

**CSEA**

A Century of Service

1910-2010

# THE Work Force

February 2010



*"4.7 million cases and counting..." Story on page 10-11*

1910-2010

New York's Leading Union

## Photo of the Month



Photo by Mark M. Kotzin

CSEA Town of Manlius Highway Unit activist David Hale shows off a town snowplow to the Lion and Bear Dens of Cub Scout Pack 369 in Fayetteville/Manlius. Hale regularly makes presentations to elementary school children and community groups like the Cub Scouts.

## Governor exploiting temporary workers, wasting tax dollars

ALBANY— CSEA is blowing the whistle on the Paterson administration's exploitation of temporary workers and undermining of state workers.

CSEA has uncovered more than \$62 million tax dollars being used to systematically hire temporary workers through temporary personnel agencies in place of state workers in almost every state agency.

These workers, who receive no benefits and have no rights, have been used for years to hide the fact the state work force has been depleted to such an extent that the agencies are no longer able to deliver promised services to state citizens.

The Paterson administration is also paying a premium for these workers with the bulk of the money going to the temp agencies. Taxpayers should question this clear lack of leadership and this misuse of the public trust.

CSEA brought this matter to the attention of the administration months ago and there has been no

response. The governor has proclaimed the need to create jobs in the state and to spur economic development and yet is unwilling to address this misuse of workers or the overburdened state agencies who have been unable to fill positions. It is an underhanded way to avoid the civil service law and deceive the taxpayers.

The "winter of reckoning" should start with the governor looking at his own administration's failure. "I don't even think the governor knows the workload of his own work force," CSEA President Danny Donohue said. "This is apparently another example where Governor Paterson wants to be judged by what he says, not by what he does."

CSEA is preparing legal action immediately to stop the exploitation of these workers and to uphold the integrity of the Civil Service Law. CSEA is committed to organize these workers and upholding the standards that every worker of the state should have.

## CSEA organizes 253 Brookhaven part-time workers

BROOKHAVEN — About 253 part-time Brookhaven workers have formed a union with CSEA.

The new unit was officially recognized by management at a recent town board meeting and will consist of blue collar/highway and white-collar employees. CSEA also represents the town's full-time workers.

The CSEA Organizing Department worked closely with Suffolk County Local President Bill Walsh to help the workers form a union.

Walsh, Brookhaven Blue Collar Unit President Brian Carrick, White Collar Unit President Meg Shutka and several other CSEA member activists

provided critical support for the campaign.

CSEA Statewide President Danny Donohue commended the members involved. "Congratulations to Billy, Meg, Brookhaven Town members and these newly organized members for helping grow our union."

"We work side-by-side with these folks," Walsh said. "We're proud they're in the union now."

The part-time workers will soon begin negotiations on their first contract.

— Richard Impagliazzo

From the Office of President Danny Donohue

Since 1910

**CSEA**  
New York's LEADING Union

# ALERT

### New CSEA/AFSCME membership cards will protect your identity

CSEA members have spoken!

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

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



*Danny*

# Taxing benefits is not health care reform!

**M**any CSEA members would see their health benefits taxed and New York would lose tens of millions of dollars in federal Medicaid funding under the federal health care reform compromise that Congress appears headed towards approving.

President Barack Obama also recently signaled that he would support the taxing of health care benefits along the lines of the Senate version of the reform legislation.

This would mean a 40 percent excise tax keyed to health care plan premiums costing more than \$8,500 annually for individuals and \$23,000 for families.

This approach is entirely unacceptable to CSEA.

CSEA is urging members to call their congressional representatives and U.S. Sens. Charles Schumer and Kirsten Gillibrand and tell them taxing health care benefits and shortchanging New York is not health care reform.

CSEA supported the reform legislation originally passed by the House of Representatives. The Senate version has no public option to create meaningful competition for insurance

companies and includes the onerous taxing provisions.

It would also enact a dramatic overhaul of the Medicaid system that would undercut New York.

CSEA takes strong exception to the propaganda that has been circulated around the health care reform issue but especially to the characterization of good, comprehensive health insurance coverage as “Cadillac plans.”

CSEA President Danny Donohue recently sent a letter to all of New York’s congressional representatives urging them to vote “no” on the excise tax.

“The whole idea of health insurance is to provide coverage that protects people and families and offers the security of covering care and procedures that are necessary when people face serious illness,” CSEA President Danny Donohue said. “We will not apologize for negotiating good health care that protects people and we reject the idea that people should be penalized for having good coverage. That’s not reform.”

**Editor’s Note** — *As The Work Force went to press, reports out of Washington indicated that the president and his allies in Congress may have reached an agreement on health care reform. Although no other details were available at press time, CSEA remains firmly opposed to any so-called reform that taxes our health care benefits. For more information and updates, visit CSEA’s website at [www.csealocal1000.org](http://www.csealocal1000.org).*

## The Senate’s health care benefit tax plan

- 40 percent excise tax, keyed to health care premiums costing more than \$8,500 for individuals and \$23,000 for families.



**Call Congress:**

**Don’t tax middle class health benefits!**

CSEA is urging members to call their congressional representatives and U.S. Sens. Charles Schumer and Kirsten Gillibrand and tell them taxing health care benefits and shortchanging New York is not health care reform.

**Call your representative, Sen. Schumer and Sen. Gillibrand:**

**(888) 460-0813**

**“We will not apologize for negotiating good health care that protects people and we reject the idea that people should be penalized for having good coverage. That’s not reform.”**

**— CSEA President Danny Donohue**

## CSEA concerned about state budget plan

**A**s *The Work Force* went to press, Gov. David Paterson’s proposed state budget was just being released. CSEA has serious concerns about the governor’s proposal.

For the latest information and updates about the budget, visit CSEA’s website at [www.csealocal1000.org](http://www.csealocal1000.org).

# THE WORK FORCE

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# IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue



## Juvenile justice at a crossroads

New York's Office of Children and Family Services and its juvenile detention facilities have long been plagued by troubles. CSEA has consistently and loudly raised its concerns in a variety of settings over the last decade. CSEA welcomed a change in administration in 2007 and has tried to work with the new leadership to address these long standing deficiencies, but we have been sorely disappointed with the results. More recently, the U.S. Department of Justice issued a scathing report which has only added to the pressure for drastic changes to the system.

While everyone can agree that change is needed, moving forward too rapidly is reckless and irresponsible. It puts the youth, staff, and communities at risk.

It appears that OCFS is trying to use the Department of Justice report and the state budget crises to justify their plan to close youth detention facilities and quickly move to a community-based model, whether community programs are ready to meet youth's needs or not. Current community-based programs are entirely inadequate at the present time for handling this population and there is no evidence that OCFS has a plan for ensuring that the appropriate resources can and will be provided.

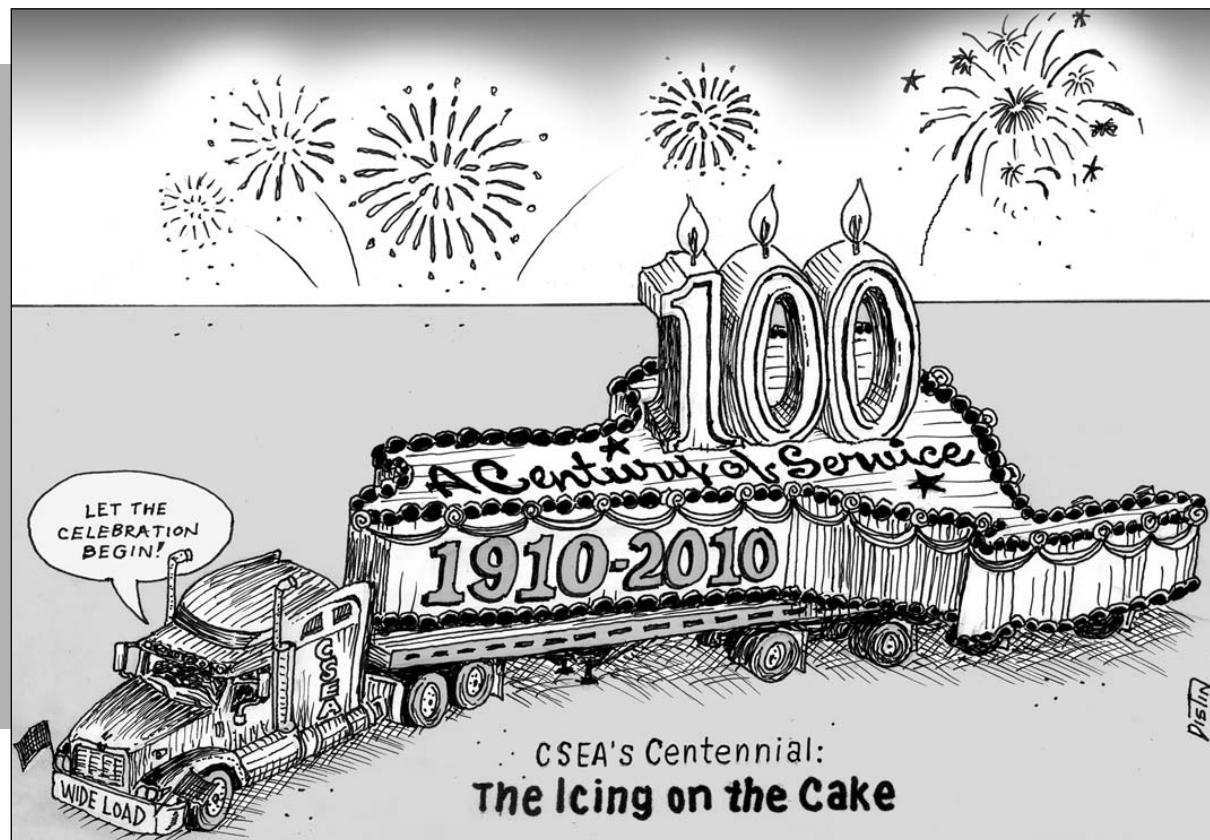
There are also a wide range of internal deficiencies that OCFS has not addressed yet. For instance, their workplace injury and illness incident rate increased dramatically, from 14.7 percent to 19.6 percent. Their injury costs increased more than any other agency in the state executive branch, up 61 percent over the previous year from \$1.57 million to \$2.53 million.

There are other issues among many that OCFS must address:

- Ensure there is adequate staff and necessary training to carry out the new therapeutic approach.
- Work with CSEA to create a restraint policy that protects youth and staff from abuse.
- Finally, recognize the hard work, dedication and commitment to improving a youth's life that staff demonstrates time and time again.

CSEA is willing to work cooperatively to create a juvenile justice system that will serve everyone better. OCFS should not ignore our history in helping to change the developmental disabilities system in the late 1980s and early 1990s. But OCFS should also know that CSEA will oppose any plan that compromises public safety and puts youth and staff at greater risk.

*Danny*



CSEA's Centennial:  
The Icing on the Cake

## TELL FAMILY & FRIENDS

The state Civil Service Department's  
**Beginning Clerical Exam**  
will be announced on **Jan. 29, 2010.**

(Anticipated test date is May 8, 2010, with a  
March 15, 2010, deadline for registration.)

**Be prepared with help from CSEA!**

Find trusted civil service test  
preparation by New York's leading  
union at [csealearningcenter.org](http://csealearningcenter.org) or  
call **1.866.478.5548.**

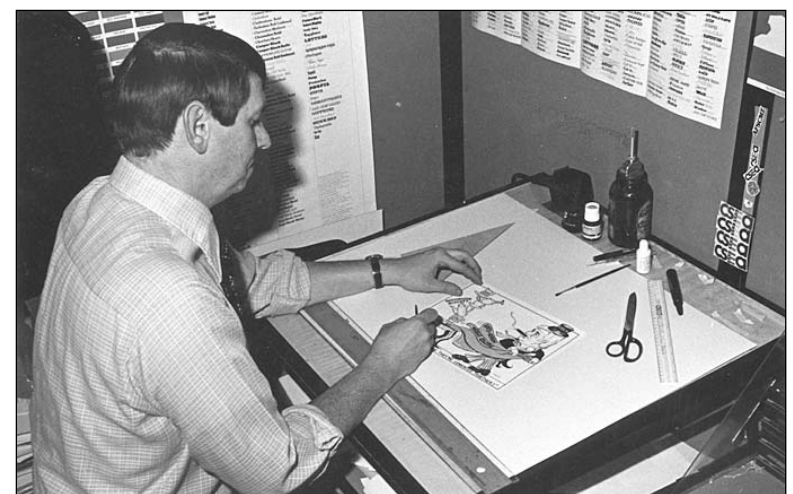


## Distin marks six decades in CSEA publications

CSEA's centennial year also marks a milestone for CSEA cartoonist Ralph Distin, whose work has been published in union publications in six different decades.

Distin, who studied art, illustration and typography at Pratt Institute in Brooklyn and who later earned his bachelor's degree in English literature from Binghamton University, began working at CSEA in 1969.

He was originally hired as a writer, but soon began putting his own stamp on CSEA's articles and fliers by "sneaking" original drawings into the materials to spice them up. When his boss saw the drawings, Distin was asked to do more. In addition to union publications, Distin also had illustrations and cartoons published in *The Civil Service Leader*, then



CSEA cartoonist Ralph Distin at work at his desk in this file photo, circa 1980s.

CSEA's official publication.

When CSEA began publishing its own publication, *The Public Sector*, Distin was asked by then-editor Roger Cole to draw a weekly editorial cartoon.

Distin agreed to the assignment, launching a series of cartoons that

continue to this day in CSEA publications. When Distin retired in 2002, he was asked to continue drawing the cartoon.

As CSEA begins its second 100 years, we are proud to have Distin continue to chronicle our history through his insightful cartoons.

**“It’s safer for the residents, it’s safer for the staff and it keeps skilled workers on the job instead of getting injured.”**

# CSEA members ease transition to new Oxford Veterans Home

OXFORD — For the residents and staff at the New York State Veterans Home at Oxford, moving from their 30-year-old facility to a newly-built building next door came with many benefits, but some trepidation.

For the residents, there was the discomfort of having to move to a new environment and getting used to a different routine, but the benefits of the new building include private rooms with more space and more modern conveniences.

For the staff, it meant transporting all the residents and their belongings and getting used to new routines as well. The new building also brings many new benefits for staff, but chief among them are the new safe patient handling lifts that CSEA advocated strongly to be installed.

“We worked very closely

with the CSEA Occupational Safety and Health Department to really push for these ceiling lifts,” said Certified Nursing Assistant Garry James. “It’s safer for the residents, it’s safer for the staff and it keeps skilled workers on the job instead of getting injured.”

The old nursing home contained only five ceiling lifts. More than 120 rooms in the new building have tracking installed for ceiling lifts, with 50 currently installed and 30 more coming soon. “It’s a big increase from five to 50,” James said.

Oxford Veterans Home Local President Ray Wakefield, a supervising licensed practical nurse at the facility, said the efforts of the CSEA workers made the move to the new facility easier for the residents. It was completed in one 12-hour shift in November, two



**Certified Nurse Aides Carina Shultis, left, and Jeanette Utter help lift a resident into his bed using a portable lift.**

hours faster than planned.

“The CSEA members here did the bulk of the physical move,” he said. “We worked tirelessly to keep our residents safe and happy during that 12-hour transition.”

Wakefield said the staff provided entertainment and

food for residents and visitors, and more importantly, comfort.

“We gave a lot of reassurance, and we let them know we were there for them,” he said.

— Mark M. Kotzin

*“Wherever our members are involved, and whatever they may do to help young athletes, we want to recognize those actions and let our communities know that there are outstanding CSEA members who are helping young athletes reach their goals.”*

— CSEA President  
Danny Donohue

## We’re looking for a really good sport

**D**o you know a CSEA member who makes a difference for high school athletics? If so, let us know.

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

The Excelsior Award will go to a CSEA member who has helped promote and

foster athletic spirit in their local school district, either as a volunteer or as part of their job. The member's commitment to high school athletics can be as a parent, coach, booster or staff member.

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



Since 1910

**WASTE MANAGEMENT,  
MAINTENANCE &**

**New INFRASTRUCTURES**

# CSEA members help with recovery from highway garage blaze

**“Morale is good and everyone is working together.”**

DANNEMORA — CSEA-represented Town of Dannemora workers are playing a key role in helping the town recover from a devastating New Year’s Day fire that destroyed the town’s highway garage.

In addition to gutting the 100-by-50-foot structure, the fire destroyed everything inside the garage, including tools, records, equipment and three trucks.

Crews had returned from plowing about an hour before the fire broke out, but no one was in the building and no one was injured.

Some highway department members who live nearby were able to save an old plow truck and a 1-ton pickup with a plow from a secondary building.

Highway Superintendent Pete Barber said offers for loaner equipment came

pouring in from neighboring communities even before the fire was out. The town is now using trucks on loan from the Town of Plattsburgh and Clinton County Highway Department.

About a week after the fire, CSEA Dannemora Unit President Dick Dashnaw said “things were already looking up.”

Phones were up and employees were working out of a trailer.

“Morale is good and

everyone is working together,” Dashnaw said.

Employees are optimistic that plans for a new garage, which were underway before the fire, will now be expedited. The fire remains under investigation.

— **Therese Assalian**

## 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
- Informative publications



*For more information, visit [www.csealocal1000.org](http://www.csealocal1000.org) and select “retirees” from the “Member Benefits” menu item.*

## Special Rate for CSEA members!

When you become a member of the Archives Partnership Trust, you’ll have countless opportunities to explore New York’s history!



### JOIN FOR ONLY \$12.50 A YEAR AND ENJOY:

- *New York Archives*, the award-winning quarterly magazine
- Invitations to special programs, conferences, lectures, and receptions
- Up to 50% off books from SUNY Press, Columbia University Press, Syracuse University Press, and Fordham University Press
- Discount of 15% at the Trust’s Online Shop

Join online at [www.nysarchivestrust.org](http://www.nysarchivestrust.org) and save an additional 20% using promotion code CSEA09. That’s a one-year membership for only \$10!

Contact the Trust to join by phone at (518) 474-1228.

Questions? E-mail us at [aptrust@mail.nysed.gov](mailto:aptrust@mail.nysed.gov)



**Archives Partnership Trust**

Suite 9C49, Cultural Education Center, Albany, NY 12230

*The Archives Partnership Trust is a 501(c)(3) non-profit organization dedicated to sustaining the excellence of the New York State Archives.*

**Skills for Success courses are designed to help employees prepare for the challenges and demands of current and future jobs.**

**State, local government and private sector CSEA members:**

# Skills for Success courses offered

This spring, CSEA members employed by New York state, local government agencies, and the private sector have opportunities to take *Skills for Success* training courses offered by the NYS & CSEA Partnership for Education and Training (Partnership).

Course participation by local government and private sector employees is sponsored by the CSEA WORK Institute.

*Skills for Success* courses are designed to help employees prepare for the challenges and demands of current and future jobs.

More than 100 courses are scheduled statewide through June 16, 2010. The

training is available at no cost to employees or agencies. All courses are held during the day at conveniently located training sites.

### Eligibility

Employees are eligible to participate in Partnership courses if they are:

- A CSEA-represented New York state employee (ASU/02, OSU/03, ISU/04, or DMNA/47).
- A CSEA-represented local government (county, city, town, village, school district) or CSEA-represented private sector employee, as space permits.

### Available courses

Choose from 38 job-related and personal development courses under the following topics:

- Adult Education Basics
- Educational Planning
- Language Skills
- Mathematics
- Safety and Health
- Secretarial
- Skilled Trades
- Work and Life
- Work Management
- Written Communication

Employees may take any of the courses offered, not just courses that typically reflect the work they perform. Employees can directly apply for these courses. However, supervisory approval and signature are necessary to attend without charge to leave credits. Applications should be sent to the

Partnership as soon as possible and not later than three weeks prior to the start of a class.

### For more information

A web catalog of the *Skills for Success* courses is available on the

Partnership's website at [www.nyscseapartnership.org](http://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 Skills for Success courses, call 518-486-7814 or, for areas outside the Capital Region, call 800-253-4332, or e-mail at [learning@nyscseapartnership.org](mailto:learning@nyscseapartnership.org). For a listing of this month's courses, see the Calendar of Events on Page 19.**

## There's still time to take the Polar Plunge!

CSEA members are 'freezin' for a reason' this winter through the Polar Plunge to benefit the Special Olympics.

CSEA President Danny Donohue will present the Polar Cap Award to the region that achieves the best combination of participation and fundraising results for this season's Polar Plunge events. He will make the presentation at the Spring Workshop in May.

Teams can set up their own lists on the Special Olympics website at [www.specialolympicsny.org](http://www.specialolympicsny.org) to allow CSEA members to find CSEA teams.



Freezin' For A Reason  
**POLAR PLUNGE**

### Upcoming Plunges

**Feb 14:** Rochester Polar Plunge, Rochester, Lake Ontario, Charlotte Beach

**Feb. 27:** Queens Polar Plunge, Rockaway Beach, Queens

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

NYS & CSEA Partnership  
 for Education and Training

*Skills for Success*

Courses for CSEA-represented employees

Fall 2009 & Spring 2010

Courses available October 2009 - June 2010  
[www.nyscseapartnership.org](http://www.nyscseapartnership.org)



# Local government members still standing strong against cuts

**“I suggest you take a long look at the jobs created by this administration before putting any CSEA members out of work in these stressful economic times.”**

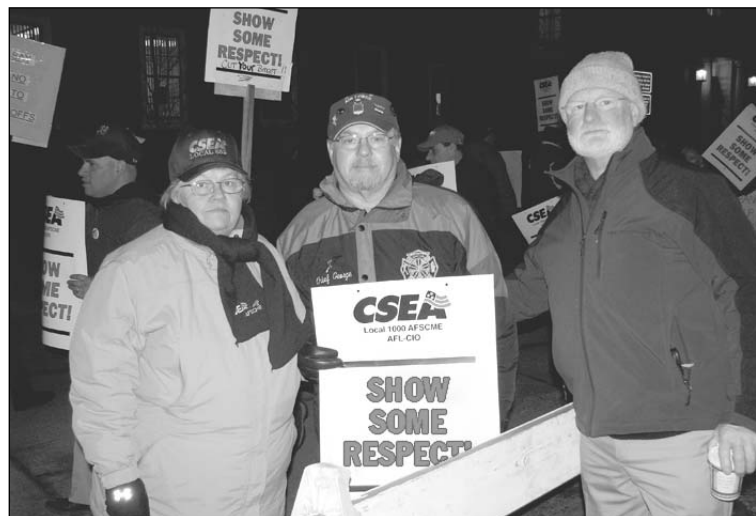
CSEA members employed by local governments across the state are continuing to stand strong against management's attempts to balance their budgets on the backs of their workers.

## Fighting in Freeport

In Nassau County's village of Freeport, workers are fighting the mayor's proposed budget plan that calls for CSEA member layoffs and a 5 percent property tax increase in an attempt to close a projected \$3 million deficit.

“We made it plain to the mayor that we were willing to talk but would never agree to the layoffs,” said Freeport Unit President Pete Reinke.

More than 100 Freeport Unit and Nassau Municipal Employees Local members demonstrated outside village offices. CSEA pressure on village officials helped cut the number of potential layoffs.



**Freeport Unit President Pete Reinke, right, stands with Diane and George Mulholland, a married couple who have worked for the village for a combined 63 years and whose job titles are not funded in the proposed budget.**

Reinke, while addressing village officials after the demonstration, questioned the proposed layoffs in light of a planned 75 percent increase in the budget for the mayor's office, which includes salaries for two new positions.

“I suggest you take a long look at the jobs created by

this administration before putting any CSEA members out of work in these stressful economic times,” he said.

## CSEA services needed

In Saratoga Springs, CSEA members in the city's Department of Public Works and City Hall units are

experiencing a yo-yo effect of first being laid off, then in some cases, being called back as the city is learning that it can't maintain services if it lays off essential staff.

In the Department of Public Works Unit, city officials laid off all seven CSEA-represented dispatchers, who handle calls from city residents while providing 24/7 coverage and monitoring of the city's equipment and gas pumps.

Two dispatchers have since been called back and one other position is in the process of being restored, but dispatch services are still limited to daytime hours and city vehicles can not gas up at night.

In the CSEA City Hall Unit, six workers were formally notified they would lose their jobs on Jan. 1, but four have received letters to return to work.

“The way the city has handled these layoffs is appalling, said CSEA Capital Region President Kathy Garrison. “They have no regard for the workers and their families and clearly didn't think through the impact the layoffs would have on the level of services residents expect from their tax dollars.”

— **Richard Impagliazzo and Therese Assalian**

## Ulster County Unit fighting county snowplow proposal

KINGSTON — The Ulster County Unit is fighting a proposal from County Executive Mike Hein that would eventually cut the size of the county work force.

Hein has proposed entering into agreements with local towns to plow county roads starting next winter. According to media reports, his goal is to reduce the size of the county Highway Department through attrition, early

retirements, and transfers, and refocus the department's efforts on areas such as engineering and bridge construction rather than road maintenance.

“We're working to shine a light on the hidden costs that the public isn't hearing about,” said Ulster County Local President Terry Gilbert. “While there may be some initial cost savings, this type of agreement could very likely just create a

bigger financial burden down the road for these townships. There are no guarantees that these towns would increase their manpower, meaning residents might wait longer for their roads to be plowed. There is also the question of liability. If something happens on a county road, who is liable?”

Gilbert said the true costs involved in cutting jobs mean the county won't achieve the cost savings one

might expect. Putting hardworking CSEA members out of a job, he said, would negatively affect sales tax revenues and collection of local property taxes while also increasing the burden on county-funded services such as unemployment insurance, COBRA costs for health insurance, heating assistance and other programs.

— **Jessica Ladlee**

Tough economic times leads to surge in court cases across state

# Out of whack: courts burdened with high caseloads, fewer workers

The recession has hit New York state's courtrooms. A recent New York Times report notes that courts across the state ended 2009 with 4.7 million cases, the highest total ever.

Many of the increases stem from the recession, from civil legal filings such as bankruptcies and debts to increases in criminal offenses, such as thefts and assaults.

As recession-related cases pile up, CSEA members employed by the Unified Court Systems across the state are stretched thinner than ever, but they are still getting the job done. CSEA represents more than 6,200 court employees statewide, whose titles include court officers, clerks, reporters, analysts, attorneys, law assistants and librarians, technical and support. On these pages are only a few court workers' stories.

## State court workers swamped with cases, but still work to help others

BROOKLYN — With the economic recession flooding the state's courts with thousands of additional cases, members of the New York City State Employees Local, who represent state court workers in New York City, have found themselves extra busy during work hours and even volunteering to assist others who cannot afford adequate representation.

"There is definitely an increase in the workload," said Vincent Martusciello, New York City State Employees Local president and the principal appellate court clerk at the state Supreme Court Appellate Division 1<sup>st</sup> Department.

When he's not buried deep in cases involving foreclosures, he's also assisting tenants who are being evicted from foreclosed homes.

"We see a lot families, many with young children, who are being forced out of their homes," said Martusciello.

Knowing that many of these families often lack the resources to hire an attorney, Martusciello volunteers with the Brooklyn Bar Association to assist families who have been victimized by

predatory lenders and abusive landlords.

**"We do it pro bono and really take the time to assist minorities in particular who have been targeted by these unscrupulous lenders."**

"We do it pro bono and really take the time to assist minorities in particular who have been targeted by these unscrupulous lenders," he said.

At another state court in Brooklyn, Julio Mejia Jr. a senior court clerk for the Supreme Court Appellate Term, said he has definitely seen an upswing in appeals of landlord tenant cases.

"The reasons are fairly the same whether we're in a recession or not," said Mejias. "A tenant loses their job, the rent is too high, etc. Whether the increase in cases is due to the recession I'm not really sure, but it would make sense."

Other court workers haven't directly seen the effects of the recession on the job, but they believe some of the effects are still coming.

"In Manhattan, because of the nature of the real estate market we aren't necessarily seeing an increase in the number of foreclosures," said Mark Brantley, Esq, a senior management analyst and administrator for the New York County Clerk's Office.

"We don't see many exotic loan products such



**Mark Brantley, a senior management analyst and administrator for the New York County Clerk's Office, is shown here on the steps of the state Supreme Court Building in Manhattan.**

as sub-prime loans, which were the impetus of many of the defaults," said Brantley.

He admitted hearing about an upswing in foreclosure and other civil proceedings from his colleagues in other New York City counties, Westchester County and Long Island.

"They have certainly been hit harder," said Brantley. He also cautioned however that "there are a lot of loans that haven't reset."

— David Galarza

## Housing matters keep city court busy

NEWBURGH — A steady stream of civil and criminal court traffic has always made for a full day for CSEA members working at Newburgh City Court, but these days things are downright hectic.

Errol Odom, a member of the Southern Region Judiciary Local who works as a senior court office assistant at Newburgh City Court, said the recession has caused a spike in court cases. With a significant rise in unemployment and a high percentage of renters in Newburgh, the court staff is seeing a dramatic increase in housing-related cases.

"A lot of people have lost their jobs, so they can't pay their rent or bills," said Odom, a 29-year Office of Court Administration employee who has spent the last 11 years working at the Newburgh court. "They are evicting people left and right. Numbers are rising dramatically both in housing code violations and evictions."

Working in the court's civil department, Odom is charged with processing eviction petitions filed by landlords and housing management companies, housing code violation petitions filed by the City of Newburgh, and criminal appeals. While Newburgh is considered a small city, Odom's department alone has a half dozen staffers who keep the court paperwork moving.

"We don't have time to come up for air some days," Odom said. "It can be stressful because the work requires a serious amount of multi-tasking."

Despite the heavy workload, Odom and his co-workers are getting the job done. "We always work together," he said. "If we



**CSEA member Errol Odom has experienced a surge in legal filings at Newburgh City Court.**

see one of us is overwhelmed, we step in and assist where we can."

— Jessica Ladlee

## Workers feel strain of caseloads, emotions

SYRACUSE — Darlene O'Hara sees the increase in workloads for court system workers through two different perspectives — as a CSEA local officer and as a court worker herself.



**O'Hara**

As executive vice president of the Central Region Judiciary Local, she says she keeps hearing from court employees frustrated over the huge increase in caseloads due to the recession.

"I'm receiving e-mails from members who are expressing their concerns about ever-increasing workloads," she said. "It's becoming burdensome and difficult to manage their workloads and they are getting stressed. They are having difficulties coping with their jobs."

As a court clerk in the Onondaga County Combined Court, working in the Foreclosure Part of State Supreme Court, O'Hara is seeing the recession's effects first-hand, dealing with people who are facing foreclosure. She said that it's very emotional dealing with people in that situation.

"There's no way you can't feel compassion for someone losing their home," she said. "You feel bad for them."

O'Hara said her workload has also increased dramatically — probably doubled — since she began working in that part of the court a year ago.

"The workload has increased, and I'm much busier," she said. "We've had to add additional calendars and increase the number of cases on each calendar."

Adding a calendar means an additional day of courtroom work each week, and O'Hara said it will only get worse. "There's new legislation coming down the pike that's going to increase our calendar even more," she said.

— Mark M. Kotzin

# H1N1 outbreak at Kingsboro catches management off-guard

**“They are in compliance because of union intervention.”**

BROOKLYN — An H1N1 outbreak at the Kingsboro Psychiatric Center caught management off guard and had workers worried for their safety and health.

Only after CSEA intervened did center administrators take appropriate action to manage the outbreak.

“After all that’s been said in the media, you would think (management) would put something in place to handle this situation,” said Crispin Booker, CSEA Kingsboro Psychiatric

Center Local vice president. “They got caught flat-footed.”

As *The Work Force* went to press, the facility had at least two patients confirmed with the H1N1 flu. An entire building had to be quarantined and at least half a dozen workers were suffering from flu-like symptoms.

## CSEA takes the lead

The New York Committee for Occupational Safety and Health (NYCOSH) has released guidelines for workplace protection against the H1N1 flu. Those guidelines specifically call for a comprehensive infection control program.

A committee to develop such a program came into being only after CSEA insisted and prodded management to take appropriate action. The union also insisted on having a representative on the committee.

“They are in compliance because of union intervention,” said CSEA Occupational Safety and Health Specialist Jeff Hyman.

## Workers concerned

Rosalind B. Douglas, a unit coordinator, was already feeling sick in late December when she told a supervisor that she could not work overtime.

“She saw me coughing profusely, but didn’t bother to ask me how I was feeling,” said Douglas. After being denied a request to leave earlier due to her illness, Douglas went straight to her doctor once her shift ended.

“My doctor said I had the flu and I was out for a week” said Douglas. The day she returned, Douglas saw a sign that said “No Visitors and No Pregnant Women.”

When she inquired, she was given a vague answer and later told that the building had been quarantined. Since she was still feeling sick and was



**Kingsboro Psychiatric Center Unit Coordinator Rosalind B. Douglas, in a center corridor wearing a protective face mask, returned to work after recovering from the flu unaware that her building had been quarantined because of H1N1.**

worried about other health complications, she decided to take additional sick time.

“I shouldn’t be in an environment like that,” said Douglas, who already had a flu shot before coming down with the illness. She said she never received a call or instructions about preparing for the unsafe workplace she was returning to. Douglas was also worried that her ward and building were not being properly cleaned and disinfected.

“We have had no preparation or training (to deal with a pandemic),” said Fitzroy Wilson, Kingsboro Psychiatric Center Local president.

— David Galarza

United States  
**Census 2010**  
IT'S IN OUR HANDS

Counting is our job.

Keeping your answers  
**confidential**  
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**It's easy.**  
In just 10 minutes, you can make a difference. One of the shortest census forms in history, the 2010 Census form asks 10 questions and takes about 10 minutes to complete.

**It's important.**  
The 2010 Census is a historic event that will help shape our nation's future for the next 10 years. With accurate census data, we can create a portrait of our nation's growing population and determine what's needed to better provide for everyone.

**It's safe.**  
By law, the Census Bureau cannot share your answers with anyone, including other federal agencies and law enforcement entities.

All Census Bureau employees take an oath of nondisclosure and are sworn for life to protect the confidentiality of the data. The penalty for unlawful disclosure is a fine of up to \$250,000 or imprisonment of up to five years, or both.

Completing the 2010 Census form will shape the future for you, your community and the country.

WE CAN'T MOVE FORWARD UNTIL YOU MAIL IT BACK.

## REMINDER TO PRIVATE SECTOR LOCAL PRESIDENTS: ELECTION NOTICE

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

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

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

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

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

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

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

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

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

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

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

## NOTICE OF NOMINATION AND ELECTION 2010 AFSCME Convention Delegates

Meetings will be held in all CSEA Regions on Saturday, Feb. 6 to nominate candidates for the position of Delegate to the 2010 AFSCME Convention scheduled for June 28 – July 2, 2010, in Boston, Mass. The date, time and location of Region nominating meetings are printed at right.

These Region nominating meetings kick off the AFSCME Delegate election process, which continues in accordance with the schedule of election, printed at right, approved by CSEA's Board of Directors.

CSEA members in each CSEA Region will elect Delegates from their Region. The number of Delegates to which each Region is entitled is based on Region membership strength, in accordance with the AFSCME and CSEA Constitutions.

### Who is eligible?

Any member in good standing as of Feb. 6, 2010, will be entitled to be nominated as a Delegate to the AFSCME Convention. Any member in good standing as of Feb. 6, 2010, will be eligible to nominate Delegates. Any qualified CSEA member will be eligible to nominate as many candidates for Delegate as he or she desires, not to exceed the total number of Delegates to be elected from that Region. Nominees do not have to be at the nominating meeting.

Nominations may be made by slates of two or more individuals who will appear on the ballot as running together under a particular slate designation. The ballot will also allow slate candidates to be elected individually, separate from the slate.

Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

## CSEA REGION NOMINATING MEETINGS AFSCME Convention Delegates Election

**SATURDAY, Feb. 6, 2010**  
**ALL MEETINGS WILL START AT 11 A.M.**

**LONG ISLAND REGION 1** (41 delegates)  
Region Office, 3 Garet Place, Commack  
**METROPOLITAN REGION 2** (14 delegates)  
Region Office, 125 Maiden Lane, 5th Floor,  
New York City  
**SOUTHERN REGION 3** (40 delegates)  
Region Office, 568 State Route 52, Beacon  
**CAPITAL REGION 4** (36 delegates)  
Best Western, 200 Wolf Road, Colonie  
**CENTRAL REGION 5** (41 delegates)  
Region Office, 6595 Kirkville Road, East  
Syracuse  
**WESTERN REGION 6** (40 delegates)  
Region Office, 120 Pineview Drive, Amherst

## AFSCME DELEGATES ELECTION YEAR 2010

The approved schedule for the election is as follows:

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

A page from  
our history ...



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

On this page is a reprint of page 1 of the July 23, 1990, issue of The Public Sector, then CSEA's official publication. This page, along with a center spread within the edition, chronicles South African leader Nelson Mandela's visit to New York City. CSEA, which worked on behalf of anti-apartheid efforts throughout the 1980s, welcomed Mandela through a ticker tape parade in Manhattan.

THE  
PUBLIC

*Sector*

Monday, July 23, 1990

Vol. 13, No. 14

Official Publication of The Civil Service Employees Association, Local 1000, American Federation of State, County and Municipal Employees, AFL-CIO



A large CSEA contingent and banner leads a massive ticker tape parade up Broadway to welcome black nationalist leader Nelson Mandela to New York City and the start of a highly acclaimed tour of the United States. The parade moves past CSEA's Metropolitan Region office at 11 Broadway in the background. For coverage of the Mandela tour, see pages 9, 10 and 11.

**Have a question about your member benefits? Learn more at CSEA's website: [csealocal1000.org](http://www.csealocal1000.org).**

**A**pril 15 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 website at [www.csealocal1000.org](http://www.csealocal1000.org).

## Visit the new [www.csealocal1000.org](http://www.csealocal1000.org)!

The redesigned home page for [csealocal1000.org](http://csealocal1000.org) is now live.

CSEA members had asked for an easier website to navigate and now they have it.

Get the latest news from your union, calendar of events and much more!

Check it out today!

## CSEA names McDonough scholarship recipients

CSEA recently awarded \$1,000 Thomas H.

McDonough Memorial Scholarships for Continuing Studies to union members' children or dependents.

The recipients are college students who had previously received CSEA's Irving Flaumenbaum Memorial, Met Life or Pearl Carroll scholarships. CSEA

wishes the winners good luck in their future endeavors.

**Long Island Region:**  
**Lauren Andersen**, whose mother, Elizabeth Andersen, is a teaching assistant at the Bayport-Blue Point School District.

**Metropolitan Region:**  
**Abigail Seide**, whose mother, Marie Chantal Seide, is a data entry

operator at the state Education Department.

**Southern Region:**  
**John N. Veras**, whose mother, Justina Veras, is a calculations clerk at Helen Hayes Hospital.

**Capital Region:**  
**Sarah E. Furman**, whose mother, Cheryl Furman, is a secretary II at the state Department of Labor.

**Central Region:**  
**Avni Patel**, whose father, Rajesh Patel, is a bus driver at the Salmon River Central School District.

**Western Region:**  
**Matthew Meyer**, whose father, Steven Meyer, is a motor equipment mechanic at the state Department of Environmental Conservation.

## What's In It For You?

# CSEA Employee Benefit Fund issues new identity cards

The CSEA Employee Benefit Fund's (EBF) move to a new computer system has provided the opportunity for the EBF to eliminate the use of Social Security numbers to identify members with their dental and vision providers.

In January, an EBF card with a randomly generated nine-digit ID number was mailed to all EBF members.

The EBF staff has been working on this project for several months. All CSEA EBF members should use this card and this new number when visiting dental and vision providers. Please remember to keep it in a safe place.

The new EBF cards feature a distinctive design and the name of the primary policyholder. The new EBF identifying number is printed in bold face, while the member's CSEA ID number is printed below



for easy reference.

The addition of this number provides yet another way for the EBF to work with CSEA so that our members and those seeking to help them will quickly be able to understand and explain the benefits for which they are eligible.

EBF staff will now be able to search the internal data base by name, EBF Member ID number or the CSEA Member ID number (*see page 2 for more about the new CSEA member ID numbers*).

CSEA will also now be able to search their records to quickly determine whether a member is covered by the EBF or by another benefit plan.

The move away from Social Security numbers is a necessary part of our effort to address our members' privacy concerns. This new program will put the EBF on the same platform as other insurance carriers and entities and provides even greater assurance that your health records and identity will be protected in full compliance



An example of the new CSEA Employee Benefit Fund membership card.

with state and federal laws.

EBF staff is excited about the member cards and hopes that the cards will allow for claims to be processed more efficiently on behalf of members and our providers.

Please contact EBF at 800-323-2732 if you have any questions or concerns.

## An Ever Better Future

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

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

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

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

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



## Keep warm this winter!

### Buy 100 percent Fair Trade!

The Labor-Religion Coalition Fair Trade Project is supported by

Since 1910

**CSEA**  
New York's LEADING Union

## Health Benefits

### Ineligible dependents removed from NYSHIP coverage

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

The state Department of Civil Service, which administers NYSHIP, has begun deleting dependents that have not submitted the required verification documentation. Unverified dependents will be removed from coverage retroactive to Feb. 1, 2009.

The verification project, which began in February 2009, was completed to help ensure that every participant who receives benefits is entitled to receive those

benefits. NYSHIP enrollees with family coverage were asked to document the eligibility of all enrolled dependents. Failure to do so has resulted in the removal of dependents from NYSHIP coverage.

If you experience the removal of an eligible dependent due to the verification project, contact the customer service center the state Department of Civil Service has established at 1-800-409-9059 for information on what documentation is necessary to reinstate your dependent's coverage.

Enrollees with questions about eligibility that are not related to the verification project should contact their agency's health benefits administrator.

### March 31 is deadline for Empire Plan 2009 claims

Empire Plan enrollees have until March 31, 2010, (90 days after the end of the calendar year) to submit medical expenses incurred during the 2009 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, N.Y. 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, K.Y. 40512  
For prescriptions filled at non-participating pharmacies or at participating pharmacies without using your New York Government Employee Benefit Card.

MEMBERS ONLY INFORMATION

LOCAL 1000 **CSEA** AFSCME, AFL-CIO

**Legal Services Program**

Workers' Compensation and Social Security Disability	Personal Legal Matters	Personal Injury Matters	Taking Care of Business & Elder Law
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This members only benefit program provides attorney representation for Workers' Compensation, Social Security Disability, Personal

# Know Your Rights!

Injury 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.

Finding a CSEA Legal Services Program attorney is as simple as calling the CSEA toll-free number: **1-800-342-4146** and following the prompts for the Legal Services Program. Listen to the directions for accessing the Injury-Related Plans, or the Non-Injury Related Plans, which includes the Taking Care of Business Plan. Information is also available on the CSEA website at [www.csealocal1000.org](http://www.csealocal1000.org).

**CSEA**

LOCAL 1000, AFSCME, AFL-CIO

**1-800-342-4146**

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.



# Leading Edge



## New technologies accomplish old goals

**Editor's note:** During CSEA's centennial year, the *Work Force's Leading Edge* will profile union members who are helping to make the union stronger through their actions in the union, in their communities, or in other ways that reflect the spirit of solidarity in CSEA. This month features a profile of Central Region Judiciary Local President Don Lynskey, whose job involves keeping in contact with 1,200 members in 20 counties.

UTICA – CSEA Central Region Judiciary Local President Don Lynskey sees himself as proactive and progressive.

He says his goal is to represent every single member as best he can, using technology and a strong communication network. With about 1,200 members working in the Unified Court System throughout 20 counties in Central New York, it's a difficult task.

Lynskey, a senior court reporter in the Oneida County Supreme Court in Utica, has been involved with CSEA since the early 1990s in various positions, moving up the leadership ladder. In January 2007, he became the Central Region Judiciary Local president and was re-elected last year.

He said that his biggest focus has been to enhance communication between the union and the members. "With 20 counties, people don't see you very often, so we need to find other ways to communicate," Lynskey said. "If people don't hear

things, they assume nothing's happening."

Those methods include an e-mail group that he has established with several hundred members throughout the region. He uses that group every few weeks to keep members aware of what's going on in the union. He also passes along information that he receives from CSEA headquarters and region office, and regularly posts that information on the local's website that he maintains.

Another way he reaches out to his members is with an ongoing series of informational lunches and dinners that he holds in every county, rotating through each of them every one or two years.

"We go and talk about the most recent happenings, and it gives the members a chance to ask questions and get answers, as well as meet representatives from their CSEA benefits," Lynskey said. "Geographically, we're so challenged. It's a chance to put a face with the representatives of CSEA. People want to see somebody from the union, and this is our opportunity to do that."

Under Lynskey's leadership, the local has also expanded its list of certified grievance representatives, adding 15 more activists to help represent their co-workers. He also uses technology to answer inquiries from his members more quickly. He has his e-mails forwarded to his mobile phone so that he can respond as quickly as possible. "Members don't want to wait three days for a response," he said. "All of our officers are very conscientious about responding."

Overall, Lynskey wants to keep his members



**Don Lynskey, shown here on the job in Oneida County Supreme Court, has worked hard to increase the local's communication with members.**

informed, educated and involved, promoting a sense of unionism.

"We want to remind the members that they're part of a bigger union family, and that's where the power and effectiveness comes in, through their involvement," he said.

— Mark M. Kotzin

## Mims is PEOPLE Recruiter of the Month

Ruby Mims of the Erie County Local in the Western Region is PEOPLE Recruiter for the month of December. She recruited 26 new PEOPLE members at the MVP level.

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.



Mims

**ALBION REACHES CONTRACT —** CSEA members in the Albion Central School Custodial Unit have reached a contract with management following three months of negotiations. Members and the school board ratified the agreement last month. The new contract begins in July ... **NEW OFFICES —** The SUNY at Syracuse



**TODAY**

Local, which represents SUNY Upstate Medical University Hospital workers, has moved its offices to a new location in the city. The new office is located at the Madison Towers, 60 Presidential Plaza, Room 207, with regular hours from 8 a.m. to 4 p.m. Monday to Friday.

## February CSEA calendar of events

### Long Island Region:

- Feb. 2-3: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Suffolk Educational Employees Local office, Medford
- Feb. 22; March 1, 8 & 15: **Skills for Success: Introduction to Spanish: Level 2**, Department of Motor Vehicles\*
- Feb. 23-24: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Long Island Region office, Commack

### Metropolitan Region:

- Feb. 9: **Skills for Success: Dealing With Stress**, CSEA Metropolitan Region office\*
- Feb. 9: **Skills for Success: Take Control of Your Time**, Metropolitan Transportation Council\*
- Feb. 9: **Skills for Success: Taming Your Tasks**, Metropolitan Transportation Council\*
- Feb. 9-10: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Metropolitan Region Office, Manhattan
- Feb. 10: **Skills for Success: Critical Thinking**, Department of Motor Vehicles\*
- Feb. 17: **Skills for Success: Managing Finances**, CSEA Metropolitan Region office\*

### Southern Region:

- Feb. 2: **Skills for Success: Critical Thinking**, Fishkill Correctional Facility\*
- Feb. 2-3: **Local Government Discipline: Representing Members in Interrogations Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Rockland County Local Office, New City
- Feb. 3: **Skills for Success: Organizing Your Writing**, Department of Labor\*
- Feb. 3: **Skills for Success: Writing for**

### Clarity, Department of Labor\*

- Feb. 3-4: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Westchester County Local Office, White Plains

### Capital Region:

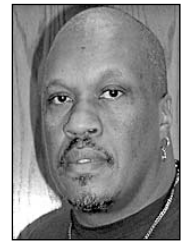
- Feb. 2: **Skills for Success: Take Control of Your Time**, Department of Civil Service\*
- Feb. 2: **Skills for Success: Taming Your Tasks**, Department of Civil Service\*
- Feb. 9: **Skills for Success: College Credit: Alternative Approaches and Ways to Save Money**, SUNY Albany\*
- Feb. 9: **Skills for Success: Using the Tuition Benefits Program**, SUNY Albany\*
- Feb. 9-10: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western Albany Airport Inn, Albany
- Feb. 9-10: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Plattsburgh Satellite Office, Plattsburgh
- Feb. 9-10: **Skills for Success: OSHA 10-Hour Construction**, Department of Correctional Services Training Academy\*
- Feb. 10: **Skills for Success: Control of Hazardous Energy (Lockout/Tagout)**, Department of Correctional Services Training Academy\*
- Feb. 10: **Skills for Success: Hazard Communication and the NYS "Right-to-Know" Law**, Department of Correctional Services Training Academy\*
- Feb. 10: **Skills for Success: Organizing Your Writing**, Department of Transportation\*
- Feb. 10: **Skills for Success: Writing for Clarity**, Department of Transportation\*
- Feb. 18: **Skills for Success: Dealing with Stress**, Department of Transportation\*

## Activist needs leave donations

Zachary "Gene" Holland, an activist at SUNY Downstate and former Metropolitan Region vice president, needs more leave time to recover from back surgery he had in late November. Holland, a 39-year member, is keeping a positive outlook despite his condition as well as that of his wife, who recently suffered a blood clot that caused partial paralysis.

"Aside from the outpouring of support from my brothers and sisters, I would be extremely grateful for any leave donations made on my behalf," said Holland. "I am blessed to have two daughters, my wife and a union family that has always been there for me. I know we'll get through this difficult period with your love, support and prayers."

Members may donate vacation leave to Holland. For more information on how to help, contact SUNY Downstate Local President Alva Watson for forms and questions at (718) 270-2414 or visit the Metropolitan Region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org).



Holland

- Feb. 23-24: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Queensbury Hotel, Glens Falls

### Central Region:

- Feb. 2-3: **Steward Workshop**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn Express, Horseheads
- Feb. 4: **Skills for Success: The Organized Secretary**, Greater Binghamton Health Center\*
- Feb. 5, 12, 19, & 26: **Skills for Success: Introduction to Spanish: Level 2**, Hutchings Psychiatric Center\*
- Feb. 6: **Steward Workshop**, Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 3:30 p.m., Oswego High School, Oswego
- Feb. 23: **Skills for Success: Critical Thinking**, CSEA Central Region Office\*
- Feb. 24: **Skills for Success: Conflict Resolution Skills: How to Be Your Own Mediator**, Central New York DDSO\*
- Feb. 24: **Skills for Success: Take Control of Your Time**, Broome DDSO\*
- Feb. 24: **Skills for Success: Taming Your Tasks**, Broome DDSO\*
- Feb. 27: **Local Government Discipline: Representing Members in Interrogations**

- Feb. 23-24: **Steward Workshop**, Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 3:30 p.m., Holiday Inn Downtown, Ithaca

### Western Region:

- Feb. 2-3: **Contract Negotiations II: Negotiations Team Training**, Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Western Region office, Amherst
- Feb. 17-18: **Skills for Success: Math Skills Builder: Level 1**, Buffalo Psychiatric Center\*
- Feb. 24: **Skills for Success: Dealing with Stress**, Buffalo Psychiatric Center\*

\* Learn more about Skills for Success courses by visiting the NYS & CSEA Partnership for Education and Training Web site at [www.nyscseapartnership.org](http://www.nyscseapartnership.org) or by calling 1-800-253-4332.

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](http://www.csealocal1000.org). Please note that additional events may be scheduled in your region, so check your region calendar page on the Web site.



# A Century of Service

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