



*See story, Page 3*



## Photo of the Month



CSEA Hudson Department of Public Works (DPW) equipment operator Skip Weed uses a cherry picker to hang 30-foot red, white and blue bunting on City Hall in preparation for the Hudson Flag Day Parade. The DPW members department also hung more than 100 American flags, cleaned streets, painted hydrants, trimmed trees and spruced up downtown in preparation for the parade. Meanwhile, CSEA members in Troy lent their support in helping the city successfully step off another Flag Day parade, a popular June attraction in the Capital Region.

### **PESH, CSEA investigating incident**

## CSEA member killed on job in Black River

BLACK RIVER — CSEA is investigating the death of a member killed while operating a piece of heavy equipment June 15.

Richard Parker, 51, of Dexter was killed when a road roller he was operating on a parks trail tipped over at a narrowing in the trail.

Parker was a member of the Black River Valley State Employees Local working in the Parks and Recreation Division. He was a seasonal employee since 2001.

“In times such as these, we realize how vulnerable we are and how much we depend on each other,” said CSEA President Danny Donohue, who extended the sympathies of all union members to Parker’s family.

The federal Occupational Safety and Health Administration and the state Public Employee Safety and Health office are investigating the incident, said Local President Fred Gerloff.

A chaplain was brought in to counsel workers who witnessed the fatality, Gerloff said.

## Niagara Unit turns up heat to save Mt. View

LOCKPORT — The fight to save Mt. View Health Facility, the Niagara County nursing home, continues as the CSEA Niagara County Employee Unit works to reverse county Legislature actions that could lead to selling or subcontracting the home.

The Niagara County Legislature voted to seek a request for proposals (RFP) for the sale of the 152-bed nursing home. The resolution also said procedures to close the facility will be undertaken if the nursing home is not sold within one year.

A recent rally at a previous legislature meeting brought out nearly 200 members and supporters, who marched for an hour before the session with signs and chants to “Save Mt. View.” Unit members brought their children, as did Mt. View residents’ families, and other CSEA members, and concerned residents, showing the community is strongly behind maintaining Mt. View as a county operation.

A CSEA telephone poll showed an overwhelming number of county residents think highly of Mt. View, and would consider placing loved ones there.

“Our telephone poll showed the citizens are behind us, but we have to keep showing the politicians,” said Fran Faery, unit president. “And we won’t stop as long as the county manager keeps pushing this as an option. They seem to be blind to the opinion of their constituents.”

The unit is keeping the issue before the public and county lawmakers through various media.

CSEA Labor Relations Specialist Candy Saxon recently appeared on a local call-in cable access program with Jim Galiuzza of the Area Labor Federation. They promoted Mt. View and the need for the public to let their representatives know they don’t want it sold or contracted out. Most callers expressed strong Mt. View support.

The unit also purchased a series of radio ads, with two relatives of Mt. View residents, who expressed their extreme satisfaction with the care their loved ones receive. The ads will run daily during drive time, until lawmakers meet to make a decision.

— Ron Wofford

### **Payroll dates for state bonus, increase set**

Eligible Executive Branch State employees will receive the negotiated \$800 bonus in their June 24, 2004 (Institutional Payroll) or June 30, 2004 (Administrative Payroll) paycheck.

The 2.5 percent (retroactive to April 1, 2004) negotiated salary increase will be reflected in the July 22, 2004 (Institutional Payroll) or July 28, 2004 (Administrative Payroll) paycheck.

### **CSEA President Danny Donohue to meet Central Region members Aug. 18**

CSEA President Danny Donohue will visit the CSEA Central Region office on Wednesday, Aug. 18 to meet with members.

The meetings will be held in the region office at 6595 Kirkville Road, East Syracuse.

Donohue will meet with union members from 1 to 7 p.m. Please call the Central Region office at (315) 433-0050 or (800) 559-7975 for an appointment and directions.

# Westchester members say 'yes'

WHITE PLAINS — Westchester County CSEA members gave a resounding "yes" to a contract proposal that resolves a 29-month fight.

County Unit members approved the measure by a 3:1 ratio and now await the county Legislature's vote.

"The terms are fair and equitable," Westchester County Unit President Jack McPhillips said. "This is a good contract that is fair to everyone."

CSEA President Danny Donohue, who joined union members for a November contract fight demonstration, praised the CSEA negotiating team for a "job well done."

"The solidarity shown by our

members made the difference," he said. "They persevered and that perseverance was rewarded by a contract that meets their needs."

Southern Region President Diane Hewitt expressed pride for the members' efforts through the lengthy and at times bitter bargaining period.

"It's been a long and difficult fight," she said. "But our members stood together for a fair and equitable agreement."

Westchester Local 860 President Gary Conley also praised the agreement.

Contract talks had begun in August 2001 and were moving in a positive direction until the terrorist attacks of Sept. 11, 2001.

"Any positive track that we had been on came to a screeching halt after that tragic event," CSEA Labor Relations Specialist Donald Partrick, who served as the union's lead negotiator, said. "Then, for months, we heard constantly of an economic tailspin."

That tailspin led to an expired agreement and two years of stalemate at the negotiating table between CSEA and Westchester County. The union was offered contract packages filled with



Westchester County members demonstrate for a fair contract earlier this year.

givebacks as the county — and its employees — grappled with budget difficulties that led to threats of contracting out and layoffs.

When the tentative pact was reached, the union and the county

had been in fact-finding after attempts at mediation were exhausted. But McPhillips and the negotiating team were determined to fight back.

"When we began negotiations," he said, "we wanted three things in our agreement — no bonuses, no zeroes (percent raises) and no employee health insurance contribution. Every package that we were offered until this year contained at least one of those items that we didn't want. Rather than back down and accept a package that we didn't want, we chose to stick it out."

The members' desire to fight back led to numerous events that included demonstrations in front of county facilities and in county officials' neighborhoods and a strong political action effort aimed at county lawmakers.

The four-year agreement is fully retroactive to Jan. 1, 2002. Terms within the agreement include raises in every year, significant increases to employee longevity payments and improvements to the optical and dental health care plans.

— Story and Page 1 photo by Janice Marra

**For the first time, Westchester County employees represented by CSEA will have the opportunity to join the PEOPLE program through payroll deduction. The contract also includes increased limits for employee tuition reimbursement.**

## CSEA pushes change at Nassau Health

COMMACK — Givebacks may soon have a different meaning to Richard Turan.

The former CEO of the Nassau Health Care Corp. demanded outrageous givebacks from CSEA as the price of a new contract. The unit is at impasse, and has been without a new contract since December 2002.

But now Turan may have to give back his hefty raise.

He's already given up his job.

CSEA assailed Turan after he secretly gave himself a \$125,000 raise, while at the same time laying off clerks, custodians and physicians at Nassau University Medical Center, A. Holly Patterson Extended Care Facility and the community health clinics, all CSEA-represented facilities that serve the needs of Nassau County residents.

Within days of Turan's

resignation, the ripples CSEA set in motion continued. State Comptroller Alan Hevesi launched a probe into the legality of Turan's raise, which the NHCC Board of Directors claims it never authorized. Shortly after that, a Nassau County Legislator publicly called for Turan to give the money back. Turan said the cutbacks were necessary due to financial troubles at the health care corporation.

CSEA had already been marching in the streets and working through political channels for months trying to rally support to save jobs and the health care centers. But Turan's pay raise was unacceptable.

"This was an amazing one-two punch from CSEA to bring about long overdue change," said CSEA Statewide President Danny Donohue. On the heels of the pay

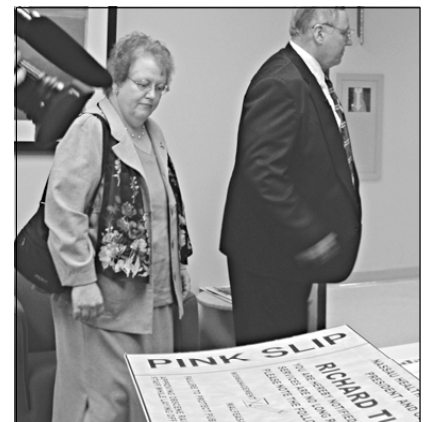
raise revelation, Long Island Region President LaMorte went to the media, calling for Turan's resignation. Waving a pink slip that said *Turan Must Go*, LaMorte stood before the TV cameras and expressed his outrage, garnering coverage in *Newsday*, the *New York Times* and Long Island News 12.

That was followed by the delivery of a symbolic pink slip by CSEA's Nassau County Local leaders.

"Every day Turan stays on the job, he brings this medical facility closer to flat lining!" said LaMorte. "It's time for him to go!"

Turan also boosted the salaries of other hospital big wigs by as much as \$280,000 each, and spent \$12 million on consultants to help him in his job.

"We weren't keen on Turan when he was first hired, because he had no prior health care experience.



CSEA Nassau County Local President Jane D'Amico and NUMC Local President George Walsh leave NHCC CEO Richard Turan's office after leaving a mock pink slip.

But we thought he should get a chance to do the job. It turned out he was doing a job on every taxpayer and every worker in those facilities!" said Nassau County Local President Jane D'Amico.

— Rachel Langert



# THE WORK FORCE

ISSN 1522-1091

Official publication of  
CSEA Local 1000, AFSCME, AFL-CIO  
143 Washington Ave.  
Albany, NY 12210-2303  
Danny Donohue, President

STEPHEN A. MADARASZ  
Communications Director & Publisher  
STANLEY HORNAK  
Deputy Director of Communications  
LOU HMIELESKI  
Executive Editor  
AMY SCHARF  
Associate Editor  
CATHLEEN FEBRAIO  
Graphic Production Specialist  
JANICE M. KUCKAR  
Graphic Production Specialist  
BETH McINTYRE  
Communications Assistant

*The Work Force* (USPS 0445-010) is published monthly by The CSEA Publication Office: 143 Washington Ave., Albany, NY 12210. Periodical Mail Postage paid at Post Office, Albany, New York 12288.

**Postmaster: Send address changes to:  
CSEA, Attn: Membership Department,  
143 Washington Ave., Albany, NY 12210.  
CSEA on-line: The CSEA website  
can be accessed at [www.csealocal1000.org](http://www.csealocal1000.org)**

#### Readers:

Send any comments, complaints, suggestions or ideas to:  
Publisher, *The Work Force*, 143 Washington Avenue,  
Albany, NY 12210-2303.

#### COMMUNICATIONS ASSOCIATES

RACHEL LANGERT	Long Island Region (631) 462-0030
DAVID GALARZA	Metropolitan Region (212) 406-2156
JANICE MARRA	Southern Region (845) 831-1000
THERESE ASSALIAN	Capital Region (518) 785-4400
MARK M. KOTZIN	Central Region (315) 433-0050
RON WOFFORD	Western Region (716) 886-0391
ED MOLITOR	Headquarters (518) 257-1272

#### The Publications Committee

LONG ISLAND REGION *Jane D'Amico*  
METROPOLITAN REGION *Abraham Benjamin*  
SOUTHERN REGION *Robert Lorenc*  
CAPITAL REGION *Helen Fishedick*  
CENTRAL REGION *Bruce Damalt, Chair*  
WESTERN REGION *Mary Jo Tubbs*

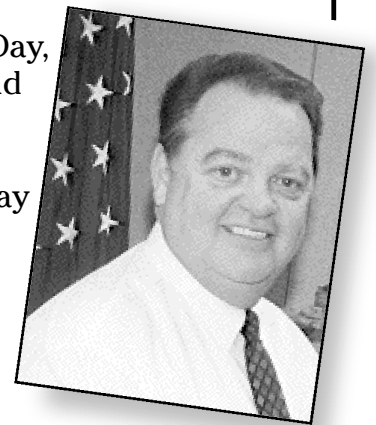


## IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

### Let's celebrate our freedom in July and protect it in November

As we celebrate our nation's Independence Day, it's a good time to consider our liberties and the responsibility of being Americans.

Union members know we have to fight every day to preserve the rights, benefits and hard-won gains that we have in our contracts. More than ever before we cannot take those for granted because the very right to belong to a union is under increasing attack in this great country of ours. We also have to fight for our American freedoms because democracy is a precious thing that should never be taken for granted.



More than 200 years ago, Americans rose up against tyranny and established a new nation unlike anything before. It was founded on the principles of freedom and equality with a bill of rights to protect all citizens.

Today, we face the ugly reality of individuals and groups who seek to deny those rights and freedoms in the name of some misguided patriotism and corporate dominance.

CSEA members clearly know what is at stake in this election year. That was evidenced in programs at our recent state, local government and private sector workshops that used the exercise of creating television ads about the important issues affecting working Americans. It was an impressive display of smarts and creativity and all of the participants are to be congratulated for their efforts (*See story Page 11*).

The homemade ads hammered away at the challenges we face in provocative, entertaining and thoughtful ways. But the central truth in all the ads came through loud and clear: As Americans we all have the power to make a difference at election time. It's up to each of us to use that power by registering and voting.

*Danny*



# Workers, residents fight to keep Oswego County nursing home open

FULTON — CSEA members at Oswego County's Andrew Michaud Nursing Home are fighting to retain the standard of care they provide, as the county considers selling the nursing home to the highest bidder.

An activist team is meeting regularly with union staff and elected officers to develop a strategic campaign to raise community awareness and let elected officials know people oppose the sale.

The county Legislature's Health Committee voted recently in favor of selling the home. CSEA is planning a rally for July 14 outside the County Office Building in Oswego opposing the sale before the legislature votes on the measure on July 15.

Helping activists lead their fight are the facility's residents, who actively oppose the proposed sale.

"None of us like it. These girls are like family to me. They really are. We don't want it sold ... we don't know what will happen to us," said resident Barb Lyon, who serves as Resident Council president.

Certified Nursing Assistant Samantha Francis said the quality of care they provide is the best. "No one else will take as good care of the residents as we do," she said emphatically.

Physical Therapy Aide Mary Trude is fighting on two fronts. She's fighting as an employee with 29 years of service, and on behalf of her father, a resident at the home.

"The legislators want to sell this place, but the people don't. A lot of our residents are very upset. The majority of the people want this place to remain with the county because they're happy with the care we



**Certified Nursing Assistants Samantha Francis, left, and Mindy Wallace, right, spend time with resident Barb Lyon.**

provide. We're all family here."

Trude has already been active fighting for the home, gathering more than five pages of signatures on petitions.

"It's very personal. My mother had been at a private home, and that place was awful. These people deserve a place like Michaud that gives such good care."

Resident Roxanne Stuart, who's lived at the home for 11 years, wrote a passionate letter to county legislators begging them to keep the home public. She fears a private sale would lead to her losing her private room and possibly her independence.

"I wish they wouldn't sell it. It's my home ... my whole life. They've given me a whole new life here," she said tearfully. "I'm afraid of losing the girls because they may have to drop to minimum wage or lose their health insurance or

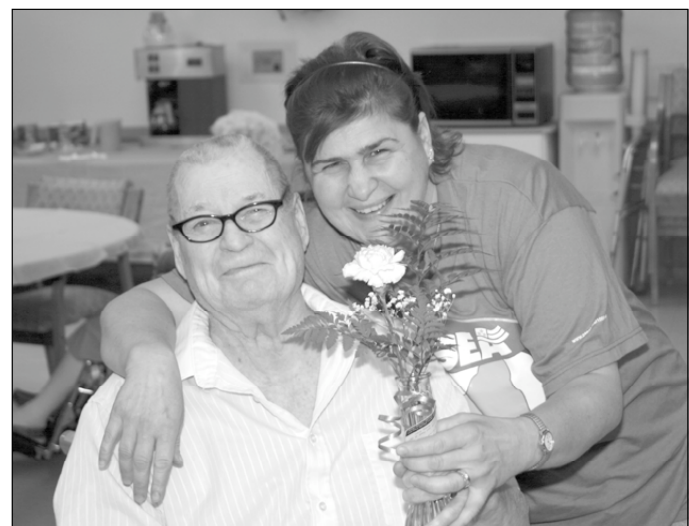
their retirement. If (privatizing meant) they cut back on physical therapy or activities, I wouldn't be able to do anything. I wouldn't be happy."

The union is working on an advertising campaign and other means of taking message public. Recently, it's workers handed out flowers to all the residents on Mother's Day to remind them that they cared for them like family.

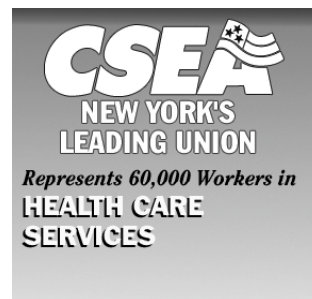
"We're going to fight like hell to keep the great quality of care we currently have in Oswego," said CSEA Central Region President Jim Moore.

"Our members really do provide loving care for these people," said CSEA Unit President Bill Reed. "We're going to put up a strong fight to maintain that."

— Mark M. Kotzin

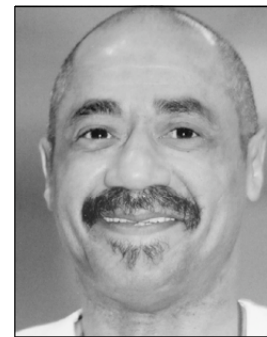


**Resident Steve Diak gets a hug from Housekeeper Connie Monroe as she gives him a flower on Mother's Day.**



**"We're gonna fight like hell to keep the great quality of care we currently have here in Oswego."**

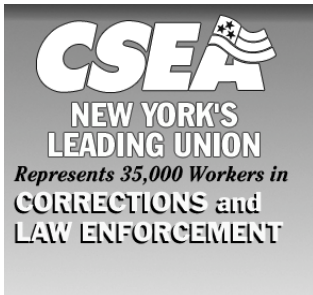
**CSEA** *Voices*



**"Only through unity can we fight Medicaid and health care cuts, and fight all the union-busting efforts being mounted against working people."**

— Joe Jones, 30-year CSEA member, painter, Roswell Park Cancer Institute





**“Every person who attends the conference has the opportunity to get in front of the microphone and ask a question or make a point.”**

## DOCS conference lays out issues

LAKE PLACID — CSEA members working in corrections from across the state recently held their statewide workshop to discuss issues affecting them on the job and attend sessions to help them advance their careers.



**Mumma**

“The DOCS Conference was a huge success,” said Christine Mumma, Statewide Labor Management Committee for Corrections chair. “The conference continues

to meet our members’ needs.”

The conference is a testament to the effectiveness of labor and management working together to resolve issues. Prison management from the statewide commissioner of corrections, assistant commissioners and key management staff, attend the conference and participate in a question and answer forum.

“Every person who attends the conference has the opportunity to get in front of the microphone and ask a

question or make a point,” said Mumma. “It gives us the opportunity to let them know of issues that they may or may not be aware of. Management listens and responds.”

In addition to the Q&A panel, the conference also focused on workshops that are affecting CSEA members. One such topic is dealing with term service contracts.

“Correctional facilities are seeing an increase in term service contracts,” said Mumma. “The facility will contract with a private company for a specific job such as

installing a boiler or putting in fans when that same job could be completed by a CSEA maintenance member,” said Mumma.

“I encouraged Chris to put together a subcommittee and workshop on term service contracts,” said CSEA President Danny Donohue, who attended the DOCS conference. “The trend is of growing concern. The conference is a perfect way to find out what other facilities are encountering and start addressing the issue.”

— Amy Scharf

## Court system contract timetable set

ALBANY — CSEA members in the United Court System will be receiving ballots soon to vote on a tentative contract agreement with the state.

Ballots were to be mailed June 18. Each ballot parcel includes a ballot, fact sheet, contract language, a secret ballot envelope and postage-paid return envelope.

Replacement ballots are available by calling (800) 342-4146, ext 1279 or (518) 257-1279 on June 28.

The deadline to return ballots is 5 p.m. on July 12. Ballots will be counted and results announced on July 13. Results will be posted on [www.csealocal1000.org](http://www.csealocal1000.org).

Legislation needed to implement the new four-year contract has been introduced in the Senate and Assembly.

The new agreement provides salary increases and bonuses similar to the ratified state contract.

Court employees represented by CSEA will enjoy the same

health insurance benefits as their brothers and sisters in CSEA’s Executive Branch units as well. They will also have a new form of Health Option Program, similar to the Productivity Enhancement Program in the Executive Branch, in which employees at or below Grade 16 can trade in three vacation days a year for a \$400 deduction in health insurance premiums.

Besides the increases in other benefits mentioned last month, the tentative contract provides more money for a child care/elder care benefit; an increase from 165 to 200 in the number of accrued sick leave days which can be used to increase retirement service credit; improvements in the use of sick leave for family illness; separate articles on seniority and safety and health; additional protections from overly hot or cold workplace temperatures; increased UCS contributions to the CSEA Employee Benefit Fund although



**Nassau County Supreme Court CSEA member Arnold Cohen, a 54-year court reporter, has recorded up to 280 words per minute in his career. Cohen and his colleagues will soon be voting on a new United Court System contract.**

there will be a reduction in current EBF benefits in order to stay within these contribution amounts.

## CSEA Voices



**“Unions protect our rights and benefits for each of us so we cannot be divided.”**

— Dimitar Dintcheff, 18-year CSEA member, lab animal services attendant, Roswell Park Cancer Institute.



# Liquidation workers demand fairness

MANHATTAN — Management may be playing the name game, but CSEA members working at the New York State Insurance Department Liquidation Bureau know who they are and are proud of it: public employees.

As such, they are demanding a new contract, after working more than a year without one and an end to costly outsourcing and the proliferation of high paying, unnecessary management jobs.

The Insurance Department's Liquidation Bureau Local negotiates its own contract with the state and does not fall under the Executive Branch contract, which recently was ratified.

"A lot of us are disturbed about our salaries," said Denton Perkins, a senior claims examiner and CSEA member for 18 years.

"We are doing a lot more with fewer staff and yet, while they are telling us there is a job freeze and there is no money for raises, they are bringing in higher level people and paying them top salaries," Perkins said.

## Comptroller's employees kicked out

The NYS Insurance Department Liquidation Bureau, which takes over and administers a failed insurance company's assets and pays claims, made

headlines in March when four auditors from the State Comptroller's Office were kicked out of its New York City office. Officials at the Bureau claimed it was a private entity not subject to state scrutiny.

Management at the bureau went as far as instructing employees that the agency's name had changed from "New York State Insurance Department Liquidation Bureau" to "New York Liquidation Bureau." Stationery with the new name was also ordered.

During that time, State Comptroller Alan Hevesi stated: "The Liquidation Bureau claims it is not a state agency and not subject to our audit authority. That's absurd. The bureau is part of the State Insurance Department. The head of the Insurance Department is automatically the head of the Liquidation Bureau."

## Public employees tell it like it is

Local CSEA activists at the Liquidation Bureau recently created and circulated a flier explaining that while management has attempted to change the name of the agency on paper, its employees remain New York state public workers.

The flier went on to cite three rulings by the New York State Public Employment Relations



Phil Cannon, left, CSEA local president at the New York State Insurance Department Liquidation Bureau, speaks with Local Vice President Scott Lowman during a recent Liquidation Bureau membership meeting.

Board (PERB), the NYS Supreme Court and the Appellate Division of the Supreme Court to back this fact.

The last time the Liquidation Bureau was audited in 1998, it was faulted by former State Comptroller H. Carl McCall for operating without internal controls and for contracting legal and consulting services without a competitive bid process.

At press time the bureau was being audited.

## Outsourcing and job security

"Outsourcing will be the demise of us," warned Peggy Moynihan, a senior claims examiner and an 18-year CSEA member. "I think everybody should be focusing on job security. What good is it to finally get a raise but then have no job?"

Moynihan said public workers often train temporary workers who then go on to do the same work for private employers that have contracts with the bureau.

"The public employees that are now doing the work are extremely competent individuals who have come to work here from private industry with years of experience," said Moynihan.

After several delays there are now four negotiating contract sessions scheduled for July.

"I'm looking forward to a productive dialogue that will result in a fair and dignified contract that will secure our jobs, increase wages and improve benefits," said Local President Phil Cannon.

— David Galarza



**"The public employees that are now doing the work are extremely competent individuals who have come to work here from private industry with years of experience."**

## CSEA Voices



**"I like having the union information day. I think it's very important to be informed. It helps protect your job and your rights."**

— Sally Bronson, real property clerk, Cayuga County Treasurer's Office





# DOT garage safer, smarter

**“Everyone realized that we need to work smarter, not harder, and now we can.”**

JAMESVILLE — For CSEA members at the Onondaga County Department of Transportation, it's like someone put their work area on fast-forward, jumping from an old, outdated and unsafe highway maintenance garage, to a new, high-tech, state-of-the-art workplace that puts worker safety, comfort and productivity first. It's a win-win situation for all involved, and it came about as a result of classic labor-management cooperation.

“They moved into the modern age and they did it very well,” said CSEA Onondaga DOT Unit President Miles Neugent. “They went from about 1960 to 2005.”

Neugent and crew all agree the garage is leaps and bounds ahead of where they were. Workers praise the bright lighting and well-heated buildings,

in sharp contrast to the older buildings that were at best described as gloomy and cold. Now the floors are heated in the mechanics' bay, which melts snow and slush so maintenance workers are no longer standing ankle-deep as they work on snowplows.

The facility's redesign began in 1998 after several buildings at the nine-building complex were damaged in a storm the year before. The buildings, built in the 1940s, were in desperate need of updating and repair, and the county decided it would be better to build a new facility.

The county spent more than a year planning the changes and gathered groups of workers together to get their input on what features would be most beneficial.

CSEA DOT member and maintenance worker Jim



CSEA tire service mechanic Tim Bloodgood mounts a tire on a rim, which previously had to be done at a facility miles away.

Hale worked with the project manager to coordinate timing of construction and helped destroy some of the old buildings. “I took them out with a track hoe,” he said. “That was the fun part.”

The redesigned garage, which took several years to complete, is much more efficient from the lighting and heating systems to the placement of needed tools and supplies. “Everything's right there where they need it. There's no more running to get anything,” Hale said.

As the garage's main carpenter, he is also pleased with his shop's new dust-collection system. Previously, he had to wear a mask to eliminate any health hazard from sawdust. Now the dust is vacuumed up and he is mask free.

For CSEA member and storekeeper Leo Kogut, who controls the garage's parts and supplies inventory, his newer workplace is full of efficiencies from the new computerized cataloging system to a well-organized shelving system, fax machine and second-floor stock room with its own

freight elevator.

“We've come 100 percent forward from where we were,” Kogut said. “It's light years ahead.”

Paul Victory, a heavy equipment operator with 23 years of service was part of the brainstorming team that first put together ideas for the garage. “It was definitely a team effort. We just threw out ideas on the table from our experience,” he said.

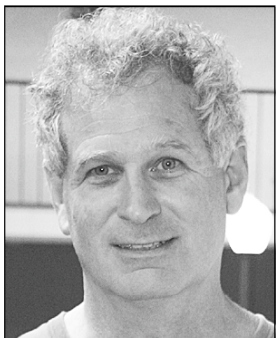
Victory said that many of the changes enhance safety as well as productivity. “With the equipment we're dealing with, it doesn't take a big mistake for someone to get hurt.”

Victory and others credit the collaboration with management for leading to a workplace that is more like a showplace.

“Through the process, the cooperation was the big thing,” Victory said. “Everyone realized that we need to work smarter, not harder, and now we can.”

— Mark M. Kotzin

## CSEA Voices



**“I think my union brothers and sisters should do everything in their powers to get George W. Bush out of office.”**

— Jon Ryan, bus driver, Southern Cayuga School District



CSEA member and heavy equipment mechanic Paul Victory stands under a truck on a new hydraulic lift. The truck previously could have only been put on a ramp to repair.



# Fighting for fair contract

AVON — The 45-member Avon Schools Unit, seeking their first contract as part of CSEA, formed a huge picket line at the recent school board budget meeting to show their displeasure with slow, and contentious negotiations.

The unit carried signs calling for fairness in a new contract and support for the support staff. Picketers blasted the district's negotiating stance which denies workers the same disciplinary procedure in a new contract that its teachers enjoy and other basic employee rights.

The unit joined CSEA three years ago, but has been under the contract of their former independent association. The district was ordered into negotiations by PERB in November 2003. The unit declared impasse, and is awaiting PERB appointment of a mediator.

"These members deserve a fair, decent wage so they can make a decent living," said Western Region President Flo Tripi. "Many of them couldn't be here today, because they are working a second job. These are the people that keep this



It's "Avon calling" for a fair contract outside the school budget meeting.

school district working." "We are here for a fair contract, and we want to be listened to," said Unit President Kim Giambra.

"The administration has not listened and has put up a stone wall."

— Ron Wofford



**"We are here for a fair contract and we want to be listened to."**

# CSEA members tighten belts

CORTLAND — Like workers at many SUNY campuses throughout the state, some CSEA members at SUNY Cortland have had to "tighten their belts."

Unlike other campuses where it's done figuratively to save money, at Cortland they're literally tightening their belts because of the weight they've lost, thanks to a new benefit sponsored by their Employee Assistance Program (EAP), the college and the CSEA Local.

Earlier this year, EAP representatives approached campus unions and asked if they would offer a new wellness benefit for members by paying a portion of the fees for those who successfully completed a new on-campus Weight Watchers program. CSEA was the only union that took them up on the offer.



CSEA members Marie Blanden, left, and Deborah Williams, right, show off the inches they've lost.

Now, the first group of 15 CSEA members has finished their 16-week weight loss program with great results. Along with 15 other campus workers, the whole group shed more than 400 pounds combined.

"We're big losers," beamed CSEA member Deborah Williams, a secretary in the college's Communications Studies Department, who lost 22 pounds in the 16 weeks.

Under the EAP program, Williams and

her co-workers joined the weight loss program and attended one-hour weekly meetings on campus to learn about better and healthier eating habits and to monitor their progress.

The union local reimbursed half of the program's \$159 cost to the workers who completed the program and didn't have more than one unexcused absence.

Marie Blanden, a secretary in the Office of

the Vice President for Student Affairs, lost 26 pounds on the program. "It was definitely an incentive that the union was willing to pay half," said Blanden.

For CSEA SUNY Cortland Local President Charlotte Plunkett, helping to sponsor the program seemed like a great benefit to members. "It's important to offer help so members can live healthier," said Plunkett, "And, it was one way for us to give back to the membership," she said.

The debut program was so successful that the college and the union are bringing it back this summer. The college is looking at offering release time for employees to attend. The union will continue to offer the reimbursement for workers who want to enter the program for the first time.

— Mark M. Kotzin

## CSEA Voices



**"Your union can help you in any discrepancies with your boss. Your union will back you up."**

— Priscilla Davis, one-year CSEA member, housekeeper, Roswell Park Cancer Institute



# INSIDE THE WORK FORCE

## Workshops motivate activists



CSEA President Danny Donohue addresses the dinner crowd before presenting the Mission Achievement Awards.

He echoed the point two weeks later at the Irving Flaumenbaum Local Government Workshop in Albany.

**November election critical**  
Touching on the critical November election, Donohue said at the Irving Flaumenbaum Memorial Local Government and Private Sector Workshop, "Our biggest battle will be in the months ahead up to November and the most important presidential election we have ever faced."

### Mock TV ads score high ratings

One of the most widely received sessions at the workshops was "CSEA Votes 2004," which gave members the opportunity to record mock television ads on the importance of voting this fall. (See accompanying article.)

And while the state contract and several major local government contract fights have been settled, there are still significant battles to fight in New York.

"Our public health care system is on life support and the governor's foot is tangled up in the plug," CSEA President Danny Donohue said at the Thomas H. McDonough Memorial State Workshop in Lake Placid.



### Mission Achievement Winners

CSEA also awarded the State, Local and Private Sector Mission Achievement Awards, which were won by Colleen Wheaton of SUNY Purchase, William Riccaldo of Rockland County and Maria Mach, Brian Franciolo and Michele Kusmuk, president, vice president and treasurer of Food Service at SUNY New Paltz, which joined CSEA last year. (See story, Page 15)

Other sessions at both workshops included pre-retirement advice, information on member benefits, dangers found in common cleaning chemicals, public relations in contract campaigns, organizing through card-check neutrality, and a Central Labor Council delegates' forum.



CSEA members gained valuable information on member benefits at the workshops.

### The Thomas H. McDonough Memorial State Workshop

CSEA's annual State Division Workshop is named in memory of Thomas H. McDonough, a longtime statewide leader of the union who passed away in 1983.

McDonough, an employee of the State Department of Motor Vehicles in Albany, held numerous CSEA positions throughout his decades of service. He was the union's executive vice president at the time of his death.

### The Irving Flaumenbaum Memorial Workshop

CSEA's annual Local Government and Private Sector Divisions Workshop is named in memory of Irving Flaumenbaum, a longtime statewide leader of the union who passed away in 1980.

Flaumenbaum, an employee of Nassau County, held numerous CSEA positions throughout more than 30 years of activism, including AFSCME international vice president. He was Long Island Region president at the time of his death.



"Rich Fat Cats" comically portrayed Halliburton, pharmaceutical companies and big business exchanging cash contributions in return for political favors. Shown here, Wanda Simmons and Robert Poirier laugh during filming.



"Bush It" demonstrated the devastating blows American workers have suffered under the current administration. Questions posed about out-of-work families were answered with the cast sneezing "Bush It" in reply. Eileen Johnston voiced her concerns at the mock unemployment office.

CSEA cast members showed the plight of the more than 9 million workers who are out of work in "Re-Defeat Bush." This out of work firefighter, played by Gary Steckler, had only a toy truck left from his days on the job.

## CSEA Votes 2004

CSEA members at the State, Local Government and Private Sector Workshops let the cameras roll in an interactive session focusing on issues facing working families in the coming presidential election.

The results were astounding. The session was aimed at letting union members figure out the issues in the upcoming election, rather than be told what the issues are. That appeared to be the easy part.

Broken into small groups, participants were told to write scripts for a one-minute political advertisement. Props were made available, portable cameras were handed out, and everyone was told to have their tapes back by 6 p.m. — the workshop began at 1:30 p.m.

Some groups wandered no further than their hotel lobbies. In one case, a flushing toilet was used to not-so-subtly illustrate the direction in which the country is headed. Other groups hopped in cars and took advantage of their surroundings in Lake Placid and Albany, filming at gas stations, cemeteries, school buildings and elsewhere.

"All the commercials were incredibly creative," said CSEA Executive Vice President Mary Sullivan. "It was impressive to see how our members took hold of the task and presented the issues in a very relevant and often moving way. This workshop is definitely one they'll remember."

Download an order form to order videos at: <http://www.csealocal1000.org>.



In the "No Carbs" commercial, rich oil company executives received big bucks while American workers barely got pennies. In this clip, Mark Patterson is shown handing over some money.



From losing their homes to losing their loved ones, "Changing Times" gave a dark portrayal of the economic and emotional impact of the misguided policies surrounding working Americans. In the above scene, Irene Murry sadly puts up a "for sale" sign.



# Learning confined spaces' in and out

LLOYD — More than 20 CSEA town members recently learned it takes teamwork and knowledge to successfully work in confined spaces, during a two-day training session.

Trainers from AFSCME presented the program to teach how to safely work in confined space situations. The training was free to the workers through a federal grant administered through the Environmental Protection Agency's National Institute for Environmental Health Sciences.

Confined spaces such as manholes, storage tanks and pumping stations can present unique rescue challenges. Some manholes are 20 feet deep and narrow in diameter.

## Potential dangers

Work assignments in such areas are potentially dangerous because there can be a lack of oxygen, physical hazards, and toxic chemicals such as carbon monoxide, methane and hydrogen sulfide. CSEA members who work in confined-space settings include those who work on street and highway crews, utility crews, wastewater treatment plants, water departments and public works departments.

AFSCME Occupational Safety and Health Specialist Diane Brown, one of the program's two presenters, said the program emphasizes hands-on training.

"We teach workers to do all kinds of exercises both inside the classroom and in practice," she said. "To pass the course,

you have to be able to perform the tasks because we use a performance-based standard. All the training that we do not only emphasizes safety, but union building. These workers learn to look out for each other."

Employees who work in confined spaces are often unaware of the risks they will face within each space, Brown said.

"This training helps them have the knowledge that they need," she said.

## Teamwork

Teamwork in completing confined space tasks is another training benefit. One worker completes an entry permit before the task if the space contains any potential hazards, while other employees set up equipment for the worker who will enter the space.

The crew takes readings for oxygen and other compound levels before the worker enters the space. While enclosed, the worker is closely monitored by an entry supervisor and an attendant in case there is a need for assistance. When the task is completed, the worker is lifted out of the confined space by the entry supervisor and the attendant.

Robert Werner, an 18-year CSEA member and machine equipment operator for the town's highway department, is glad to have received the training.

"I've learned how to take someone out of manholes," he said. "I will now be able to help out in case something happens."

Tom Marion, a four-year



**Town of Lloyd workers practice a confined space rescue, giving them critical knowledge that can help save lives on the job.**

CSEA member and working supervisor at the Highway Department, entered a manhole during a training exercise.

"There's more to the training than you would think," he said.

## Job situations

Wes Monica, a 17-year CSEA member and a senior operator at the town's wastewater treatment plant, often enters confined spaces to complete his job.

"Having this training is important for safety," he said. "There are toxic gases in some of these areas that could kill you quickly, so it's good to know how to protect ourselves from the hazards."

Brown said while many public employers from across the country have been slower to adapt confined space safety measures than their private-sector counterparts, New York state is well ahead of the curve because of the state's PESH Act, which governs public employees' health and safety on the job.

But Brown noted there is a long way to go to keep workers safe on the job.

"Some employers simply want the workers to do the job," she said. "But, safety doesn't take more time — it saves time."

— Janice Marra



## Safety and Health Information

Access a wealth of occupational safety and health information at [http://www.csealocal1000.org/osh/osh\\_pubs.php](http://www.csealocal1000.org/osh/osh_pubs.php), where you can download CSEA's popular safety and health booklets.



# Back from Iraq, with job waiting

LATHAM — CSEA Capital Region labor relations specialist Jeff Yeaw recently returned to work after 15 months of active duty in Iraq. Yeaw is relieved to be home and has settled back into the routine of work and family life.

Unfortunately, some reservists return to their jobs with a different kind of battle on their hands. Although federal laws mandate that active-duty personnel get special consideration when it comes to their jobs and financial obligations, some employers and creditors don't always follow the rules.

"We are extremely proud of Jeff and the service he completed in Iraq," said CSEA

President Danny Donohue. "CSEA made sure Jeff knew he would be welcomed back," Donohue said.

## Service to his country

Yeaw, a colonel in the Army Reserve's 308<sup>th</sup> Civil Affairs Brigade, was assigned to run the Humanitarian Activities Coordination Center (HACC). The HACC was responsible for bridge replacement, repair of hundreds of schools as well as water sanitation and purification.

Based 50 miles north of Baghdad in a former Iraqi

air base turned into an air and ground support center, Yeaw said accommodations were Spartan — a sea of tents and buildings. Desert heat of 120

degrees competed with occasional rocket assaults in an inhospitable contest.

Almost weekly, Yeaw would travel to Baghdad to meet with non-governmental organizations, primarily relief agencies, which assisted in the construction efforts. On route to Baghdad there was the constant threat of encountering booby traps and bombs.

## Family and friends back home

Maintaining relationships with family and friends back home was also a focus of Yeaw's time in Iraq. When he wasn't traveling, Yeaw would wake up at 4 a.m. and log on to a computer for a real-time chat with his wife Elizabeth. While in Iraq, Yeaw missed his first wedding anniversary, birthdays, and holidays.



CSEA Labor Relations Specialist Jeff Yeaw (middle) with Sheik Sahib and a translator in Northern Iraq.

Several CSEA staff members also kept in contact with Yeaw via e-mail. "It was great to hear from my colleagues at CSEA," said Yeaw. "They were also kind enough to send two boxes of needed supplies that were a pleasant reminder of home."

Both Yeaw and CSEA are happy he is back on the job. "It was a relief to not have to worry about

my job while I was away," said Yeaw. Although an LRS's work can be difficult at times, Yeaw joked: "It's a lot less stressful reporting to work and not being shot at every day."

— Therese Assalian and Amy Scharf



# Union members build community spirit



Toni McKenzie, a Dutchess County CSEA member paints a railing as part of the "Rebuilding Together" program.

POUGHKEEPSIE — CSEA members employed by Dutchess County recently gave an old home some new life through a community renovation project.

About 25 members of the CSEA's Dutchess County Unit, along with some family members and union staff, "adopted" a Town of Poughkeepsie house to make repairs and renovations through the organization "Rebuilding Together" program.

"Rebuilding Together" is a national program in

which volunteers from all types of professional and personal backgrounds rehabilitate low-income homes and communities. The program has local affiliates throughout the United States, including 13 in New York.

Many of the homeowners who benefit from the program are senior citizens, persons with disabilities or families with children who meet income eligibility requirements set by the U.S.

Department of Housing and Urban Development.

In the Dutchess County affiliate, more than 700 volunteers complete repairs on about 20 homes each year.

Most of the repairs and renovations are completed during the program's National Rebuilding Day, held on the last Saturday in April, in which volunteers complete renovations to the houses' fixtures and essential repairs.

CSEA volunteers gave their adopted house fresh coats of paint and made structural, electrical and plumbing

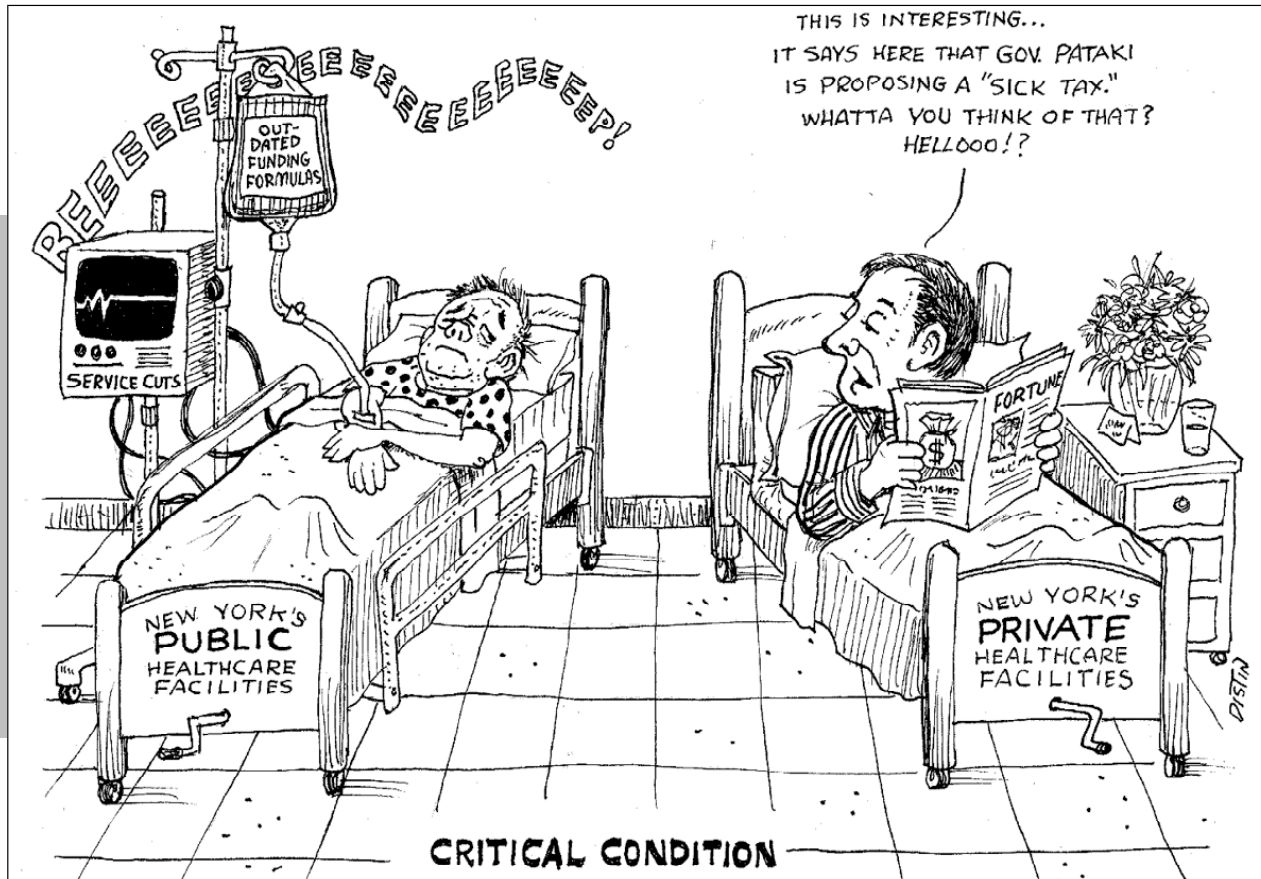
repairs, among other duties.

Dutchess County Unit and Local President Lizabeth Piraino, who served as one of the volunteers, said CSEA members were happy to give their time to helping a neighbor.

"The union believes in giving back to our community," she said. "Our members wanted to give back as a group, so we decided to work together as a way to improve our community."

— Janice Marra





## 60 years ago ...

In 1944, Clifford C. Shoro became the 14th president of CSEA following the sudden death of president Harold J. Fisher. According to the *Civil Service Leader*, "He (Fisher) was often chained to his desk long after others had departed for the day. Then he would join some association group until late in the night in an effort to work out the problems of the employees."

President Fisher's administration was designed to maximize the effectiveness of the CSEA organization. His eight-point program was designed to benefit all members of CSEA. During his term, arrangements were completed to supply "The Civil Service Leader" weekly newspaper to all CSEA members.

Clifford C. Shoro was president for one year. He announced on Aug. 28, 1945, that he would not run for re-election, because of the burden of work in the reorganization of the state Health Department, of which he was the chief finance officer.



Harold J. Fisher



Clifford C. Shoro

## Also in 1944 ...

- \* June 6th-D-Day; allied invasion of Normandy begins.
- \* Gas chambers at Auschwitz and Stutthof are destroyed.
- \* The American Broadcasting Co. (ABC) is formed.
- \* The Academy Award for best picture went to *Casablanca*.
- \* Franklin D. Roosevelt wins re-election over Republican challenger Thomas E. Dewey to become the only U.S. president to be elected to a fourth term.
- \* Byron Nelson wins a record 11 consecutive open titles on the PGA golf tour.
- \* IBM invented the first program-controlled calculator, the Automatic Sequence Controlled Calculator.
- \* G.I. Bill of Rights is passed, giving thousands of veterans an opportunity to go to college.



# CSEA Mission Achievement Award winners reflect CSEA unity, spirit



**State Mission Achievement Award winner Colleen Wheaton readies to hand out fliers.**

## **Mission Achievement Award winner — State Government Division**

Colleen Wheaton is described as the “activist’s activist.” As president of the SUNY Potsdam Local, she gives tirelessly of her time, energy and spirit. Wheaton was presented with the 2004 Mission Achievement Award for the State Government Division at the recent Thomas H. McDonough Memorial Workshop.

“I love what I do and believe in helping working people,” said Wheaton. “Working people need a voice.”

Wheaton found that belief to be true in a recent organizing effort at Clarkson University. “I was amazed at how afraid they were to speak their voice at the workplace,” said Wheaton in reference to the facilities workers at Clarkson. The assistance Wheaton gave was largely credited for the organizing victory.

Wheaton’s energy and enthusiasm for the union has certainly caught on in her local. She has signed up more new member activists than any other campus in her region.

Wheaton was honored and surprised with the news of the Mission Achievement Award. “President Donohue called me with the news of my selection as the Mission Achievement winner on the same day that my daughter called to tell me about the birth of my first granddaughter,” said Wheaton. “It certainly is a day I’ll always remember.”

## **Mission Achievement Award winner — Local Government Division**

Billy Riccaldo is one busy guy who really enjoys his role as union-builder extraordinaire.

For that role and for best exemplifying CSEA’s mission, he was awarded the 2004 Mission Achievement Award for the Local Government Division.

As president of the Rockland County Local and it’s 3,337 members, Riccaldo has earned the universal respect of his members. Riccaldo has succeeded in mobilizing rank and file members of his local to participate more fully. He’s also succeeded in

encouraging other leaders to take on a bigger role in their union.

Why does he do it? “I really enjoy helping the members,” he said after accepting his award at the Irving Flamenbaum Memorial Local Government Workshop in Albany.

Riccaldo has been active in organizing campaigns and is committed to getting training for members so they can sharpen their skills and advance their careers.

“Receiving the most prestigious award that CSEA has to give is truly an

## **Mission Achievement Award winners — Private Sector Division**

Maria Mach, Brian Franciola and Michele Kusmuk, president, vice president and treasurer of Food Service at the SUNY New Paltz Local were awarded the 2004 Mission Achievement Award for the Private Sector Division at the Irving Flamenbaum Memorial Workshop.

This brave trio of union activists led the way in the fight to organize food service employees at SUNY New Paltz. Because of their fortitude and dedication, they along with their co-workers are now reveling in the completion of their first contract. The vote for

ratification was 60 — 0.

Besides better benefits, higher pay and a grievance procedure, members of the new local feel strongly that they have changed things for the better in their workplace. Franciola points out that they now have 12 new employees, who are drawn to better benefits and working conditions. Kusmuk points out that she and her co-workers are just plain happier. “My mom noticed how much happier I have been. She hasn’t heard me complain since we got the contract,” said Kusmuk.



**Southern Region President Diane Hewitt and Mission Achievement Award winner Billy Riccaldo inspect damage during a safety and health inspection last year.**

honor,” said Riccaldo upon receiving the award from CSEA President Danny Donohue.

“This is the pinnacle of my career in the union. I will always cherish it for what it is and what it stands for.”



**Left to right, Michele Kusmuk, Maria Mach, and Brian Franciola with Maria’s and Brian’s children at the private sector awards ceremony.**

These activists however, are not resting. They are devoting the same energy, courage and spirit that brought them success to support food service workers at SUNY Purchase in their struggle for a voice at work. “This doesn’t mean we’re finished,” said Mach. “It’s just

the beginning.”

The group was welcomed and cheered by CSEA members from throughout the state as they accepted their awards.

“We are so proud to have these Sodexo workers as a part of CSEA,” said CSEA President Danny Donohue.



## What's In It For You?

### EBF Retiree Dental Plan celebrates second anniversary

On July 1, 2002, the CSEA Employee Benefit Fund announced a new Retiree Dental Plan. Today there are more than 280 retirees participating in this plan. The plan is offered as an alternative to programs offered through CSEA and AFSCME and is designed to help state and local government retirees enjoy dental benefits.

- The following are some of features offered:
- \$1,200 annual maximum with a \$25 annual deductible/\$100 family maximum per year billed after first claim submission of the year;
  - Three tier monthly rate schedule: \$30 Retiree, \$60 Retiree and Spouse, \$90 Retiree and Family.
  - One year mandatory contract is required. A 20 percent discount is taken on the second year when signing up for a minimum of two years;
  - Statewide listing of participating plan providers that accept the program as payment-in-full for covered plan services;
  - Orthodontics are not included.

Please remember that enrollment is not automatic and certain requirements must be met to be eligible.

Members must have been covered by either the EBF State Dental Program, one of the four local government dental plans (Sunrise, Horizon, Equinox, Dutchess), or covered by any other dental plan such as GHI within 90 days prior to enrolling in the EBF Retiree Dental Plan.

For local government retirees, (counties, towns, cities, school districts, etc.) there is an EBF/Employer M.O.A. (memorandum of agreement) that must be signed in order for these retirees to be eligible. If your employer has not signed

the MOA, that municipality cannot participate in the Retiree Dental Plan.



If a retiree elects to purchase the dental coverage and then drops the plan at a later date, they will be ineligible to re-enroll.

Please remember that to enroll you must contact the Employee Benefit Fund directly. For further information on this program, interested retirees may contact EBF at 1(800)323-2732 extension #803.

### Important note to CSEA members regarding address changes

Did you know that when you have a change of address, you must contact the Employee Benefit Fund (EBF) and the Membership Records Department at CSEA Headquarters?

Some employers contact EBF with address changes. However, it's not the employer's responsibility to do so.

If a member has not notified Headquarters Membership Records Department of their change of address, the "old" address of the member from headquarters appears in our records. The Fund will only find out about the problem when the member calls looking for information such as an indemnity check for dental or vision benefits.

We appreciate everyone taking the time necessary to notify both departments so that accurate information is available and all mailings are sent to the correct address. Telephone numbers for both departments are listed below.

- CSEA Employee Benefit Fund: 1-800-323-2732, press 3
  - CSEA Membership Records Department: 1-800-342-4146
- Thanks for your assistance!

## Protecting Your Benefits

### Health Benefits Department

#### New York State Health Insurance Program (NYSHIP) Domestic Partner Coverage

CSEA represented state employees covered under NYSHIP continue to have the ability to add a domestic partner to their health insurance program. Effective Jan. 1, 2005, the waiting period required prior to enrolling a domestic partner will be reduced and the definition of domestic partnership will be as follows:

- A relationship in which the parties are both 18 years of age or older, unmarried, and not related in a way that would bar marriage, living together and financially interdependent for at least **six months (was 12 months)**.

All enrollees interested in covering a domestic partner are required to submit proof: one of residency and two of financial interdependence, all of which have to show **that the partnership has been in existence for at least six (6) months (was 12 months)**. In addition, **enrollees who terminate a domestic partnership have to satisfy a 12-month waiting period (was 24 months) before again covering a new (or previously deleted) domestic partner.**

#### Important financial information regarding domestic partners coverage:

Internal Revenue Service rules govern the way premiums are collected for domestic partners.

There are different tax implications depending on whether or not the domestic partner qualifies under Section

152 of the IRS code (federally qualified or non-federally qualified).

- Most domestic partners are considered non-federally qualified and cannot be listed as a dependent on your taxes.

- Premium for non-federally qualified domestic partners must be deducted after taxes.

**Imputed income** is applied to non-federally qualified partners.

- Imputed income is an amount the federal government considers to be taxable to the employee, even though it is not delivered in the form of cash compensation.

- Imputed income is the dollar value of the health insurance coverage provided for the domestic partner (determined based on the full-share cost of premium, minus applicable employee contribution toward coverage).

- Employees with family coverage will not have an increased health insurance deduction when adding a domestic partner; however, the dependent portion will be considered imputed income, even if there are other current dependents (no prorating is done).

- At the end of the year, the imputed income for the domestic partner benefits will be reported on the enrollee's W-2, "Wage and Tax Statement." Enrollees should use this information when preparing their taxes.

The above is a brief summary of the financial impact of adding a non-federally qualified domestic partner to your health insurance. For more detailed information regarding domestic partner coverage and the requirements of the same, please contact your agency health benefits administrator (usually within your agency's personnel/payroll office).

## An Ever Better Future

## Promoting Good Health



# CSEA announces scholarship winners

The children of CSEA members from across the state will benefit this fall from scholarship awards presented by CSEA. CSEA wishes all the students good luck in their academic endeavors this fall.

## JLT Award:

**Jeffrey L. Rook, II** whose mother, Pamela Washington, is an employee of the Finger Lakes DDSO.

## MetLife Insurance

### Company Award:

**Sarah Burke**, whose mother, Ann Burke, is an employee of the West Seneca Developmental Center.

## Irving Flaumenbaum

### Scholarship Awards (by region)

#### Long Island:

**Brian Edward Hack**, whose mother, Donna Hack, is an employee of the Nassau County Police Department.

**Kevin Canzonieri**, whose mother, Ruth Canzonieri, is an employee of the Nassau BOCES ECC.

**Kalyn Belsha**, whose mother, Debra Belsha, is an employee of the Longwood Central School District.

#### Metropolitan:

**Nicole Remenyi**, whose mother, Rachael Remenyi, is an employee at SUNY Maritime College.

**Pooja Shah**, whose mother, Smita Shah, is an employee at the NYS Department of Health.

**Cardelia Edwards**, whose father, Ulric Edwards, is an employee of the NYS Insurance Fund.

#### Southern:

**Michele Clare Jackson**, whose mother, Denise Jackson, is an employee at the Shawangunk Correctional Facility.

**Briane Jacob**, whose mother, Diane Jacob, is an employee of the Goshen Central School District.

**Shreeja Mary Philip**, whose father Philip Philip, is an employee of Westchester County.

#### Capital:

**Amber Buel**, whose mother, Lola Buel, is an employee at the Greene County Highway Department.

**Kayla Murdie**, whose mother, Rose Murdie, is an employee of the NYS Department of Tax and Finance.

**Alicia Shafer**, whose mother, Terri Shafer, is an employee at Cairo Elementary School.

#### Central:

**Jason G. Merten**, whose mother, Marylu Merten, is an employee at Broome County Social Services.

**Nathaniel D. Herr**, whose mother, Barbara Herr, is an employee at Lewis County Public Health.

**Anastasia Rudenko**, whose mother, Alexandra Rudenko, is an employee at Broome Developmental Center.

#### Western:

**Alicia Breakey**, whose father, James Breakey, is an employee at Sherman Central School.

**Jacob R. Monacelli**, whose father, Richard Monacelli, Jr., is an employee at the NYS Albion Correctional Facility.

**Paulette Cooke**, whose mother, Deborah Willis, is an employee at the Niagara Co. Health Dept.

#### Westchester County

##### Local Awards:

**Bishmi Bradshaw**, whose mother, Charlotte Trotter, is an employee of Westchester County

**John Fazzolari**, whose mother, Rosalba Fazzolari, is an employee at the Harrison School District.

**Simona Ferrito**, whose mother, Maria Ferrito, is an employee at the Harrison School District.

**Bo Huang**, whose father, Meng Huang, is an employee of Westchester County.

**Renn Iaboni**, whose mother, Rosemary Iaboni, is an employee of the Lakeland School District.

**Katheryn Lanza**, whose mother, Barbara Lanza, is an employee at Westchester Medical Center

**Gregory Lee, Jr.**, whose mother, Diane Jordan-Longey, is an employee at Westchester Medical Center.

**Kristine McGrail**, whose mother, Karen McGrail, is an employee at the Yonkers School District.

**Matthew Ryan**, whose mother, Giselle Ryan, is an employee at the Lakeland School District and whose father

Donald Ryan, is an employee of Westchester County.

**Anitrea Stamps**, whose father, Gilbert Gordon, is an employee of the Port Chester School District.

**Amery Stapleton**, whose mother, Edith Stapleton, is an employee of

the Mt. Vernon School District  
**Alexander Tanskey**, whose mother, Patricia Tanskey, is an employee of the Bedford School District.

**Amber Wedges**, whose mother, Lynn Wedges, is an employee at the Bedford Central School District.

#### Cayuga County Local Awards:

**Nathan Benson**, whose mother, Linda Benson, is an employee with the City of Auburn.

**Kayla Calkins**, whose mother, Darlene Garrison, is an employee of the Auburn School District and whose father, Tom Garrison, is an employee of the Southern Cayuga School District.

**Michael O'Brien**, whose father, Timothy O'Brien, is an employee of the City of Auburn.

**Crystal Ross**, whose father, Randy Ross, is an employee of the Cayuga Highway Department.

**Kelly Wallace**, whose mother, Bonnie Wallace, is an employee of the Cato-Meridian School District.

**Scott White**, whose mother, Val White, is an employee of Cayuga County Health and Human Services and whose father, Rob White, is an employee of Cayuga County Mental Health Department.

#### Albany County Local Awards:

**Nicole Rushford**, whose mother, Lesleigh Rushford, is an employee of the Cohoes City School District.

**Jennifer Hartman**, whose mother, Colleen Hartman, is an employee of the Cohoes City School District.

## INSIDE ALBANY

CSEA is a longtime, major underwriter of this award-winning public television program. See the times below for the 2004 broadcast schedule in your area.



### Saturday

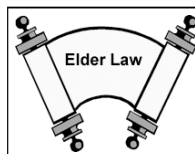
Binghamton	WSKG	2:30 pm
NYC	WNET	1:30 pm
Rochester	WXXI	5:30 pm

### Sunday

Albany	WMHT	12:30 pm
		11:30 pm
Buffalo	WNED	10:00 am
Long Island	WLIW	7:00 am
NYC	WNET	6:00 am
Plattsburgh	WCFE	9:00 am
Syracuse	WCNY	1:00 pm
Watertown	WPBS	7:00 am

### Monday

Long Island	WLIW	12:00 noon
-------------	------	------------



## Elder Law Legal Plan

CSEA now offers an Elder Law Plan to provide you and your family access to attorneys at low, affordable rates.

### Available services include:

- Low cost wills, powers of attorney, health care proxies and homesteads;
- Reduced fee trust agreements, deeds, medicaid eligibility services;
- Non-crisis related consultations and planning;
- Ongoing annual trust services;
- Information and publications; and
- Educational seminars.

### How Do I Find An Attorney?

Call the CSEA toll-free number: **1-800-342-4146** and follow the prompts for the Legal Services Program.



# Leading Edge

"If I make up my mind to do something, I *will* do it," said Maryann Phelps. Whether it's surviving boot camp or organizing a child car seat safety check at the CSEA Women's Health Fair, Phelps knows how to get things done.

Phelps, a former guardswoman for the Army National Guard and current secretary at SUNY Stony Brook, is a busy wife, mom, grandmother, student and union activist who manages to balance it all.

WF: What was your involvement in the military?

MP: I served for 13 years in the New York Army National Guard, from 1976 until 1989. It was a great experience for me.

WF: What made you join?

MP: I worked hard to complete my high school requirements early. As a young, single parent at 17 and a half, I had a good job in a factory but it just wasn't enough to support my daughter. My dad suggested talking to a recruiter and I did. I've always been adventurous and very independent. I thought I could serve my country and make some extra money too.

WF: What training was required?

MP: I had to attend boot camp and then a MOS (Military Occupational School) in Fort Jackson, South Carolina for three months. I trained as a 75 Echo Personnel Action Specialist.

WF: What was boot camp like?

MP: It was my first time away from home, my first flight ever. I didn't know what to expect. I was told to pack everything in a foot locker. I was about 100 pounds back then, lugging around a 50 pound foot locker. We were bussed to the base and ten large male drill sergeants entered our bus, yelling and barking orders. I made the mistake of getting off the bus and lighting a cigarette. That's when I was introduced to push ups! I then had to run with my foot locker to my barracks. Mine was up three flights of stairs. When I made it, I was shaking and out of breath. It was scary but I said to myself 'I'm gonna do this' and I did.

WF: Was it more challenging being a woman?

MP: I saw a lot of women sent home. You have to be a strong person physically and mentally. They test to see if they can break you. I made a vow that I would not break. I was so proud of myself at the end of training after making it through such a tough time.

WF: Where did you report for your weekend service?  
MP: My parent unit was in Patchogue, New York, the First Battalion, 242 Infantry Division. During my time in the Guard, I was promoted to staff Sergeant, E6, Personnel Management Specialist.

WF: Has any of the training been applicable to your current position?

MP: All of the skills I was taught have helped me through today. I have a sense for organization, a need to complete tasks, and I definitely gained confidence.

WF: What's your position like now at SUNY Stony Brook?

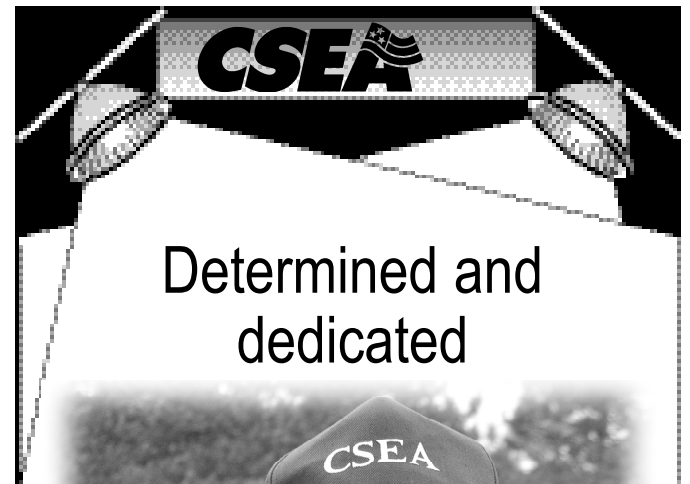
MP: I am a secretary for 12 faculty members and the Assistant Dean. I supervise two keyboard specialists. It is always busy and never dull. In my last position that was not unionized, I worked loyally for seven years. Without notice, they halved my hours. When I asked for more hours, they sent me to a tech park that I had to travel on my lunch to get to. I figured I would take a Civil Service test and see if I could get something else. I scored well on the test, had several interviews and finally took this position. I have worked both and there is a big difference between union and non-union. Having a union behind me, helps protect my rights every day. I love being a CSEA member.

WF: Are you active in the union?

MP: I am on the Veterans, Women's, Human Rights Committees and am a Political Action Liaison. I'm also a delegate to the Long Island Federation of Labor committee. I really am committed to getting into the workings of the union and help make it stronger. My committee work really lets me help people.

WF: Sounds like you don't have much free time — but what do you do with your time off?

MP: I am going to school one night a week at the



Maryann Phelps proudly wears her CSEA Long Island Region Veteran's Committee hat and other CSEA items.

Dowling Labor Management School. Last semester I got an A in a mediation course. This semester I am taking a course in mental health in the workplace. Education is a sure bet. I love to learn. However, I do reserve weekends for my family. I spend quite a bit of time on the soccer field cheering on my grandchildren.

— Amy Scharf





**ORANGE RUSH**

**Exclusive CSEA Membership Benefit**

Take advantage of your CSEA membership to Catch the 'Cuse at reduced rates!

**Cincinnati - September 18th**  
Adult: \$23 Youth (ages 18 and younger): \$12

**Rutgers - October 2nd**  
Adult: \$23 Youth (ages 18 and younger): \$12

**Florida State - October 9th**  
Adult: \$50 Youth (ages 18 and younger): \$25  
only upper level seating available

**UCONN - October 30th**  
Adult: \$23 Youth (ages 18 and younger): \$10


**Pittsburgh - November 6th**  
Adult: \$23 Youth (ages 18 and younger): \$12



FOOTBALL

Get your order form on the web at [www.csealocal1000.org](http://www.csealocal1000.org) or by calling the CSEA Member Benefits Department at 1-800-342-4146.


Local 1000 Members



AFSCME, AFL-CIO

**LEGAL SERVICES PROGRAM**

**KNOW YOUR RIGHTS!**



This members-only benefit program provides attorney representation for **WORKERS' COMPENSATION; SOCIAL SECURITY DISABILITY; PERSONAL INJURY and PERSONAL LEGAL MATTERS** for members AND their dependents.

Quality legal representation at little or no out-of-pocket cost for injury/illness related matters. Also, representation is available at pre-negotiated, pre-published fees for other personal matters.

**Call 1-800-342-4146**  
and Follow Prompts for  
**CSEA Legal Services Program**

**PEOPLE PERSON** — The PEOPLE Recruiter of the Month for May is Marie Prince of the Western Region. She recruited 16 new members to the PEOPLE program. PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting

voluntary contributions from the membership so that CSEA can effectively promote our interests at the state and federal level ... **HUNTINGTON**

**IMPLEMENTS PEOPLE DEDUCTION** — Huntington recently negotiated a PEOPLE



Long Island Region President Nick LaMorte and Huntington Supervisor Frank Petrone sign off on the new PEOPLE payroll deduction.

payroll deduction, making it the first town in Suffolk County to do so. Now, the 250 members of the unit will be able to conveniently join PEOPLE

through payroll deduction ... **DOT HONORS CSEA MEMBERS** —

Congratulations to Department of Transportation (DOT) workers and CSEA members who were recently honored with the Commissioner's Award of Excellence. At a ceremony held at the Governor's Mansion, DOT Commissioner Joseph Boardman presented more than 50 DOT workers with awards for Acts of Valor, Career Excellence, Program or Process Advancement and Project or Individual Accomplishment. CSEA members from the Capital Region, Claudia Coffey and Peter Landry, along with Central Region members Gerald Freeman and Timothy Tabolt were presented the Act of Valor awards for

**CSEA**  
NEW YORK'S  
LEADING UNION  
265,000 Members Strong  
**CSEA**  
TODAY

their life-saving efforts that were previously reported in *The Work Force*. Also winning an award from the Central Region was CSEA member Lynne Schilling, who works in the Hornell area. Schilling won as part of a team that helped develop the Winter Traveler Advisory System ...

**STILLWATER HIGHWAY UNIT JOINS CSEA** — The Stillwater Highway Unit are the newest members of CSEA. Newly elected president of the 15 member unit, John Curtis, said the main reasons for joining CSEA were to solidify the work force and to protect pay and benefits.

"Without the backing of CSEA we felt there was no guarantee we'd be treated fairly," said Curtis. "We have 100 percent participation and everyone certainly feels a sense of security," he added ...

**MEMBERS PARTICIPATE IN WORKSHOPS** — Several workers from



Donohue with newly organized QSAC workers.

Quality Services for the Autism Community (QSAC) took part in an organizing workshop at the CSEA State Workshop in

Albany. Danny Donohue proudly welcomed them and encouraged future participation in CSEA conferences ...

**SCH'DY COUNTY LEGISLATORS**

**APPROVE CONTRACT** — In a 14 - 0 vote, Schenectady County legislators approved a contract between the county and CSEA. The contract is the first in the state to include a Canadian drug benefit that will cover nearly 900 members and more than 100 retirees.

**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.





Join the Voice@Work campaign today  
[www.aflcio.org/voiceatwork](http://www.aflcio.org/voiceatwork)

When workers try to organize unions for better pay, benefits, working conditions and a voice on the job, employers routinely harass, intimidate — even fire them.

Our freedom to bargain is also under attack by employers who seek to erode basic needs such as health insurance and pensions.

Freedom is worth fighting for. Join the fight to restore workers' freedom to form unions and bargain collectively.