

Cuomo's plans put job security at risk

See pages 3, 4, 10, 11



Photo by Jessica Ladlee

Photo of the Month



Photo by Daniel C. Abbott

Capital Region Head Start CSEA members discussed specific concerns with U.S. Rep. Paul Tonko after he spoke at the Capital Region Spring Conference about the dangers of the federal government's budget sequestration and its effect on working families. If the sequester remains in effect for the rest of 2013, 750,000 jobs could be lost and government services including Head Start, meat inspection and border security will be reduced.

Online option available for leadership mailing

Attention CSEA activists and leaders: The CSEA leadership mailing is now available online. No more paper, if you choose this option!

Go to: www.cseany.org, and log into the members only area.

From the Office of President Danny Donohue



CSEA President Danny Donohue to meet Western Region members May 15

CSEA President Danny Donohue will visit the CSEA Western Region on May 15 to meet with members. The meetings will be held in the Sheraton At The Falls Hotel, 300 3rd Street, Niagara Falls. Donohue will meet with union members from 1 to 7 p.m. Please call the Western Region office at (716) 691-6555 or 1-866-568-7734 for an appointment and directions.



Thruway layoff threat comes amid negotiations

ALBANY — Despite outside interference from management designed to influence the bargaining process, members of the CSEA Thruway Authority negotiating team remain optimistic that good-faith negotiations can result in a fair deal for the Authority's nearly 600 technical, professional and supervisory employees who have been working without a contract since last June.

Thruway Authority Executive Director Thomas Madison recently sent an email to CSEA-represented workers suggesting that threatened layoffs could be avoided if the union agrees to major concessions management negotiators have been pushing for. The email set an April 3 deadline for an agreement to be reached or the layoffs will take place, which clearly compromised negotiations.

Union officials said CSEA was prepared to begin negotiations last spring, prior to the expiration of the contract, but the Authority delayed the talks until last November and did not mention any financial problems that might warrant layoffs until December.

CSEA Thruway Authority Local President Dave Housel and the rest of the union negotiating team continue to work toward an agreement without unreasonable givebacks.

"We are willing to work with management to try to achieve reasonable savings," Housel said. "However, we will not let management use the threat of layoffs to try to decimate our contract and everything we've fought so hard to get."

— Ed Molitor

CSEA reaches settlement in county furlough case

ALBANY — Albany County CSEA members furloughed under a management imposed budget-cutting plan in 2009 will get their furloughed days back as paid leave under a settlement reached by the union and the county.

Former County Executive Michael Breslin had furloughed the workers five Fridays, including the day after Thanksgiving and Christmas Eve, in an attempt to close a \$20.5 million budget gap in 2009.

CSEA resisted the move and filed an improper practice charge with the state Public Employment Relations Board (PERB). Present County Executive Dan McCoy reached a settlement with the union rather than risk the chance of more costly sanctions from the labor board.

The settlement gives workers an hour of leave time for each hour they were furloughed. The move potentially saves county taxpayers \$1.4 million, as

opposed to costs the county could have incurred had PERB issued a finding in the union's favor.

"I think it's a message that we're willing to cooperate and resolve issues that confront our members and the workers," said CSEA Capital Region President Kathy Garrison in published reports, adding that language precluding future furloughs without union input was also significant.

"The settlement includes a provision that prevents the county from unilaterally imposing furloughs on county employees — that's important," said Albany County Local President Jack Rohl.

The settlement does not extend to county workers who have left county employment since the furloughs. CSEA represents workers in the social services, health, mental health, public works, general services and sheriff's departments.

State budget details murky at press time

ALBANY — The details of a new state budget remained murky at press time despite claims by Gov. Andrew Cuomo and state legislative leaders that there was a “conceptual” agreement on a spending plan.

For weeks, CSEA has been hard at work raising concerns, lobbying legislators and taking issues to the media through news releases and advertising about numerous areas in Cuomo’s proposals, which were released in late January.

Among CSEA concerns are local government and education funding; plans to shortchange developmental disabilities operations; closures

and consolidations in mental health without adequate community reinvestment; an ill conceived pilot project that would undercut public health care, jeopardize the future of SUNY Downstate Medical Center and harm other SUNY teaching hospitals; more juvenile justice closures; and ill conceived workers compensation changes.

“CSEA made a strong argument for the governor and lawmakers to do what is right in many different areas,” said CSEA President Danny Donohue. “It is not at all clear what they will actually do.”

CSEA is also deeply concerned about rumors of a compromise agreement on a plan to allow public employers to pay less in pension obligations. There were no details available at press time.

“We’ll have to take a look at what they come up with, but CSEA opposes using pension funds for any type of mandate relief,” Donohue said.

Visit the new CSEA website at www.cseany.org for up-to-date information about the state budget.

Unions, sheriffs seek reality check on mental health

ALBANY — CSEA, PEF and representatives of the New York State Sheriffs’ Association recently called for a reality check on New York state’s mental health policies.

In recent years, the state budget has provided inadequate resources for community mental health services, and the state Office of Mental Health has been unable to truly coordinate the delivery of services across the state. At press time, there were troubling signs that the budget would continue to perpetuate that irresponsibility.

Gov. Andrew Cuomo’s original proposal called for reinvesting only a small portion of promised savings from psychiatric center closures and consolidations, which are not detailed. It also called for giving the commissioner of the Office of Mental Health the sole authority to close and consolidate facilities on short notice.

There has been considerable political rhetoric in recent months, particularly in the context of gun safety, about ensuring that people with mental challenges get the help they need. But New York’s track record of reneging on community reinvestment does not inspire confidence.

State taxpayers pay in other

ways: By some estimates, more than half the inmates in county jails and correctional facilities have some form of mental illness. But even in these secure settings, these individuals do not get adequate treatment, if any at all. Many of these individuals wouldn’t be incarcerated if they could get care and treatment in their community.

“Public safety and mental health are inevitably intertwined. The jail population today has a significant percentage of inmates in need of mental health treatment,” said Monroe County Sheriff Patrick O’Flynn, president of the New York State Sheriffs’ Association. “Jails should not be a substitute for inpatient mental health care, and should not continue to be the place of last resort for individuals to receive mental health treatment.”

An unfunded mandate

“As chairman of the Jail Committee for the New York State Sheriffs’ Association, I know that our local county jails across New York state have been inundated with inmates suffering from mental health issues, drug addiction issues, and physical health issues,” said Herkimer County Sheriff Christopher Farber. “As more



CSEA Executive Vice President Mary E. Sullivan speaks during a news conference calling for a reality check on New York state’s mental health policies. From left are Public Employees Federation President Susan Kent, Sullivan, CSEA Statewide Treasurer Joseph McMullen, and CSEA Statewide Secretary Denise Berkley. Albany County Sheriff Craig D. Apple also spoke.

and more mental health facilities close, those suffering from those related issues are ending up in our facilities, driving up the costs for local taxpayers and adding more stress on our staff. It is very difficult for local jails to provide the proper care these individuals need without the financial and clinical support that is lacking.”

“A lot of these people probably don’t belong in jail,” said Albany County Sheriff Craig Apple, who noted that his county’s jail has a special mental health annex to help fill the void.

“It is not acceptable that New York continues to seek cuts in mental health programs, facilities and services,” said CSEA President Danny Donohue, representing

mental health workers in state local, and private sector health care settings. “Without a clear plan — out in the open for review and debate — people with mental health challenges will face more pain and suffering no matter what politicians say they’re doing to make things better.”

“There is also a need for all those concerned about better mental health care and services to come together and speak with one voice,” Donohue said. “We must stop letting a divide and conquer strategy undermine true improvements in state policy and resources.”

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Work Force

CSEA President Danny Donohue

Dramatic loss of jobs undermines New York's middle class, economic recovery

As this edition of The Work Force went to press, CSEA was hard at work trying to gain some improvements in an ugly state budget. I can only hope that many of you made your voices heard regarding a lot of bad choices that were on the table for local government aid, education, mental health, developmental disabilities, juvenile justice, and public health care to name just a few. There's a long struggle ahead of us in all of these areas.



Most likely, you are stressed out and stretched thin by having to do more with less on the job while struggling to make ends meet. Chances are the local businesses in your community are also struggling to get by, and you've probably noticed a lot of people are slipping between the cracks and not getting help they need. Homelessness is at a crisis in many parts of New York.

None of this should come as a surprise, but new information from the state Department of Labor supports what CSEA has long been saying about the negative economic consequences of cutbacks, and how they undermine the middle class.

Since the beginning of 2010, New York has lost nearly 60,000 public sector jobs. Those are mostly unionized jobs with decent pay and benefits. Those are jobs that could have been delivering services that people need. Those are also lost paychecks that could have been spent in local communities helping to spark the economy.

The loss of decent middle-class jobs must be considered in any analysis of economic development. It's bad for people and communities if we gain jobs paying substandard wages without benefits at the expense of stable employment.

As we continue to see misguided proposals for more downsizing, consolidation and contracting out to the lowest bidder, don't be fooled by what it means. It's the wrong choice for a lot of reasons, but it's really bad for our state's economy.

Danny



Civil rights movement, labor movement share roots

February marked the 100th anniversary of Rosa Parks' birth. Parks became an iconic symbol of the American civil rights movement when she refused to give up her seat to a white man on a Montgomery, Ala., bus on Dec. 1, 1955.

The bus driver had ordered her to give her seat in the "colored" section of the bus to a white man, because the "white" section was full. She refused, and an ensuing boycott of the Montgomery transit system by mostly African-American riders threw the city into turmoil.

The moment became a catalyst in bringing an end to segregation in the South.

Popular versions of Parks' story portray her as a tired seamstress who had had enough of segregation and just wanted to be able to sit down on her ride home. Parks' resume was a bit fuller than department store

seamstress, a job she lost for her act of civil disobedience.

At the time, she was secretary of the Montgomery NAACP chapter. What's been lost to popular history is Parks' connection to labor.

Prior to sparking the Montgomery Bus Boycott, Parks had attended the Highlander Folk School, now known as the Highlander Research and Education Center. Highlander was founded in 1932 as a social justice leadership training school in rural Tennessee by activist Myles Horton, educator Don West and Methodist minister James Dombrowski.

Highlander was critical in providing training to rural Southern labor activists and organizers in the 1930s, '40s and '50s. At the time, labor organizers faced much more violence and sought to organize workers in a much

more politically suspicious atmosphere than labor faces today.

The mission at Highlander was to teach activists methods to help them overcome the resistance they faced in organizing Southern factories and farms. Highlander pioneered some of the first adult education methods outside of traditional academic settings, by getting participants to learn collectively through their work and life experiences, rather than reading, writing and taking exams.

This method carried over well to preparing a new generation of activists for the civil rights movement, an area in which Highlander began to focus in the 1950s. Eventually, Highlander attracted Parks as one of its students, and the rest is now part of our nation's history.

The connections among Highlander, labor and the

civil rights movement go beyond Rosa Parks. "We Shall Overcome," considered an anthem of the civil rights movement, came out of Highlander. The song was adapted by Highlander music director Zilphia Horton, wife of Myles Horton, from the singing of striking tobacco factory workers in South Carolina in 1946.

As commemorations such as the 100th anniversary of Rosa Parks' birth and other benchmarks of the civil rights movement occur, it's important for us to remember the root of many struggles against oppression in the United States began with workers simply seeking to be treated fairly and with respect.

Sadly, it is a struggle that continues.

Fight on to save Orleans County nursing home

ALBION — The fight to save The Villages public nursing home is heating up in Orleans County, after legislators there voted to transfer the facility to a local development corporation (LDC).

Legislators voted to approve the misguided plan in spite of strong community protest and pleas from speakers at a public hearing.

CSEA recently filed a lawsuit challenging Onondaga County's transfer of the county nursing facility to an LDC's control. The union is preparing legal challenges in other places, as well.

"Creating an LDC for the purpose of selling The Villages nursing home circumvents checks and balances, severely limits taxpayer oversight and strips legislators of their ability to act in the best interest of Orleans County," said CSEA Orleans County Unit President Cindy Troy. "It is a misguided move that essentially pulls the wool over residents' eyes and threatens the important long-term health care safety net that is in place for all county residents."

County residents, however, are united in the fight. CSEA will work with a community

coalition to persuade legislators to reverse their decision.

Under normal circumstances, when the Orleans County legislature would vote to sell real property, a two-thirds super-majority would be needed. Under the LDC, a simple majority of 50 percent plus one is needed.

"An LDC is politics at its worst," Troy said. "It is nothing more than a way to weaken the process, get around the law and eliminate the need for a super-majority vote on the sale of The Villages. The need for a super-majority vote protects taxpayers from legislators seeking a quick political fix at the long-term expense of people and communities. The creation of an LDC is an attempt to minimize scrutiny and public input. It is a deceptive scheme that puts future care at risk while keeping taxpayers on the hook."

The Villages of Orleans is a public safety net, providing care for all residents regardless of their ability to pay or the complexity of care needed. Staff members have many years of service, providing dedicated, consistent and high quality to the men and women who call The Villages home.



Orleans County Unit President Cindy Troy addresses Orleans County legislators during a recent public hearing for The Villages nursing home.

When a public nursing home is sold to a private profiteer, it is just a matter of time until wages and benefits are driven down and employees begin to leave. While hourly rates may not be cut, work weeks are often shortened, lunch and break periods are altered and other changes are made to drive down employee paychecks. As a result, staff members begin to seek out other employment, staffing issues result and quality care suffers.

— Lynn Miller

Erie County opens new nursing home, bucking current trend

BUFFALO — While CSEA fights to save public nursing homes in many counties statewide, union leaders recently attended the opening of Terrace View, Erie County's new state-of-the-art nursing home on the Erie



Erie County Local Executive Vice President Denise Szymura looks at a serving line in the new Terrace View public nursing home. The new home is organized into small-scale, 12-bed households, each with a living room and fireplace, kitchen and dining rooms.

County Medical Center campus.

The 390-bed skilled nursing facility includes short-term rehabilitation, a ventilation unit, a small behavioral geriatric intervention unit and dedicated specialty beds for residents with Alzheimer's, dementia and traumatic brain injuries.

"Erie County Medical Center recognizes that public nursing home care is a vital safety net that must be maintained today and available in the future," said Denise Szymura, CSEA Erie County Local executive vice president. "This new facility recognizes that we have a responsibility to care for those who came before us and built up this community. ECMC recognizes that, as the CEO said, 'the mission is more important than the margin.'"

Terrace View replaces the 722-bed, 87-year-old Erie County Home and Infirmary in Alden, a rural suburb outside Buffalo. Its construction next to the medical center will save about \$1 million annually in patient transportation costs between the former home and the hospital. The new facility is expected to reduce operating losses by about 60 percent.

Terrace View brings long-term care residents closer to their families and increases access to employment for Buffalo and suburban residents. The facility will employ 400.

ECMC broke ground on the project in July 2011.

— Lynn Miller

Remember fallen workers

CSEA will observe Workers' Memorial Day April 28 to remember those who have passed away or sustained serious injuries while doing their jobs, including the following members who passed away over the past year:

- **Jacqueline Wisniewski**, 33, a secretary/receptionist at Erie County Medical Center's Adolescent Psychiatric Unit in Buffalo and a member of the Erie County Local and Unit, was killed on June 13, 2012, by multiple gun shots as a victim of domestic violence;

- **Jorge Guevara**, 45, a bus driver at the Locust Valley Central School District and a member of the Nassau County Educational Employees Local, died on July 23, 2012, when the school bus he was driving was struck by an out-of-control cement truck;

- **Daniel Methven**, 39, a maintenance mechanic at the Town

of Brookhaven and a member of the Suffolk County Local, died Jan. 12, 2013, in a vehicle crash while driving between schools while employed on his second job as a school security guard at the Middle Island/Longwood School District in Suffolk County.

- **Steven Paoletti**, 58, a plant utilities engineer 1 at SUNY Upstate Medical University and member of the SUNY at Syracuse Local, was found dead on Jan. 20, 2013, in a boiler house by a co-worker after working alone during his evening shift.

CSEA has long led the way nationally in ensuring safer, healthier workplaces, but there is still more work to do. Check your region page on CSEA's website at www.cseany.org for information on Workers' Memorial Day remembrance events in your region.

Almost time to retire?

Are you thinking about retiring? Ask your CSEA local president to pay the first year of CSEA Retiree dues, which is only \$24.

Our efforts, through the years, have protected – that is, guaranteed – public pensions and Social Security against assaults by shortsighted politicians who want to dismantle the system that protects your standard of living.

These days, you can't take anything for granted. You need your union to protect what you have and likewise, we need you to maintain strength in numbers. Dues are only \$2 per month can be deducted directly from your pension check.

Here is what you get in return:

- Lobbyists at the federal, state and local government levels to



protect your interests;

- Membership in a CSEA Retiree Local, as well as AFSCME Retiree Local 1000;

- Local retiree meetings to socialize and get updates on retirement benefits;

- Subscriptions to informative publications, including the CSEA Retiree News; and

- Member-only benefits that can save you money on many consumer needs.

Visit www.cseany.org and select "Retiree Members" from the "For Members" menu.

Educating public focus of hospital fight

MASSENA – Supporters of the town's municipal hospital are speaking out against the potential of transferring the hospital to private ownership, stating it would do more harm than good.

CSEA, which represents about 200 workers at the rural hospital, has already begun developing a strategic campaign, following statements from the hospital CEO that he might seek to privatize to get away from paying the hospital's pension obligations.

"If the hospital CEO doesn't realize that privatizing will put his facility at risk for continued operation and jeopardize the high

quality of care that's provided, then we've got some serious community education to do," said CSEA Central Region President Colleen Wheaton.

Wheaton recently met with Region Director Joe Maratea, Massena Memorial Hospital Local Vice President Wayne Lincoln and several union staff to review the union's pushback against privatization.

CSEA will be working with the hospital nurses' union and other area labor organizations and community groups to publicize the pitfalls of privatization.

— Mark Kotzin

Cancer Prevention Study-3

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



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

You can enroll if:

- You are between the ages of 30 and 65
- You have never been diagnosed with cancer (not including basal or squamous cell skin cancer)

Step 1: Register

Schedule your enrollment appointment time and location by visiting:

- www.cps3schenectady.org (Capital Region)
- www.cps3hudsonvalley.org (Hudson Valley)
- www.cps3longisland.org (Long Island)

There are multiple enrollment appointment locations for each region.

Step 2: Attend one of the following 25-minute enrollment sessions:

Step 3: Complete Follow-Up Surveys

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

For more information:

(Capital Region and Hudson Valley)

Danielle Heller

Danielle.heller@cancer.org or

call 914-388-2934 or 1-888-604-588

(Long Island) Call 1-800-227-2345



Cayuga County nursing home fight continues

AUBURN — CSEA is continuing to fight for the future of senior care in Cayuga County, as county leaders move forward with a review of their options for selling or merging the county nursing home with a local private nursing home.

Recently, the union put up billboards to let citizens know that merging or selling the home could restrict or diminish their future long-term care options.

“We want to make sure the public knows what’s at risk,” said CSEA Cayuga County Unit President Flora Gagliostro.

As part of a state HEAL grant, the county and the Mercy Rehabilitation Center have been granted funding to explore

merging the two institutions, under the administration of a parent organization. The county was expected to make the grant terms public, but has been unwilling to share that information with the union.

CSEA has taken the position that the public nursing home and state taxpayer money should not be used to prop up a financially ailing private nursing home. In their campaign, the union also publicized the scary example of Delaware County’s former public nursing home, which was closed down after its private operators gave up ownership when the home became unprofitable.

— Mark Kotzin

CSEA wins settlement for Bath utility retirees

BATH — Some retirees of Bath Electric Gas & Water will receive a settlement from their former employer after the State Supreme Court determined the utility violated its contract with the workers.

CSEA and the utility reached the settlement agreement recently after a protracted legal fight. In the lawsuit, launched in 2006, CSEA said the utility breached its contract when it moved retirees into a new health coverage plan that was not comparable with the coverage of the old plan.

The settlement ends legal action.

Each of the retirees named in the suit, and their spouses where applicable, will receive a lump sum payment to cover costs incurred when the utility changed the health insurance coverage. The retirees will also receive an annual Health Reimbursement Account debit card to cover certain prescription costs.

— Lynn Miller



Certified Nursing Assistant Lindsey Atkins spends a few minutes comforting Cayuga County Nursing Home resident Morris Bigness. CSEA has been opposed to sales and privatization of county nursing homes across the state.

Dispatchers to keep seniority

NORTH TONAWANDA — Former North Tonawanda police dispatchers involuntarily transferred to the Niagara County Sheriff’s Department shall retain their full seniority rights under Civil Service Law, the New York State Supreme Court has ruled.

The decision, by Acting Supreme Court Justice Matthew J. Murphy, directs the City of North Tonawanda and Niagara County to follow Civil Service Law with regard to the involuntary transfer of the workers. The city transferred the dispatchers to the Niagara County Sheriff’s Department last year.

“We asked the judge to settle a dispute over an interpretation of Civil Service Law,” said CSEA North Tonawanda Unit President Bill Davignon. “When the politicians abolished the dispatchers’ work site and transferred them to the county, they also wanted the dispatchers to give up their rights under the law. That is unacceptable; it is the law and laws must be upheld.”

Murphy ruled that the former North Tonawanda dispatchers should be credited with accrued years with North Tonawanda in determining their salaries, longevity pay and vacation time, ability to bid on shift and vacation schedules, and health insurance. The decision will require Niagara County and the Sheriff’s Department to re-calculate seniority when necessary and properly credit the seniority of each of the former North Tonawanda dispatchers.

— Lynn Miller

Lobbying for a better New York

CSEA members recently traveled to Albany, urging lawmakers and Gov. Andrew Cuomo to pass a sensible and fair budget.

Assembly members and senators were told to close corporate tax loopholes to generate needed revenue to build a better New York that works for all by protecting vital services. CSEA activists let their legislators know that they have paid their fair share, and that it's time for others to do the same.



From left, CSEA Central Region members Lynne Durant, Diane Billings, and Fred Gerloff lobby Assembly member Addie Russell over issues affecting their region, during the 2013 AFSCME Lobby Day. Below, Orange County Unit Secretary Linda Jansen, center, discusses her concern over state aid cuts with Assemblyman James Skoufis. Jansen was joined by activists from the Newburgh School District Unit.



Above, CSEA President Danny Donohue, right, and AFSCME International President Lee Saunders, during AFSCME Lobby Day. Below, CSEA Metropolitan Region members head to Albany.



For more information about the issues CSEA members brought to their elected officials, visit:
<https://cseany.org/legislative-and-political-action-2/>

CSEA takes message about Cuomo's misguided OPWDD plans to members and community

Future Shock

The future of state developmental disabilities services and the jobs of CSEA members remain very unclear. Significant changes are envisioned for the structure and delivery of developmental disability services, but the Cuomo Administration has been sketchy about many details. Additionally, the administration publicly has stated there will be no expansion of state operations, and will instead favor private not-for-profit operators. To emphasize the seriousness of the situation and begin mobilizing people and resources, CSEA President Danny Donohue recently wrote to every CSEA Office of People With Developmental Disabilities (OPWDD) worker explaining the situation and calling for action. A team of CSEA leaders and staff are on the road this month meeting with CSEA members at facilities in every part of the state, laying out what must happen, starting with member involvement.

Clarification
Two articles in the March edition of the Work Force referenced a meeting of the CSEA OMH/OPWDD Advisory Committee. It was actually a meeting of the Mental Hygiene Advisory Council, which is an independent body made up of CSEA local presidents from OMH facilities, OPWDD DDSOs and Mental Hygiene Board of Directors members.

"This is all about the future," Donohue said. "We understand the need for change and we're prepared to be part of the transformation of the system as we have done over the decades. But we will not allow our role to simply go away. The services CSEA members have long provided in state operated community-

"We need to let people know what the governor is trying to do to us. I think what they are proposing would have a huge impact on our communities, just for small businesses alone. We live in communities that are very expensive to live in, so I don't know where people will go if they are making significantly less at a private agency."

— Hudson Valley DDSO worker

based group homes are expected to evolve into individualized services for many individuals with an emphasis on independence and assistance, not round the clock supervision. While this is a model that may work for many individuals, it is not entirely clear how care will be provided for those who need greater attention. Neither is it clear how services will be organized and coordinated. There has also been little light shed on how the state intends to address the backlog of some 15,000 families on the waiting list for developmental disabilities services.

On page 1
CSEA member Donovan Dixon, a developmental assistant 2 at Hudson Valley DDSO, makes a point during a meeting held recently on the DDSO campus in Thiells.



Clockwise from top left: CSEA Statewide Secretary Denise Berkley and Southern Region President Billy Riccaldo, answer questions from Hudson Valley DDSO members; DDSO Local President Basil Townsend hands out member contact information cards to CSEA member Gwendolyn Vassel; CSEA activist Monica Streets asks a question during the meeting; and Hudson Valley.



But the state is not interested in having state operations address this need. OPWDD Commissioner Courtney Burke did not have good answers to share about these concerns during recent legislative hearings. CSEA also has great concern about the economic impact of these changes on communities across New York. If unionized jobs go away and are replaced by workers earning significantly less, there will be an ripple effect on all of the local businesses that have long

benefitted in local areas. Workers in private sector not-for-profits have notoriously been underpaid and often receive few benefits, while executives of the agencies have cashed in with big salaries and perks. The Cuomo administration has not hid its interest in paying lower wages in the field. "Governor Cuomo is more interested in cutting costs than quality care," Donohue said. "He certainly doesn't seem to care what happens to the workers and the communities."

"Cuomo is some job creator — he's gonna have us work three jobs to make up for the one we lose!"
— Creedmoor DDSO worker

"I think the shift to managed care is going to be horrible. The goal is to get the consumers out more on their own. They can't all do that. I have a friend with a brother in a private agency and they are trying to do that there. It is a horrible thing."
— Hudson Valley DDSO worker

Non-negotiable principles for developmental disabilities services

CSEA has staked out a set of principles that must be at the heart of any move to change the delivery of developmental disabilities services:

- Better outcomes for individuals and families;
- Ensures quality of care across the range of services and providers;
- Improves standards of pay and benefits for developmental disabilities and other human service workers across the range of programs and providers;
- Maintains commitment to mitigate negative impact on communities and businesses adversely affected by the transformation, and
- Eliminates profiteering by private sector administrators at the expense of individuals and workers.

On the spot and ready, custodians save a life

LATHAM — Good timing and good training allowed CSEA members and North Colonie Central School District custodians Mike Hebert and Scott Vertefeuille recently to save a man's life.

And thanks to their quick actions, they are being hailed as heroes.

Hebert and Vertefeuille were working at their jobs at Boght Hills Elementary School on a recent evening. Because several events were being held in the school at the time, the custodians' normal cleaning routines were disrupted.

That led Hebert and Vertefeuille to be walking at the same time toward the school gym, where a men's basketball league game was being played.

At that point, the workers noticed a basketball player coming out of the gym and trying to get their attention.

"(The player) mentioned that a man was on the ground and they thought he was having a

heart attack," Hebert said.

Luckily, Hebert and Vertefeuille knew exactly what to do.

"We froze for a second, and then we did it," Hebert said.

"The light came on and we thought, 'this is not a training session,'" Vertefeuille said.

Vertefeuille then rushed to grab the nearby automated electronic defibrillator (AED) device while Hebert ran into the gym to try to revive the unresponsive man through CPR.

"I grabbed the (AED) screen, hitched up the paddles and the machine prompted us what to do," Vertefeuille said.

The AED machine showed that the man had no pulse and that he needed a shock.

Vertefeuille administered the shock as Hebert prepared to continue CPR.

"After I gave him a quick shock, he started to come around," Vertefeuille said.

Hebert said that emergency responders arrived within



North Colonie Central School District custodians Scott Vertefeuille, left, and Mike Hebert stand before an automated electronic defibrillator (AED) device, which they recently used to save the life of a man who had a heart attack while playing basketball.

minutes and took over tending to the man.

Revived

"By the time he was leaving to go to the hospital, he was sitting up and even asking to go back to the basketball game," Hebert said.

The man is now recovering, but without the AED and CPR training that Hebert, Vertefeuille and other district custodians receive as part of their jobs, the situation may have ended tragically.

"If we weren't trained in this and the AED machine wasn't there, (the man) wouldn't have made it," Hebert said.

After the emergency responders left, Hebert and Vertefeuille finished their jobs. "We patted each other on the back and finished our work like normal," Hebert said.

But the next day, Hebert and Vertefeuille were called into a school assembly organized by the building's principal that included the entire student body, staff and district officials, including the school superintendent. The workers received a standing ovation and

a link to Rachel's Challenge, a program that urges positive change in schools that was inspired by Columbine victim Rachel Scott. They were also later recognized at a Board of Education meeting and the story has been featured in area media.

"Often, public employees are not recognized for such heroic acts. First and foremost, I am thankful that our members were able to save the man's life, and also that they received the recognition that they deserved," said Capital Region President Kathy Garrison.

North Colonie Central School District Unit President Deb Villa is also proud of the workers.

"I'm very proud they are part of our unit and the district," she said. "It was lucky for the man that people were able to take action quickly. As always, CSEA members are not afraid to get involved."

But Hebert and Vertefeuille just feel like they were simply doing their jobs.

"We feel we didn't need to be heroes," Hebert said. "We felt like we just did what we needed to do."

— Janice Gavin

Get trained, save a life



American Red Cross

The American Red Cross offers life-saving first aid, CPR (cardiopulmonary resuscitation) and AED (automated external defibrillator) training. To learn more or to sign up for a program in your area, visit www.redcross.org and follow the links for "Take a Class."

Fight back through PEOPLE power

There's no such thing as retirement for Rutha Bush, not with all the attacks being lodged against working families.

"Right now I feel active, motivated and willing and ready to work," said Bush. "One day I will retire. It's just not right now. There is still a lot to be done."

She's done a lot of that work already. A member of CSEA for more than 40 years, Bush is also the president of the local at Long Island Developmental Disabilities Services Office. She also chairs the Long Island Region and statewide PEOPLE committees.

For all of her hard work, Bush is the PEOPLE Recruiter of the Quarter.

"What motivated me was when they were talking about taking our sick leave, vacation and holidays, converting them into dollars and taxing us on it," said Bush. "CSEA was instrumental in stopping them (federal government) from doing it."

She compared the minimal investment members make into the



PEOPLE program to buying a snack bar or beverage.

"That soda or candy bar is not good for you," said Bush. "The dollar

you put into PEOPLE will help you save your job and benefits."

A longtime and active church member, she uses her people skills and passionate conviction to win a steady flow of converts into the PEOPLE program over the years.

"You have to find something that matters to them and then explain why or how PEOPLE is important as it relates to that issue," said Bush.

Indeed, she's been named the PEOPLE recruiter of the year at least three times and has captured the monthly recruiter prize numerous times.

"We set a goal every year through our PEOPLE program," said Bush. "We always try to go a little higher than the previous year. This year our goal is 700, if we reach it it's a positive thing, if not, we keep going until we get there."

And Bush is doing her part to boost PEOPLE membership even higher in 2013.



From left, CSEA PEOPLE Coordinator Cheryl Palmer, Western Region PEOPLE Committee Chair Maria Johnson, CSEA Statewide and Long Island Region PEOPLE Committee Chair Rutha Bush, CSEA President Danny Donohue, Metropolitan Region PEOPLE Committee Chair Marie Rogers and Southern Region PEOPLE Committee Chair Reuben Simmons at the AFSCME Legislative Conference in Washington, D.C.



CSEA Statewide and Long Island Region PEOPLE Committee Chair Rutha Bush, far left, discusses the PEOPLE program with Southern Region PEOPLE Committee Chair Reuben Simmons, Western Region PEOPLE Committee Chair Maria Johnson and Metropolitan Region PEOPLE Committee Chair Marie Rogers during the AFSCME Legislative Conference in Washington, D.C.

She has been named the PEOPLE Recruiter of the Month for January, when she recruited 24 new PEOPLE members. Bush is also the PEOPLE Recruiter of the Month for February, bringing in nine new PEOPLE members.

Now more than ever, Bush said, we need members to join the program since state and local governments are increasing their efforts to privatize jobs and agencies.

Bush, other CSEA PEOPLE activists and CSEA officers, including President Danny Donohue, Executive Vice President Mary E. Sullivan and Statewide Treasurer Joe McMullen, recently attended the AFSCME Legislative Conference in Washington, D.C., where CSEA and AFSCME leaders and activists spent several days discussing tactics to protect the middle class from attacks by anti-worker politicians and corporate interests.

"At this conference, we just heard a presentation about ALEC (American Legislative Exchange Council)," said Bush. "Their

strategy is to rewrite legislation that is detrimental to labor unions and workers."

It's a strategy that longtime activists like Bush are familiar with but her main challenge is making sure younger workers and those just coming on board know what's a stake if they don't get involved in PEOPLE.

"We have stopped privatization in many paces but they are coming back at us," said Bush. "We need to know that we have somebody that is lobbying for us to keep what we have and fighting to make it better."

As a mother of two grown children and grandmother to eight grandchildren, she has a special urgency in speaking to future generation of workers and activists.

"I want them to be all that they can be," said Bush. "Whatever I can do to assist them with that is all that matters to me."

— David Galarza

2013 CSEA ELECTIONS INFORMATION

Public Sector Local and Unit Elections

Private Sector Local Elections

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

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

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

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

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

Members may run as individual candidates if they wish to.

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

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

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

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

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

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



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

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

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

Application for Office

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

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

Break in membership affects eligibility for union office, voting privileges

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

- Seeking or holding union office;
- Signing nominating petitions for potential candidates;
- Voting in union elections, and;
- Voting on collective bargaining contracts.

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

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

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

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

2013 CSEA ELECTIONS INFORMATION

Public Sector Local and Unit Elections

Private Sector Local Elections

Important Information about Slate Petitioning and Slate Voting

Local Elections

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

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

Unit Elections

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

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

Candidates should know the following:

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

MEMBERS ONLY INFORMATION

LOCAL 1000



AFSCME, AFL-CIO

Legal Services Program

Workers'
Compensation and
Social Security
Disability

Personal
Legal
Matters

Personal
Injury
Matters

Taking Care
of Business/
Elder Law

Veterans
Disability
Benefits

This members-
only
benefit program
provides attorney
representation
for Workers'
Compensation,
Social Security
Disability, Personal
Injury, Veterans

Know Your Rights!

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

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



1-800-342-4146

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

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

Web site: www.cseany.org (through the CSEA members-only portal)

Danny Donohue, President

Negotiations continue between Empire Blue Cross/Blue Shield and East End Health Alliance

East End Health Alliance hospitals will become non-participating facilities if no agreement reached between hospitals and insurer by March 31

Empire Blue Cross/Blue Shield negotiates its hospital contracts on a regular basis with participating hospitals. To date, negotiations between Empire Blue Cross/Blue Shield and East End Health Alliance (EEHA), which consists of Eastern Long Island Hospital, Peconic Bay Medical Center and Southampton Hospital, have been unsuccessful.

Effective **April 1, 2013**, EEHA facilities will become non-participating with Empire Blue Cross/Blue Shield if no new agreement is reached.

Letters describing the problematic negotiations have been sent to Empire Blue Cross/Blue Shield enrollees advising EEHA was scheduled to terminate effective March 31, 2013.

Health Benefits



How does this affect the coverage of Empire Plan enrollees?

Effective **April 1, 2013**, only the following services provided by EEHA will be covered on an in-network basis:

- Cases of emergency.
- For continuation of care for pregnancy. If you are in second or third trimester of pregnancy as of the date the hospital ceased to be a

participating facility, you will continue to be covered through the delivery of your child and postpartum care directly related to the delivery.

- For any services that were pre-authorized.
- Inpatient services for an admission which occurred before the date the hospital ceased to be a participating

provider.

- If no network hospital is available within 30 miles of your residence that can provide the services required.

- If a network hospital is not available within a 30-mile radius from your home.

If you choose to receive services at EEHA **on or after April 1, 2013**, except for the special circumstances listed above, the services will be covered as an out-of-network facility.

If you are currently receiving services from EEHA and have questions regarding your coverage or you would like an alternate list of participating facilities, please call Empire Blue Cross/Blue Shield toll-free at **1-800-495-9323**.

April 30 is deadline for 2012 Empire Plan claims

Empire Plan enrollees have until **April 30, 2013** (120 days after the end of the calendar year) to submit medical expenses that were incurred in 2012 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 for non-network inpatient and outpatient hospital services.

OptumHealth Behavioral Solutions

P.O. Box 5190

Kingston, N.Y. 12402-5190

For non-network mental health and substance abuse services.

Medco Health Solutions

P.O. Box 14711

Lexington, Ky. 40512

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

Enrollees can call the Empire Plan at **1-877-7NYSHIP (1-877-769-7447)** with questions or to obtain claim forms. As a reminder, when using the Empire Plan's

toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers and 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.

Important changes to the Physician Co-Payment Reimbursement Benefit

Changes affect Unified Court System, Town of Ramapo and active Town of Babylon members

If you are an active employee or retiree of the Unified Court System, Town of Ramapo or an active employee of the Town of Babylon, please be advised that in order to process the physician co-payment claims more efficiently and accurately, effective Jan. 1, 2013, EBF will no longer be able to accept original physician receipts.

We will now require Explanation of Benefits (EOBs) from your health insurance carrier. Members can also contact their health insurance carrier by phone and request all Explanation of Benefits for the calendar year, or create an online account with their health insurance carrier and print Explanation of Benefits directly from their website.

Explanation of Benefits clearly indicate the services rendered by a physician's office. By submitting Explanation of Benefits in place of the original receipts, it will allow for more accurate



claims processing. The deadline for submitting a claim for reimbursement is March 31 of the following calendar year. (For example: all Explanation of

Benefits for the 2013 calendar year must be submitted to the CSEA Employee Benefit Fund by March 31, 2014.)

Explanation of Benefits are generated to the member after the health insurance has processed a claim. They indicate the services rendered and the co-payment amount. Members can also contact their health insurance carrier by phone and request all Explanation of Benefits for the calendar year, or create an online account with their health insurance carrier and print Explanation of Benefits directly from their website.

The staff at EBF is confident this streamlined procedure will benefit our members. For more information and to download the reimbursement form, please visit www.cseaebf.com.

Visit CSEA on Facebook and keep up with your union as news breaks!

www.facebook.com/csealocal1000



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

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 2013 Annual Delegates Meeting must be submitted by May 15, 2013.

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

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

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

Applications for CSEA's Irving Flaumenbaum Memorial Scholarship are now available by downloading at CSEA's website at www.cseany.org/scholarships or through your region office.

CSEA awards \$1,000 scholarships to three eligible dependents of CSEA members in each region each year. Flaumenbaum scholarship applicants are placed into consideration for the \$2,500 Pearl-Carroll & Associates and Met Life Insurance Company awards. The application deadline is April 30, 2013.



Visit your Company Store at

<http://cseastore.velocityprint.com>
or www.cseany.org

All Products are Union-Made in the USA

In-Stock Items - Order in quantities as small as 1 item

Special-Order Items - Imprint with local information - Minimum quantities apply

Quarterly Specials

CSE-189 Full Zip Fleece Vest

• features an embroidered logo

COLOR: black

COST/SIZE:

\$17.55

~~\$36.10~~ (M-XL)

\$19.25

~~\$38.60~~ (2X)

\$19.90

~~\$39.75~~ (3X)



CSE-603 Ladies Hooded Sweatshirt

• features an embroidered logo

COLOR: oxford

COST/SIZE:

\$14.48

~~\$28.05~~ (M-XL)

\$15.68

~~\$31.35~~ (2X)

\$16.48

~~\$32.95~~ (3X)

\$17.18

~~\$34.55~~ (4X)



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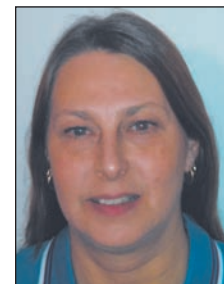
For more than 70 years, CSEA's special group insurance programs, offered through Pearl Carroll, have provided CSEA members with peace of mind for meeting life's challenges. Disability Insurance is just one example.

If you get sick or injured, Disability Insurance helps pay for the costs of daily living – your housing, car payments groceries or anything else that you need.

All active CSEA members under age 65 are eligible to apply. Don't delay. You must have the Disability Insurance in place before you get hurt or sick if you want to receive any benefit.



"I am very pleased that I purchased this extra insurance. I had major surgery and was off work 10 weeks. It helped me keep my bills on track so all I had to worry about was my recovery. The process was easy and the representatives were great. For the little bit of money it cost it was well worth it when I needed it. I strongly recommend this insurance."



Laura Thomson
CSEA member
St. Lawrence Psychiatric Center

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

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

BJ's Wholesale Club partners with CSEA



BJ's Wholesale Club will be extending a "Special Membership Offer" to all CSEA members.

- This offer will be conducted through Quarterly Open Enrollment Periods on your CSEA Member Benefits Intra-net site ONLY.

- All information including the Membership Offer, the instructional flyer, and the applications will appear on the Members Benefit site a few days prior to the Open Enrollment and will continue during the promotional period ONLY. CSEA's/BJ's Quarterly Enrollment dates will appear continually.

- The information flier and applications will be set up by CSEA's regional locations and BJ's club locations within those regions. This will also include the name and address of the BJ's Corporate Sales Rep for your specific region/club, which you will need to mail your completed application/payment to.

- If you are a currently a member of BJ's and wish to participate in this special membership offer, please note your current expiration date. If your membership expiration date falls between the open

enrollment periods, please renew your membership prior to your expiration date during the current open enrollment period. We will extend your current expiration date another 15 months, you will never lose time on your membership when renewing early.

- BJ's Corporate Sales Reps can only renew members during OPEN ENROLLMENT.

The first Open Enrollment will be offered from April 7 - 21, 2013!

To enroll, go to www.cseany.org, scroll over "For Members," then "Money Savers," then click on "Discount Buying."

This is a special BJ's Home Office promotion ONLY:

ALL APPLICATIONS/PAYMENTS MUST BE MAILED TO THE BJ's CORPORATE SALES REPS ONLY

APPLICATIONS CANNOT BE RETURNED TO CSEA HEADQUARTERS OR HANDED IN AT ANY BJ's CLUB LOCATIONS!

LOOMING AGENCY THREAT — Pilgrim Psychiatric Center Local President Manny Manguel called an urgent membership meeting to reiterate CSEA opposition to Gov. Andrew Cuomo's

proposal to grant the Commissioner of the state Office of Mental Health unfettered discretion to close, consolidate, merge or significantly reduce services provided by state employees in mental health for yet another year. (*See March Work Force*) Manguel told members that CSEA is opposed to this broad power being vested in the commissioner. As this edition went to press, it was not known whether the proposal passed. Visit www.cseany.org for updates ... **SULLIVAN HONORED** — CSEA Executive Vice President Mary Sullivan recently received several prestigious honors for her work as a labor leader. She is among 25 women recognized and featured in the current edition of City and State magazine. The magazine's Above and Beyond awards honor excellence and achievement in business, labor, public service and journalism. Sullivan was also recently recognized at the Workforce Development Institute's Women Working 2013 conference in Albany. Sullivan was also recently recognized for her work to encourage greater participation in the political process by working class people within the Latino community at the second annual gala of the Nassau and Suffolk Chapter of the Labor Council for Latin American Advancement (LCLAA) ... **LAMORTE FETED** — Long Island Region President Nick LaMorte recently received an award from the Long Island Federation of Labor in recognition of his work to improve the lives of working men and women on Long Island at their annual awards reception last week. LaMorte was honored along with Suffolk County Legislator William Lindsay and Health and Welfare Council of Long Island President Gwen O'Shea. U.S. Rep. Steve Israel was on hand to present the awards and serve as the evening's keynote speaker ... **YONKERS APPROVES PACT** — Members of the Yonkers School District Unit recently voted overwhelmingly to approve a two-year contract. The



agreement runs July 1, 2012, through June 30, 2014, and includes wage increases in both years, enhancements to the existing vision and dental programs, and the creation of

an additional salary step in 2014 ... **ELDRED RATIFIES** — Members of the Eldred Central School District Unit unanimously approved a new two-year agreement. The deal includes a one-year no-layoff clause ... **CONTRACT NOW** — Wantagh School District Custodial Unit members and their supporters from the Nassau Educational Employees Local recently demanded a "Contract Now" at a rally in front of the district's administrative offices and then attended a school board meeting that followed. District custodians have been working without a contract for nearly two years ... **FALLSBURG CAFETERIA DEAL PASSES** — Fallsburg School District Cafeteria Unit members voted unanimously in favor of a five-year contract that includes wage increases in each year of the contract, the creation of a new sick leave buyback program and longevity increases ... **LIFESPIRE REACHES AGREEMENT** — Lifespire members recently overwhelmingly approved a new contract. The agreement provides a signing bonus and salary increases in July 2013 and 2014. Lifespire, a not-for-profit provider of developmental disabilities services based in New York City, has more than 1,000 workers who are CSEA members ... **MINISINK SUPPORTS UPCOMING HEART WALK** — Members of the Minisink Valley School District Unit in Orange County have a longstanding tradition of supporting the American Heart Association's Tri-County Heart Walk, but this year's walk is especially meaningful because the 2013 junior honoree is 3-year old Noah Shand-Lubbers, grandson of Unit Secretary Ann Shand. Team Noah raises money through different fund-raisers held in the district, including a monthly luncheon. Tax-deductible donations can be made online via <http://tinyurl.com/TeamNoah>.

Members march in St. Patrick's Day Parade



CSEA Central Region members march in the recent Syracuse St. Patrick's Day Parade as part of the Greater Syracuse Labor Council delegation.

Western, Long Island Region members plunge

Right, Clarence Central School District bus drivers Patty Reitz, left, Linda Helmbrecht, Debbie Hoffman, Diana Cooper and Williamsville bus driver Debbie Morley promoted the



important service they provide to the community during the annual Polar Plunge in Rochester. The five plunged into icy Lake Ontario along with other Western Region CSEA members in support of Special Olympics.



Left, at the Polar Plunge at North Hempstead Beach Park in Port Washington, plungers dressed as Star Wars characters Darth Vader and a storm trooper show their support to CSEA members taking the chilly plunge into the Long Island Sound.

THE Work Force

www.cseany.org

Published by CSEA

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Danny Donohue, President

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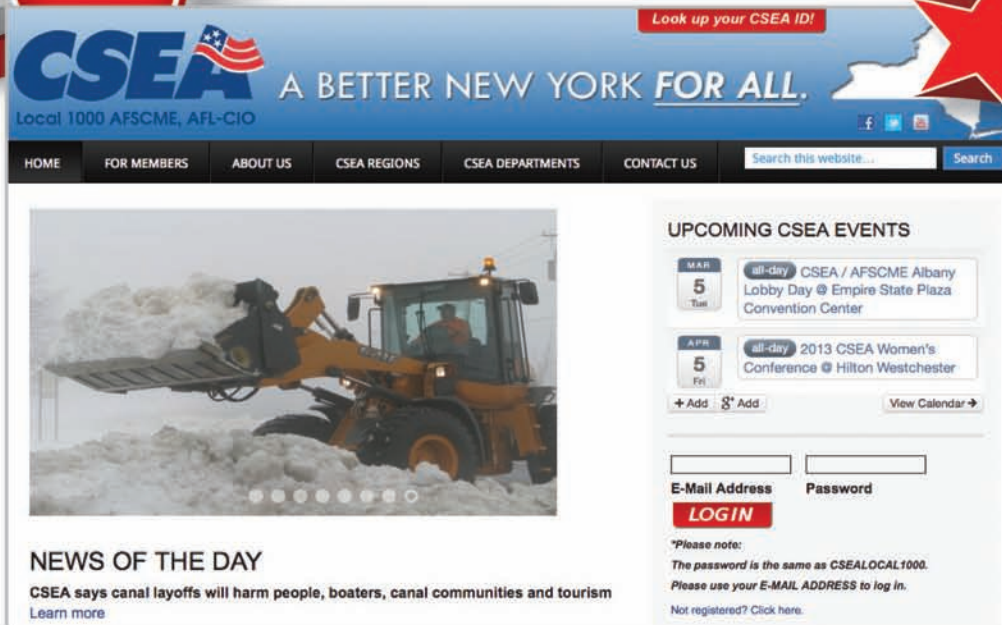
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