Orange Correctional Facility and Local 559 - Tryon School;

- Approved the proposed 2012 Special Board of Directors Election Schedule for unfilled seats on the CSEA Statewide Board of Directors;
- Approved reallocating funding from Legal Assistant M/C Grade 3/4 to Associate Counsel, M/C Grade 7;
- Approved appointments of Bertha Charles, Ricky Davis and Marie Rogers to the Metropolitan Region Political Action Committee.

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

## **CSEA, AFSCME accepting scholarship applications**

CSEA is accepting applications for the Irving Flaumenbaum Memorial Scholarship, which is open to dependents of CSEA members who are graduating from high school and are pursuing further education. Three of these \$1,000 scholarships will be awarded in each region.

Visit CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for more information or to download an application. Applications are due NO LATER than **April 30, 2012**.

AFSCME is accepting applications for the 2012 Jerry Clark Memorial Award. Scholarships will be awarded to two children of AFSCME members who are currently college sophomores majoring in the social sciences.

Each recipient will receive \$5,000 per year for their junior and senior years of study and an opportunity to intern in AFSCME's Political Action Department.

Applications are due NO LATER than **April 30, 2012**. To learn more or to download an application, visit AFSCME's website at [www.afscme.org](http://www.afscme.org).

## **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 2012 Annual Delegates Meeting must be submitted by May 15, 2012.

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 2012 CSEA Annual Delegates Meeting will be held Oct. 15-19 in Washington, D.C.

## **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.

# Empire Plan co-payments at a glance

The following information is intended for active New York state enrollees (including the Unified Court System) with Copay

Code (B) printed on their NYSHIP Empire Plan Benefit Card. See your Empire Plan Certificate and Empire Plan Reports for details, including pre-admission and prior authorization requirements, services that do not require co-payments and limitations. If you have a question, call 1-877-NYSHIP (1-877-769-7447) toll free and select the appropriate program from the menu.



## Medical/Surgical Program\*

### Participating Provider Program

- **\$20 co-payment:** Office Visit, Office Surgery, Radiology, Diagnostic Laboratory Tests, Free-standing participating Cardiac Rehabilitation Center Visit, Urgent Care Visit, Convenience Care Clinic Visit;
- **\$30 co-payment:** Non-hospital Outpatient Surgical Locations;
- **\$35 co-payment:** Local Professional/Commercial Ambulance Transportation

\* Covered services defined as a preventive under the U.S. Patient Protection and Affordable Care Act are not subject to co-payment.

## Chiropractic Treatment or Physical Therapy Services (Managed Physical Medicine Program)

- **\$20 co-payment:** Office Visit, Radiology, Diagnostic Laboratory Tests

## Hospital Services (Hospital Program)\*

- **\$20 co-payment:** Outpatient Physical Therapy
- **\$30 co-payment:** Outpatient services for Diagnostic Radiology, Diagnostic Laboratory Tests, Mammography\* Screening and Administration of Desferal for Cooley's Anemia in a network hospital or hospital extension clinic
- **\$40 co-payment:** Outpatient surgery
- **\$60 co-payment:** Emergency Room care

\* Covered services defined as a preventive under the U.S. Patient Protection and Affordable Care Act are not subject to co-payment.

## Mental Health and Substance Abuse Program

- **\$20 co-payment:** Visit to Outpatient Substance Abuse Treatment Program
- **\$20 co-payment:** Visit to mental health professional
- **\$60 co-payment:** Emergency Room care

## Prescription Drug Program

When you fill your prescription for a covered drug for up to a **30-day supply at a network pharmacy, mail service pharmacy or the designated specialty pharmacy**, your co-payment is:

- **\$5** for most **Generic Drugs** or **Level 1 Drugs**
- **\$25** for **Preferred Drugs**, **Compound Drugs** or **Level 2 Drugs**
- **\$45** for **Non-Preferred Drugs**, or **Level 3 Drugs\*\***

When you fill your prescription for a **31- to 90-day supply at a network pharmacy**, your co-payment is:

- **\$10** for most **Generic Drugs** or **Level 1 Drugs**
- **\$50** for **Preferred Drugs**, **Compound Drugs** or **Level 2 Drugs**
- **\$90** for **Non-Preferred Drugs** or **Level 3 Drugs\*\***

When you fill your prescription for a **31- to 90-day supply through the mail service pharmacy or the designated specialty pharmacy**, your co-payment is:

- **\$5** for most **Generic Drugs** or **Level 1 Drugs**
- **\$50** for **Preferred Drugs**, **Compound Drugs** or **Level 2 Drugs**
- **\$90** for **Non-Preferred Drugs** or **Level 3 Drugs\*\***

\*\* If you choose to purchase a brand-name drug that has a generic equivalent, you pay the non-preferred brand-name co-payment plus the difference in cost between the brand-name drug and its generic equivalent (with some exceptions), not to exceed the full cost of the drug.

## Attention Empire Plan enrollees: New coverage for HPV vaccination

The Empire Plan has expanded coverage of the human papillomavirus (HPV) vaccine to include male enrollees and dependents through age 21.

This coverage is retroactive to Oct. 25, 2011, the date the Advisory Committee on Immunization Practices (ACIP) issued a recommendation to include males in this routine immunization. Immunizations for males age 18 and younger will be covered under The Empire Plan's Routine Pediatric Care benefit. Male enrollees and dependents age

19 through 21 will be eligible for vaccine coverage under the adult immunization benefit, which is only available from a participating provider.

As this benefit is retroactive, United Health Care is conducting a review and will reprocess claims for eligible plan members who received the vaccine on or after Oct. 25, 2011. For any questions regarding this benefit, please call The Empire Plan's toll-free number at 1-877-7-NYSHIP (1-877-769-7447) and select The Empire Plan Medical Program.

# Your EBF Senior Benefits Specialist can help you!

The EBF Senior Benefit Specialists serves as the benefit liaison between the fund, local government employers and CSEA staff.

Senior Benefit Specialists assist labor relations specialists, local government negotiating teams and bargaining units during contract negotiations. Our representatives provide dental and vision benefit comparisons and give presentations to CSEA officers, bargaining units and management negotiating teams. Senior Benefit Specialists are available to attend membership meetings, information days and health fairs to explain our benefit offerings to our membership.

State Benefit Specialists serve members employed by the state and Unified Court System who have questions or issues pertaining to their EBF benefits. State Benefit Specialists are available to attend and provide presentations at membership meetings, information days and health fairs to help explain the fund's benefits to the state and Unified Court System Local members.

To find out more information about how the EBF staff can help support negotiations and build a quality benefit package, please contact your benefits specialist. We are your benefit resource!



## Your EBF senior benefits specialists

### Long Island Region

Linda Sclafani  
(631) 452-5224  
lsclafani@cseabf.org

### Southern Region:

Carisa Guild  
(800) 323-2732, ext. 813  
chguild@cseabf.org

### Capital Region:

Erin Bazinet  
(800) 323-2732, ext. 860  
ebazinet@cseabf.org

### Central Region:

Chuck Guild  
(800) 323-2732, ext. 818  
cguild@cseabf.org

### Western Region:

Mike Wagner  
(800) 323-2732, ext. 808  
mwagner@cseabf.org

### State Representative:

*(Metropolitan Region, State and Unified Court System locals in all regions)*  
Ryan Toole  
(800) 323-2732, ext. 806  
rtoole@cseabf.org

## 2012 Opt-Out Program incentive payments for New York state active enrollees

The New York State Health Insurance Program (NYSHIP) began offering the Opt-

**Health Benefits**



family coverage (\$3,000/26 paychecks rounded up).

Out Program, effective Jan. 1, 2012. This program allowed eligible CSEA-represented New York state employees, who had other employer-sponsored group health insurance, to opt out of their NYSHIP coverage for 2012 in exchange for an incentive payment.

The contractual annual payment amount for opting out of NYSHIP coverage is \$1,000 for individual coverage or \$3,000 for family coverage. The opt-out amount was scheduled to be credited to the employee's biweekly paycheck in the amount of \$38.47 for opting out of individual coverage (\$1,000/26 paychecks rounded up) or \$115.39 for opting out of

We were recently advised by the state Department of Civil Service that they ran into programming issues, which did not allow them to begin paying the opt-out payments to date. Civil Service advises that payments will begin as soon as feasible.

Enrollees who are eligible for the opt-out payments will receive a payment retroactive to the beginning of the year. After the retroactive payment, enrollees should begin to see the regular biweekly opt-out payments for the remainder of 2012.

Please contact the CSEA Health Benefits Department with any questions at 1-800-286-5242.

## Empire Plan claim deadline for calendar year 2011 is April 30

Empire Plan enrollees have until **April 30, 2012** (120 days after the end of the calendar year) in which to submit medical expenses which were incurred during the 2011 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**  
NYS Service Center (Code YLS)  
P.O. Box 1407 - Church Street Station  
New York, NY 10008-1407

For Empire Plan and non-network Inpatient or Outpatient hospital services.

**OptumHealth Behavioral Solutions**  
P.O. Box 5190  
Kingston, N.Y. 12402-5190  
For non-network mental health and substance abuse services.

**Medco Health Solutions**  
P.O. Box 14711  
Lexington, KY 40512

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

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 when provided with all necessary information. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim form, include the original billing or receipt (if requested), and don't forget to sign the claim form.



### **CSEA is on Facebook!**

Log on today to “like” the CSEA Local 1000 Facebook page and get the latest news from your union!

#### **Visit us at:**

**CSEA Local 1000: [www.facebook.com/csealocal1000](http://www.facebook.com/csealocal1000)**



## **Procedure protects rights**

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

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

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

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

Here’s how it works. Members who object to the expenditure of a portion of their dues for partisan political or ideological purposes and want to request a rebate must do so individually in writing. Written requests must be postmarked between April 1 and April 16, 2012. That request must be timely filed by registered or certified mail with: the International Secretary-Treasurer and the CSEA Statewide Treasurer. The requests must contain the following information: name, CSEA ID number, home address, email address, if available, and the AFSCME local (CSEA Local 1000) to which dues were paid during the preceding year. This information must be typed or legibly printed. The individual request must be signed by the member and sent by the individual member to: International Secretary-Treasurer at AFSCME Headquarters, 1625 L St., N.W., Washington, D.C. 20036-5687; and CSEA Statewide Treasurer, Empire State Plaza Station, P. O.

Box 2611, Albany, N.Y.

12220-0611. Requests for more than one person may not be sent in the same envelope. Each request must be sent individually. Requests must be renewed in writing every year the member wishes a rebate.

Upon receipt by the International of a valid rebate request, an application for partisan political or ideological rebate will be sent to the objecting member. The objecting member will be required to complete and return the application within 30 days of its issuance. In accordance with the constitutional amendment adopted at the 1998 International Convention, the application will require the objecting member to identify those partisan or political or ideological activities to which objection is being made, and no rebate will be made to any member who fails to complete that portion of the application. In determining the amount of the rebate to be paid to any member, the International Union and each subordinate body shall have the option of limiting the rebate to the member’s pro-rata share of the expenses for those activities specifically identified in the application.

Upon receipt by CSEA of the valid, certified request, the constitutional maximum of 3 percent rebate will be processed. No phone calls or e-mail correspondence will be accepted. Any member who is dissatisfied with the amount of the rebate paid by the International Union may object by filing a written appeal with the AFSCME Judicial Panel within 15 days after the rebate check has been received. Appeals should be sent to the Judicial Panel Chairperson at the AFSCME International Headquarters at the address listed above. The Judicial Panel will conduct a hearing and issue a written decision on such appeals, subject to an appeal to the full Judicial Panel. If dissatisfied with the Judicial Panel’s ruling, a member can appeal to the next International Convention.

### **MEMBERS ONLY INFORMATION**

LOCAL 1000



AFSCME, AFL-CIO

## **Legal Services Program**

*Workers' Compensation and Social Security Disability*

*Personal Legal Matters*

*Personal Injury Matters*

*Taking Care of Business/Elder Law*

*Veterans Disability Benefits*

**T**his members-only benefit program provides attorney representation for *Workers' Compensation, Social Security Disability, Personal Injury, Veterans*

# **Know Your Rights!**

*Disability Benefits and Personal Legal matters including Taking Care of Business for members and their dependents. Quality legal representation at little or no out-of-pocket cost for injury/illness related matters; quality legal representation at pre-negotiated/discounted fees for other personal matters.*

The Injury Related Program is administered by the firm of **FINE, OLIN & ANDERMAN, LLP** through its statewide network of offices. Personal Legal Services are provided by a closed network of specially selected attorneys dedicated to quality service for CSEA members.



## **1-800-342-4146**

*Call during normal business hours, 8 a.m. – 5 p.m., Mon.–Fri., and follow the menu instructions for the Legal Services Program*

**CSEA Headquarters, 143 Washington Ave., Albany, NY 12210**

**Web site: [www.csealocal1000.org](http://www.csealocal1000.org) (through the CSEA members-only portal)**

Danny Donohue, President

## Smith is PEOPLE Recruiter of the Month

**G**loria Smith of the SUNY at Syracuse/Upstate Medical Center Local in the Central Region is the PEOPLE Recruiter of the Month for January. She recruited 20 new PEOPLE members at the MVP level.



Smith

“I think the PEOPLE program is important, because our members are looking at it as their protection, which it really is,” said Smith, a phlebotomist at the hospital and CSEA activist. “I tell them that it helps protect our school districts, our state and local government services, and our facility. I explain to them that their union dues doesn’t cover our federal political efforts, and that it helps make our union stronger. It’s important to me that my co-workers get signed up and get that protection.”

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.

— Mark M. Kotzin

## Almost time to retire?

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



CSEA retiree members enjoy many of the benefits and discounts of belonging to a union.

In return, you get access to a wide variety of money-saving benefits such as:

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

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

- Legislative and political action programs designed to enhance and protect retiree pension and health benefits.
- Participation in a CSEA Retiree Local.
- Effective lobbying against Social Security reform.
- Three informative publications.

For more information, visit [www.csealocal1000.org](http://www.csealocal1000.org) and select “CSEA Retiree Members” from the “For CSEA Members” menu.

## Connect the dots...Your Vote... Your Voice...Your Safety

**Register today for the 2012 CSEA  
Statewide Conference on Occupational  
Safety and Health**

**April 27-29, 2012  
Lake Placid, N.Y.**

**Registration available at CSEA’s website and by mail.**

**Reserve your hotel, register for programs and  
download a tentative agenda and important  
forms today!**

**[http://www.csealocal1000.org/osh\\_conference\\_2012.php](http://www.csealocal1000.org/osh_conference_2012.php)**

# THE Work Force

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

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(518) 257-1000 • (800) 342-4146

CSEA • Local 1000 AFSCME • AFL-CIO

# WE'VE HAD ENOUGH WALL STREET GREED

Complaints about public employee pension obligations miss the truth — they're not the result of excessive benefits — they are fallout from Wall Street greed that nearly destroyed our economy!

Historically, 83 cents of every pension dollar came from investments — not taxpayers.

But when stock market investments crashed, New Yorkers had to make up the shortfall.

Wall Street got bailed out at taxpayer expense and New Yorkers also got the bill for pension fund losses.

Now misguided politicians and Wall Street honchos have a new scheme. Their radical plan would **reduce pension benefits 40 percent** and drive young workers into a 401(k) style option with no guarantees and all the risk on employees — and conveniently create a windfall of service fees for Wall Street.

We've seen enough damage to middle class retirement security in recent years.

Tell the governor  
and state lawmakers:

**NO on TIER 6**

**NOT good for people**

**NOT good for the economy!**

Call 1-877-255-9417

Since 1910  
**CSEA**  
New York's LEADING Union  
LOCAL 1000 AFSCME, AFL-CIO  
DANNY DONOHUE, PRESIDENT