

# THE WORK FORCE



***Guild for Exceptional Children workers stand strong in joining CSEA. See Pages 10 and 11.***

Photo by CSEA Communications Associate David Galarza

## Photo of the Month



Photo by Franz Edlinger

**Keith Shultis, a member of the CSEA Mid-Hudson State Employees Local, operates a grooming machine at the Belleayre Mountain ski resort recently. CSEA members at Belleayre, Gore Mountain and Whiteface Mountain are all wrapping up a busy ski season that kept them on the slopes through April, as ski areas did much better business this year than last.**

### Court negotiators return to table

ALBANY — As this *Work Force* edition went to press, CSEA and the Unified Court System negotiators had returned to the table to discuss CSEA's expired contract.

CSEA is not satisfied with the course negotiations have taken to date. CSEA began negotiating with the court system in March 2007.

Negotiations updates will be posted at [www.csealocal1000.org](http://www.csealocal1000.org) as they become available.

### Rochester satellite office moves

CSEA's Rochester satellite office has moved to a new location. CSEA recently opened the new office at 3495 Winton Place, Building E, Suite 3, Rochester, N.Y. 14623. The telephone and fax number remain the same: (585) 272-0800, phone; and (585) 272-1127, fax. The new facility offers larger, better-equipped offices and meeting rooms to better meet members' needs.

# Layoffs catch workers by surprise

CARMEL — The threat of layoffs in the Putnam County work force recently became a reality when County Executive Robert Bondi closed the Putnam County Recycling Center, which resulted in two CSEA members losing their jobs.

Bondi has reportedly stated that this may not be the last county workers see of layoffs. The last major layoffs in Putnam County occurred in 1991, when about 30 workers lost their jobs. Last month's layoffs came suddenly.

"Just a week prior to Bondi announcing that these workers would be laid off in two weeks, we'd been assured that we would be able to move them into vacant county positions," Putnam County Unit President John Mulreany said. "Then we found out that a hiring freeze had been instated and that several

people were going to be laid off."

The job cuts put an additional strain on the CSEA work force in Putnam County, where members have been making do with less for several years, despite a significant jump in the county population. About 380 CSEA members work for the county, but during the 1990s there were many more county workers.

"These continued cuts don't just hurt county employees; they also hurt the taxpayers depending on the services we provide," Mulreany said. "We have people who do not drive who depend on our county buses, people who receive homecare through our Home Health Agency and senior citizens who rely on our Office for the Aging programs."

— Jessica Ladlee

## HRI members ratify pact

ALBANY — By a 7:1 ratio, CSEA members at Health Research, Inc. have ratified a new four-year contract. The agreement, which extends through March 31, 2011, includes pay increases each year, maintains health benefits and contains other increases in benefits as well.

"This vote says the contract achieved the goals our members told us were important," said CSEA President Danny Donohue. "The negotiating team deserves our thanks for a job well done," he added.

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

Among the highlights:

\* Downstate adjustment increased

from \$1,302 to \$1,850 in April 2008 and \$3,026 in October 2008;

\* Longevity pay increased from \$750 to \$875 each year of contract;

\* Employer contributions increased each year for individual, family and retiree health insurance; and

\* Increased funding for tuition reimbursement program.

The agreement covers approximately 1,500 CSEA-represented employees in a wall-to-wall unit that includes clerical, administrative and scientific staff at various locations throughout New York state. Primary centers are the Corning Tower in Albany and Roswell Park Cancer Institute in Buffalo.

— Ed Molitor

# Union still concerned with OCFS plans

CSEA was able to stave off closures of several Office of Children and Family Services (OCFS) and Department of Correctional Services (DOCS) facilities, but the latest state budget's plan for other facilities will affect some union members.

Workers at the Pyramid Reception Center heartily welcomed the news from the state that their South Bronx juvenile facility would not be closed as originally proposed.

"I'm ecstatic," said Pyramid Youth Development Aide Daniel Williams. "I want to thank all those people who went above and beyond the call of duty to make sure this facility survived."

The state legislature also rejected closing the Great Valley Residential Center in Cattaraugus County, and rejected closing four DOCS facilities: Hudson Valley Medium Correctional Facility, Camp Pharsalia, Camp Gabriels and Camp Mt. McGregor. Any members who transferred out of those facilities are welcome to return.

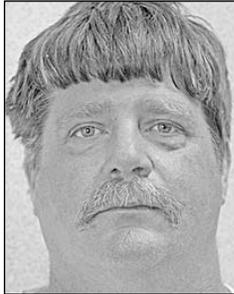
In addition, a new 12-month notice will have to be given to close these facilities in the future. Additionally, there is a study to be conducted on the effectiveness of community-based programs versus institutional facilities. An initial report is due by Jan. 15, 2009, and the final report is to be completed by Jan. 15, 2011.

## Upstate closings

While some OCFS facilities were spared in the state budget, others, especially in central New York, did not fare so well. Auburn Residential Center in Cayuga County and Brace

Residential Center in Delaware County are slated for closure in January 2009, and beds are being reduced by half at the Lansing Residential Center in Tompkins County.

CSEA Lansing/McCormick Local President Scott Morse, a youth development aide III at the Gossett Residential Center, said the closures were based on the fiction of certain facilities being "underutilized," which was created by OCFS Commissioner Gladys Carrión in her efforts to close down facilities and switch to community-based programs.



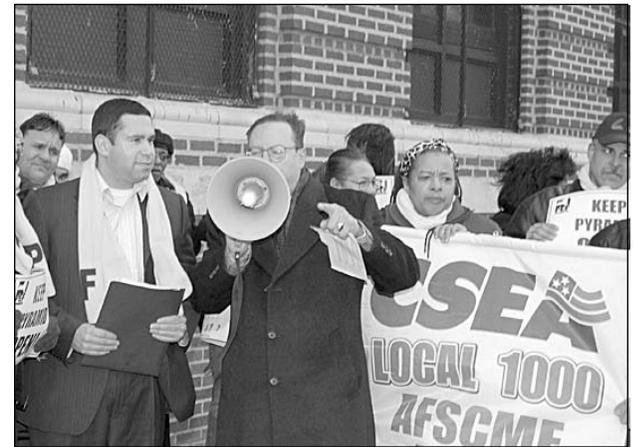
Morse

"I think it's a poor idea. Her idea to put the residents into the community, it just can't be done. You have to have someone to take care of them," Morse said. "I don't think they have adequate programs for these kids. If they had them in the community, they wouldn't be here in the first place."



Laing

Closing or downsizing the facilities also has a tremendous negative impact on workers, who although offered relocation, may not have enough seniority to relocate close to home. The result, said CSEA Delaware Valley State Employees Local President Larry Laing, a youth development aide III at the Brace



CSEA New York City Local President Vincent Martusciello leads union members in a protest against closing the Pyramid Reception Center in the South Bronx earlier this spring. Several such facilities have been spared closing.

Residential Center, is that some workers will likely be out of jobs.

"If there's nothing close by to bid on, they can offer us bids for facilities a million miles away, and if we don't bid on those come the deadline, they will mandate you to go anywhere in the state. Refusal of that means you're deemed resigned," he said. "They're saying that they're making positions available to us, but a lot of us are deeply rooted in our communities, and it's not that easy to just pack up and move."

"Some are going to have to drive a couple of hours one way to go to work. It's definitely a hardship," Morse said.

— Mark Kotzin and David Galarza

## Bright spots, areas of concern for CSEA in state budget

ALBANY — State lawmakers have approved a \$121.7 billion state budget that includes a record \$1.75 billion increase in education aid. There are many bright spots in the budget for CSEA but also some areas of concern, particularly as the economic forecast continues to look gloomy.

Here are some breakdowns of different budget areas. More complete details can be found at [www.csealocal1000.org/pac\\_index.php](http://www.csealocal1000.org/pac_index.php).

### Health care

The enacted budget restores \$273 million of the proposed \$1.1 billion in state health care cuts proposed in the executive budget. This includes

\$168.9 million to hospitals, nursing homes, and home care. The budget restores \$85 million in state funds for nursing homes. It does not appear that these cuts have been targeted at CSEA represented public hospitals and nursing homes.

### State operations

The governor proposed, and the Legislature accepted, an 8.5 percent cut to non-personnel services in state operations. CSEA has been told this cut does not include any plans for layoffs, but remains concerned. (See accompanying story on Office of Children and Family Services and Department of Correctional Services situations, above).

### Aid to localities

The original budget proposal slated large cuts in local assistance and also proposed shifting significant costs from the state to counties. The legislature rejected Paterson's plan to cut 2 percent in aid to municipalities and added \$112 million in aid to localities above the executive budget proposal. Further, the legislature added 11.6 percent more in AIM funding for 33 specific cities.

The legislature provided an additional \$20 million for Yonkers, \$20 million for Rochester, \$10 million for Buffalo, and \$5 million for Syracuse.

All other local government

programs, including those operated by not-for-profits will see a 2 percent cut across the board.

### Education

The agreed-upon budget will increase education funding by \$1.75 billion over last year's total, and will bring the total investment in education to \$21.4 billion. Also, the budget increases foundation aid by \$533 million for New York City.

The legislature restored \$78 million in cuts made in the governor's budget for BOCES.

# THE WORK FORCE

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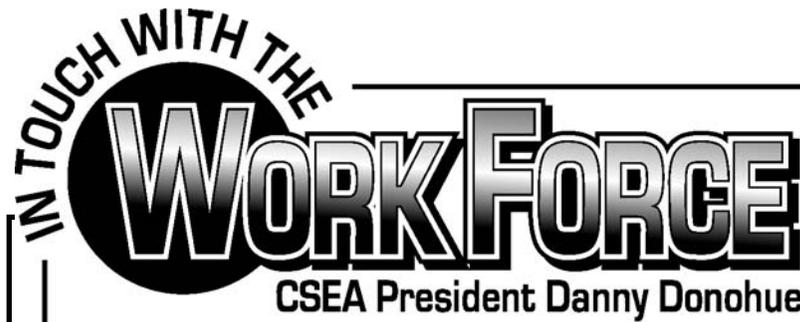
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## The future is here

More than 10 years ago, I appointed a work group called the CSEA Task Force for the Future. Their assignment was simple in theory: identify the ways CSEA should change to be better prepared for the challenges of the future.

The Task Force for the Future was created out of concern that a huge generational shift was rapidly approaching. We would soon see members of the "Baby Boom" generation retiring in large numbers and requiring the union to confront new realities in terms of our structure, priorities and operations.

The task force took its work seriously and made scores of recommendations to help move CSEA forward. Most but not all of the task force recommendations were implemented in one way or another.

As a result, CSEA has changed ... but not nearly enough.

Today that generational shift and a whole lot more is upon us in a rapidly changing world. We have a lot of improvement to make in everything we do just to be as effective tomorrow as we are today. And frankly, I believe we should be trying to be better tomorrow than we are today.

It's an enormous challenge but there is reason to be optimistic: we have tremendous talent in our union and our history has demonstrated that CSEA has the ability to change and adapt.

Don't take any of this lightly. We all need to be prepared to try new ideas and accept different approaches and that's not easy when we're used to things being a certain way. But look around you: CSEA is not the only organization or institution facing a whole new world. The future is here and we must become a part of it.



*Danny*

# County exec's Rx a disaster

BUFFALO — CSEA's Erie County Local is leading mobilization efforts to keep Buffalo's Erie County



**Bender**

Medical Center public.

Members of CSEA and two other unions at the hospital recently collected more than 2,000 postcards to be mailed to Western New York state legislators. The postcards call on state lawmakers to protect the public hospital, which Erie County Executive Chris Collins wants privatized.

"Chris Collins has shown already that he is out of touch," said CSEA Western Region President Flo Tripi. "ECMC provides vital services to the people of this community. Without ECMC, quality care would suffer."

## Devastating plan

Collins, who took office in January, recently asked Gov. David A. Paterson to help eliminate the public benefit corporation legislation for the medical center, clearing the way for

a merger of the hospital with a private health system.

In 2006, the state Berger Commission called for the creation of a new board that would oversee operations at ECMC and the private hospital system. The goal was to end duplication of services and strengthen health care in the region. The goal was not a hard asset merger of the hospitals or the dissolution of the public facility.

"The Erie County Medical Center is too important to this community," said Erie County Local President Joan Bender. "A full 42.3 percent of ECMC's patients are uninsured or underinsured. Where would those patients go for care if this hospital weren't here? Chris Collins needs to show a commitment to the Erie County Medical Center and to making it a state-of-the-art facility. Instead, he is trying to take something that has been built with taxpayer dollars and turn it over to a private corporation."



**Licensed Practical Nurse Vanessa Hill reviews medication records in the skilled nursing facility within Erie County Medical Center.**

## War on workers

Collins' attack on the hospital is one of many assaults on CSEA. He claims he will only hire regular part-time employees, he has refused a substance abuse counseling grant that would provide work for CSEA members and he will not communicate with union leaders.

"I think the most egregious issue is his plan to hire only regular part-time employees," Bender said. "Not only is he trying to divide the union, he is harming families. If you are trying to plan your financial life based on 39 hours of work you might not be able to do it. There is no guarantee you'll work that many hours."

Collins also failed to negotiate with the union before he took back employees' county cell phones and pagers. "Standby pay" is a negotiated part of the Erie Unit's contract.

"He needs to forget about the press and start talking with the unions," Bender said. "The unions shouldn't

be the last to know."

At press time, the county executive had not returned Bender's phone call and she hadn't had a conversation with Collins since he took office.

"Members of this local and unit are not happy with him at all," Bender said. "He needs to remember that they are taxpayers, too."

— Lynn Miller



**Stephanie Y. Green and LaDonna Swain prepare lunch in the Erie County Medical Center cafeteria. The two are members of the Morrison private sector food service local at the hospital.**



**Radiologic Technician Bob Foley positions a patient's leg before taking an X-ray at Erie County Medical Center.**

**CSEA**  
NEW YORK'S  
LEADING UNION

Represents 60,000 Workers in  
HEALTH CARE  
SERVICES

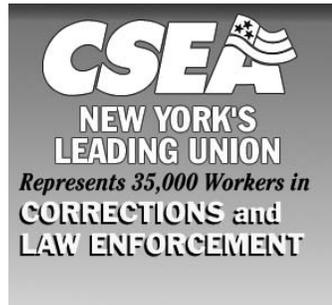
**"ECMC provides vital services to the people of this community. Without ECMC, quality care would suffer."**

**CSEA** *Voices*



**"I think it's important that as we move forward into the 21st century that the labor movement remain strong and that our rights and benefits and wages are protected. It's important for our generation to protect the previous generation's ability to retire and have affordable health care and ensure our own generation's ability to do the same."**

— Andrew Ninno, 28, Child Protective Investigator, Madison County Department of Social Services and CSEA grievance representative, on the importance of getting CSEA members under 35 years old active in the union.



# Court officers cited for actions

BUFFALO — Saving lives and capturing an escapee — it's all in a day's work for New York State court officers in downtown Buffalo.

Three New York State Court officers in CSEA Region 6 Judiciary Local have been honored with awards from the Erie County Deputy Sheriff's Badge & Shield Club, an organization encompassing several area law enforcement organizations.

Gregory Hartman and John Pezzino have been recognized for saving a woman's life and James Cardinale has been honored for capturing an escapee.

"Much of the work our court officers do doesn't make the evening news, because they are working to keep our courts safe and secure for the public. These awards show that the training and skill our officers have goes well beyond keeping order in the courts," said CSEA Western Region President Flo Tripi.

## Saving a life

"We are kind of uncomfortable talking about it," Hartman said during an interview in a small, cramped courthouse lunchroom. "It's just part of our job."

While on patrol around the perimeter of the Buffalo City Court Building last November, a passerby



**New York State Court Officers Gregory Hartman, left, and John Pezzino used an automatic external defibrillator to revive an unresponsive woman who had collapsed in the middle of the street in front of Buffalo City Court.**

alerted the officers to a woman who had collapsed in the street.

"At first we thought she had a seizure," Hartman said.

Other officers had arrived on the scene with medical supplies and an automatic external defibrillator (AED).

"I set up the machine and John administered the AED," Hartman said. "We were able to get the woman's heart started and we were ventilating her. We administered CPR until Buffalo Fire and the ambulance arrived. When she left our responsibility she was breathing on her own and had a heartbeat."

The autumn incident is not the first time the pair had to use an AED in the line of work.

"If you have any chance, we'll do everything we can to make sure you get it," Pezzino said. "We didn't do anything out of the ordinary. We would try to do the same thing for anyone in need."

## Capturing an escapee

Last May, while returning from his lunch break, Cardinale noticed a man running from the Family Court Building with a court officer in pursuit. When he heard his fellow

officer yell "Stop!" instinct kicked in and Cardinale began to run.

"I chased after the man, caught up with him after about a block, got a piece of him, jumped on his back and brought him down," Cardinale said. "By that time there were other officers coming up behind me. That's when I realized the man had escaped from the lock-up as he was being brought in for a court date."

Such an incident is extremely rare, Cardinale said.

Like his co-workers at Buffalo City Court, Cardinale downplays the importance of his actions.

"It is nice to be recognized, but there are things that go on here every day that go unnoticed," he said. "All of the officers share in this honor. Any of my fellow officers would have done the same thing."

"I truly enjoy working with people and keeping the safety and security of the judicial system.

"I want to make sure people are not afraid to come to court," he said. "If they are afraid to come to court, they don't get a fair shake and justice isn't being served."

— Lynn Miller

**"I want to make sure people are not afraid to come to court. If they are afraid to come to court, they don't get a fair shake and justice isn't being served."**

## CSEA Voices



**"It's important to get involved in the union because there is strength in numbers."**

— Eric Domalewicz, Clerk 1, state Office of General Services, on the importance of CSEA members under 35 being active in the union.



**James Cardinale acted on instinct last spring when while returning from lunch, he chased after an escapee he saw fleeing the Family Court Building.**

# County workers frustrated with offer

COOPERSTOWN — CSEA members working for Otsego County are visibly upset over the county's last contract offer, which they overwhelmingly voted down last October.

So visible, in fact, that you need only drive by any of the county parking lots where member Tony Effner has been parking his truck, to see a sampling of that frustration. His handmade sign reminds people that he and the rest of the county work force have been working under an expired contract since January 2007, and that "dedicated county workers deserve livable wages."

Effner's sign is only one of the ways the CSEA Otsego County membership are making known their frustration. Recently, the union stepped up visibility as part of a strategic campaign to let the public know the value of their county work force and the services they provide.

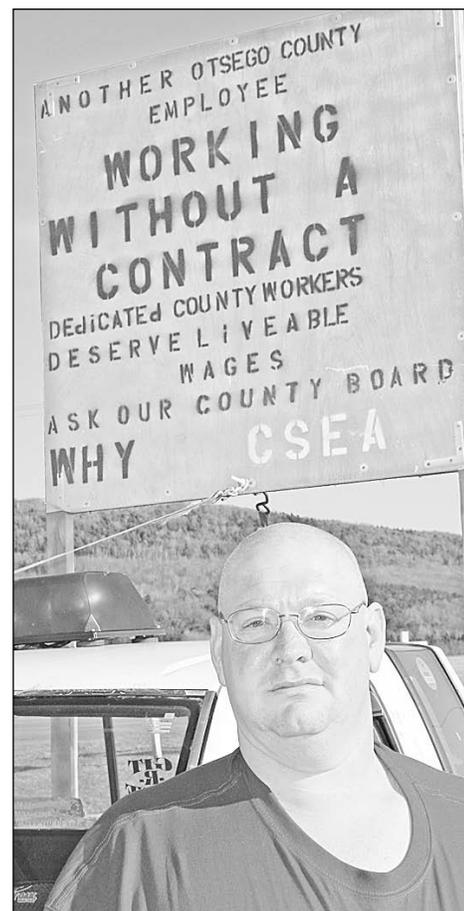
The members have been working with CSEA Field

Mobilization Specialist Michael Ottaviano and other CSEA staff to develop lawn signs, car signs, posters, brochures and buttons.

The members also planned a solidarity demonstration at a county board meeting, but the board canceled the meeting after getting wind of the union's plans.

At the heart of the matter, said Otsego County Unit President John Imperato Sr., are wages much lower than surrounding counties, combined with CSEA members paying more toward their health care premiums than management workers (effectively subsidizing management's health care costs), and the county's "slap-in-the-face" offer of no wage increase for 2007.

"Our members gave up a raise in 2003 to settle a contract, and we're already paying too much for our health care, compared to other workers," Imperato said. "We're tired of having to bear more than our fair share when it comes to lower wages and higher health insurance. We



CSEA Otsego County member Tony Effner proudly displays his handmade protest sign that sits on the back of his truck, highlighting the union's contract struggle.

need a contract offer that allows us to make ends meet, and the county's offer didn't do that."

The union members turned out in record numbers to vote down the county's offer, reached with the assistance of a mediator. The county is now pushing to go to a fact-finder and the union is continuing efforts to make their fight public, planning to highlight the high costs of turnover to taxpayers that the county's low wage structure perpetuates.

— Mark Kotzin



**"We're tired of having to bear more than our fair share when it comes to lower wages and higher health insurance."**

**CSEA** *Voices*



**"It is important to be involved in the union because it gives us a voice and an opportunity to raise concerns about working conditions, the contract and other things. We pay union dues, so we should have some say. Sometimes people don't realize they can get involved. It is also important to be unified and for everyone to stand up for one another."**

— Bryan Pike, 28  
forensics case manager  
Genesee County  
CSEA Steward, on the  
importance of CSEA members  
under 35 being active in the  
union.

## Let the WORK Institute help you study for the PATT exam

Are you studying for the state Public Administration Traineeship Transition (PATT) exam being given on May 31, 2008? If so, three of the four subject areas for that exam are available on the WORK Institute's Online Learning Center. Go to the website at [www.csealocal000.org/wi](http://www.csealocal000.org/wi) for a link to the Learning Center's free demo as well as for other important information regarding the PATT exam, including a schedule of classroom-based workshops. You can also contact the WORK Institute by telephone at 1-866-478-5548.





**“My colleagues in the purchasing department were great, but the walls were closing in on me ... I’m happier here and this is such a beautiful park.”**

## CSEA Voices



**“Y**ounger activists need to step up because we need to be prepared, since we’re the future of the union. We’ll eventually be the ones in charge.”

— **Kim Roberts-Tytlar**, Putnam County Local secretary, on the importance of CSEA members under 35 being active in the union.

# Workers keep state's first park preserve a gem

CSEA members have long played a key role in preserving the high quality of life many Long Island residents make a priority.

Despite Long Island’s population explosion since World War II and the resulting widespread development, CSEA members have preserved many pockets of pristine landscape that combine rustic beauty with cosmopolitan living.

Connetquot River State Park Preserve, designated the state’s first park preserve in 1978, fits into this geographic tendency.

CSEA members in the Long Island State Parks and Recreation Local

strive to maintain and enhance attractions such as a gristmill, nature trails, horseback riding paths, bird watching venues and the main house, which is more than 100 years old and features an antique kitchen and dining room complete with paraphernalia from that period.

Parks and Recreation Local members Christopher Hull, Betty Hirt and Linda Kasten are devoted to maintaining the park for the public’s enjoyment.

Hull was recently observed clearing a large tree limb from one of the nature trails to help keep the park safe. “I like working outdoors



**Long Island State Parks and Recreation Local member Linda Kasten leads guided tours through the Connetquot River State Park Preserve’s main house, which once hosted famous guests.**



**Long Island State Parks and Recreation Local member Betty Hirt prefers working outdoors at Connetquot River State Park Preserve.**

and pitching in to keep the park clean and safe,” he said.

Betty Hirt was working indoors at Belmont Lake State Park, after a long stint in an outdoor assignment at Sunken Meadow State Park. She soon transferred back to an outdoor position at the Connetquot River State Park Preserve.

“My colleagues in the purchasing department were great, but the walls were closing in on me over at Belmont,” she said. “I’m happier here and this is such a beautiful park.”

As for Linda Kasten, her responsibility is in the main house, where she leads the public on guided tours designed to detail the history and bring out the charm of a building that once served as the focal point for the Southside Sportsmen’s Club of Long Island.

“The people who came to hunt and fish on this land ate, slept and bathed in the main house,” she said. “It offered all the comforts of home to guests such as Daniel Webster, General William Sherman and Charles Tiffany. Too bad these walls can’t talk.”

In 1963, the Sportsmen’s Club sold the land to the state after almost a century of ownership.

Today, the park looks much as it did when first sold to the state 45 years ago, and in some areas, even better. That is a testament to the hard work of CSEA members over the years, who through their diligence have helped to improve quality of life on Long Island.

— **Richard Impagliazzo**

# Open meeting fight drives school workers

BUFFALO — There is strength in numbers, and CSEA members working at St. Mary's School for the Deaf in Buffalo have proved that once again.

Members of the school support staff local are standing tall and united with teachers, students, parents and alumni as they push for greater access to the school board and input into its decisions and policies.

"Problems have been brewing at this school for a long time," said CSEA Western Region President Flo Tripi. "CSEA members have made multiple complaints about the school's superintendent, but without access to school board members their complaints are not

taken seriously."

The problems, including reports of harassment and intimidation, are so bad that CSEA members recently voted no confidence in the superintendent. At press time, members of the teachers' union had talked of taking a similar vote.

"Everyone knew there were problems at the school, but we never really worked together," said CSEA Local President Franz Griswold. "Recent incidents have really united everyone: parents, students, teachers, support staff and alumni."

CSEA and the other groups are forming a coalition to formalize their efforts and to drive



St. Mary's School for the Deaf Local members Edmond Boctor, left, and Karen Gambino joined with students, teachers, parents and alumni in a recent demonstration outside St. Mary's School for the Deaf in Buffalo.

home the message of unity that prevails at the school. The group is lobbying for legislation that would require St. Mary's and similar schools to conduct open school board meetings.

Unlike a public school district, the St. Mary's board is not legally bound to the state's Open Meetings Law even though the private school receives millions in public funding.

"We need to have

open board meetings at St. Mary's just like any other school district," Griswold said. "That is the ultimate goal."

In recent weeks, students, with the support of CSEA, the teachers' union and other involved adults, have walked out of classes and organized demonstrations outside the school.

— Lynn Miller

## New contract, budget woes for Yonkers schools

YONKERS — CSEA members employed at the Yonkers Public Schools Unit have a new contract, yet are facing budget uncertainties that city officials say could lead to layoffs.

Members recently overwhelmingly ratified a four-year contract that will bring some much-needed parity for the approximately 1,700-worker bargaining unit.

"This is the best contract we've had in a long time," said Unit President Bobbie DiBattista.

Workers will receive raises in each year of the contract, but the most generous jump in

compensation comes from an increase in longevity payments that will be paid out at the end of the contract. The pay hike will be extremely helpful for the unit, whose members are the lowest paid city workers in Yonkers.

At the same time, concerns over state education aid led DiBattista and a contingent of Yonkers officials to lobby state lawmakers for additional funding. Yonkers Mayor Phil Amicone had projected in April that a budget shortfall for both the city and the school district could lead to a combined 700 layoffs between the two entities.

Yonkers is one of New York state's "Big Five" school districts, large urban school districts that depend on their respective cities for funding. That Big Five status has led to many funding challenges for Yonkers over the years.

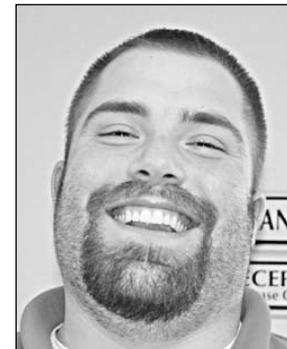
While the passing of the state budget yielded \$20 million in extra state aid for the City of Yonkers and \$10 million in aid for the school district, Amicone told a local newspaper in April that without an additional \$6 million, layoffs could still result.

— Jessica Ladlee



**"Everyone knew there were problems at the school, but we never really worked together. Recent incidents have really united everyone: parents, students, teachers, support staff and alumni."**

**CSEA** Voices



**"I** am interested in contract negotiations. Last time, it was a difficult process. I would like to get involved next time to see how it works. I'd also like to help keep the lines of communication open between the negotiating team and the rank and file."

— Jeffrey Hyde, 28, supportive case manager Genesee County, on the importance of getting CSEA members under 35 years old active in the union.

# INSIDE THE WORK FORCE

## Guild for Exceptional Children workers join CSEA, despite unfair employer advantage

*Editor's Note: Workers at the Guild for Exceptional Children (GEC) demonstrated their overwhelming desire to form a union at their workplace not just once, but twice after a new National Labor Relations Board (NLRB) rule forced them into an election to defend an already successful card check campaign. The Work Force spoke with a few new members about this historic and victorious organizing campaign.*

Bill Freude vividly remembers how management at the Guild for Exceptional Children described labor unions.

"They assumed that we were ignorant," said Freude, a counselor for the past seven years. "They made it seem like we were being manipulated by some subversive influences. They were building a climate of fear based on their imagination of our ignorance."

Indeed, Freude and his co-workers agreed that the only ones who were ignorant and trying to manipulate the workers were

management. "The guild has been around since 1958 but its approach to workers has never changed," said Freude. "If you pay somebody a low salary and don't value what they do, eventually you start to treat the person the same way and they start to believe that it's true."

"They thought that since they paid us very little that what we did was also very menial," said Freude. "In that process they misinterpreted the essential and professional services we provide to our consumers."

### Dealt an unfair hand

CSEA was forced into a National Labor Relations Board election to defend a card check win at the guild after the NLRB issued its Dana-Metaldyne decision last fall.

The Dana decision allowed for a group of GEC employees to file a petition challenging the majority that had been demonstrated through the card check process. The NLRB



Workers at the Guild for Exceptional Children celebrate their organizing win with CSEA.

responded by scheduling a work site election.

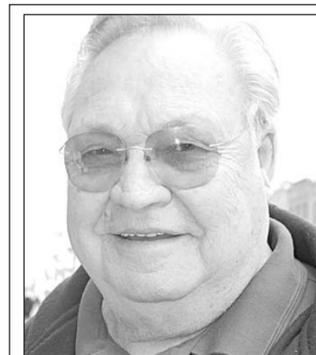
"There was a deep feeling of betrayal and a feeling of anger (at management)," said Freude. "They laughed at us and told us that it wouldn't be easy."

Despite difficult voting conditions (limited hours and limited sites, different voting eligibility lists, etc.) the workers won by a sizeable margin. "The fact they had to do it again, on the workers part, it was a real act of bravery," said Freude.

### What is the Guild for Exceptional Children?

GEC is a nonprofit, social service agency that offers comprehensive services to people with developmental disabilities. It receives the bulk of its funding from the New York state Office of Mental Retardation and Developmental Disabilities.

Since January 2007, CSEA has been working with GEC employees to organize a union. In addition to low pay and inadequate benefits, GEC employees also voiced concerns over short staffing, lack of job security, lack of due process, problems with quality care for consumers and an overall lack of dignity and respect on the job.



"I asked for a merit raise, and they gave me 20 cents or some ridiculous sum. I said to myself, 'This can't go on.' My son is also a driver for the Guild. I also feel a need to help the younger generation that is coming into the Guild. I was union member for 35 years before I came to the Guild. The union is important for the younger workers. This is a great victory for us. We are respected more, by our co-workers and by management."

Mike Fiorello, driver



"Management kept saying that we were all family but we weren't treated like family. The family feeling was only given to certain people. With the union it's equal opportunity, instead of for just the select few. Now I want to show my co-workers that it's not just about what the union can do for you. It's about what you put into the union to make it that much better."

Bonnie Diaz, Without Walls, Day Rehabilitation



"Winning the election and the card check campaign show that people came on board for a fair contract, a better working environment and more open communication with management."

Shannon Wade, direct care counselor, Cassone Residence

proud and effective in my own life. And it makes my son feel like things can get done."

With plans to expand the services provided by GEC, Freude said he's hoping that management will now have "the presence of mind to ensure that the welfare of the workers as well as the consumers are intrinsic in every decision they make."

In the meantime, Freude and his co-workers are intent on building a solid and active CSEA local. "I hope more and more workers will become aware of their own potential and possibilities of the union," he said.

— David Galarza

EXCEPTIONAL WIN

# Failed road test leads to DMV assault

BROOKLYN — A routine road test detoured into a horrifying assault on several Department of Motor Vehicles workers after a client failed the exam.

“I thought this guy was going to kill me,” said Angus Udemezue, a 15-year license examiner for the DMV. “This guy was so big, I couldn’t do anything.”

Two CSEA and one Public Employees Federation-represented workers were assaulted by the client on April 7 shortly after Udemezue, who administered the test, told him he failed the exam for driving on the wrong side of the road.

“I was already in another car with the next client when suddenly I looked up and saw (co-worker and CSEA member Sheryl) Marino screaming and with blood gushing out of her face,” said Udemezue. “At the same time I saw this guy going after my supervisor. He was trying to get away and the guy

was punching him.”

Udemezue said he tried to distract the assailant by yelling, “Hey, what are you doing?” That’s when the suspect lunged at him and pummeled Udemezue to the ground.

“While I was on the ground and on my knees he was hitting my back, he was trying to get my face but I covered my face,” said Udemezue, whose blood pressure soared during the incident.

The attacker coolly started to walk away from the scene after others separated him from Udemezue. But, Udemezue found the strength and courage to get up and follow him from a distance until police arrived. “I pointed him out and they arrested him,” said Udemezue.

All three workers were taken by ambulance to a local hospital where they were treated and released. The assailant was charged with assault.



## Waiting for a rule

The attack comes nearly two years after the passage of the Worksite Security Act that would require public employers to put in place workplace violence prevention programs to protect their workers.

New York City and other public employers recently threatened to sue the state to block implementation of these new workplace violence rules. As a result, the state Department of Labor revised the rule, which is not yet final.

However, the law is still in effect.

“CSEA has worked long and hard to get workplace violence legislation passed because it’s such a serious concern for our members,” said CSEA New York City State Employees Local President Vincent Martusciello. “We now must put teeth on these laws and find effective ways to implement the language and intent of these rules.”

For Udemezue and his co-workers, who have taken some time to recuperate from the

incident, the enactment and enforcement of these workplace rules are critical. He also voiced a longstanding concern over the DMV’s instant disclosure policy (letting clients know whether they passed or failed the exam on the spot).

“I think an incident like this has been brewing for a while,” said Udemezue. “We are not protected. The public does not want to take no for an answer.”

An armed robbery at a Brooklyn Department of Motor Vehicles office last year prompted union members then to demand improved security at their work sites.

“We need the DMV to make significant changes in the way they do security,” Marina Queenie, a supervisor and grievance representative at the Brooklyn DMV office where the robbery occurred, said at the time.

— David Galarza

## Preparing canal bike paths for the summer season



## Cycle the Erie Canal this summer

CSEA is again a sponsor of the 10th annual “Cycling the Erie Canal,” which will be held July 6 - 13, 2008.

Over the eight-day event that is organized by Parks & Trails New York, cyclists will ride 400

**Left, Town of Colonie Recreation Maintenance Worker Len St. Gelais, left, performs routine maintenance on a town bicycle path that runs along a six-mile section of the Erie Canal. CSEA members across the state maintain the canal and 400 miles of bike paths that run along the canal.**

miles from Buffalo to Albany along the historic and scenic Erie Canal.

Along the way, cyclists will visit historic landmarks and attractions that are located along the canal.

CSEA members help maintain the bike trails and Erie Canal along the route.

For more information or to sign up for Cycling the Erie Canal, visit Parks & Trails New York’s website at [www.ptny.org/canaltour](http://www.ptny.org/canaltour), e-mail Parks & Trails New York at [eriecanaltour@ptny.org](mailto:eriecanaltour@ptny.org), or call Parks & Trails at (518) 434-1583.

# County's bus driver of the year loves the job

AMENIA — The job Candace Swart took almost 31 years ago, as a young mom looking for extra cash, has turned into a career from which she's in no hurry to retire.

Swart, a bus driver for the Webutuck School District in eastern Dutchess County, was recently honored for that dedication to the job when the Dutchess County Traffic Safety Board named her the Dutchess County School Bus Driver of the Year. Co-workers say the award is well deserved.

"This is a great honor," said Webutuck School District Unit President Doris Ostrander. "We are very proud of her. She is very professional and the district depends on her."

## More than a job

Swart didn't start out expecting a long career with the Webutuck School District. She

was home caring for her newborn daughter when her uncle, Webutuck's transportation director at the time, asked if she'd be interested in driving for a few hours a week.

Once she started, she was hooked.

"My main reason for starting was the convenience with my children," said Swart. "I had holidays and summers off with them. But by the time they had graduated high school, I knew I was there at Webutuck for a lifetime."

Swart understands that the role of a school bus driver isn't just to get students to and from school; it's to do so in a safe and orderly manner. Boys and girls on her daily run to Dutchess BOCES are seated separately, in order to keep chaos on the 28-mile ride to a minimum.

"I can take quite a bit, but we



**Webutuck School District bus driver Candace Swart behind the wheel. She recently was named Dutchess County School Bus Driver of the Year.**

all have our limits," Swart said, "so it helps to be organized. I treat the students with respect and expect them to do the same."

While she emphasizes the importance of order on the school bus, Swart is nonetheless quite fond of her students and rewards seniors with a small gift at graduation.

"Some kids have really struggled and I am so proud when they graduate," Swart said.

## A record of safety

The award was timed to coincide with Operation Safe Stop, a statewide initiative

backed by various state agencies and transportation councils, aimed at promoting school bus safety through traffic enforcement and media coverage.

Swart has a proven record of safety on the job, having clocked over 900,000 miles behind the wheel of a Webutuck school bus without an accident. "You have to have eyes in the back of your head," said Swart, speaking about what a school bus driver needs in order to succeed. "Of course, you also have to like children and you have to like to drive."

— Jessica Ladlee



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### Second Quarter Specials

<p><b>CSE-151</b> Long Sleeve Denim Shirt</p> <ul style="list-style-type: none"> <li>• 7.5 oz denim</li> <li>• features an embossed logo</li> <li>• button down</li> </ul> <p>COLOR: blue</p> <p>COST/SIZE:</p> <p>\$25.20 <del>\$28.00</del> (M-XXL)</p> <p>\$32.10 <del>\$35.75</del> (3X-4X)</p>	<p><b>CSE-152</b> Navy T-Shirt</p> <ul style="list-style-type: none"> <li>• red embossed CSEA logo</li> <li>• 100% cotton</li> </ul> <p>COLOR: navy</p> <p>COST/SIZE:</p> <p>\$12.80 <del>\$14.25</del> (M-XL)</p> <p>\$14.10 <del>\$15.70</del> (2X)</p> <p>\$15.40 <del>\$17.10</del> (3X)</p> <p>\$16.65 <del>\$18.50</del> (4X)</p>	 <p>powered by</p>  <p><b>VELOCITY</b> PRINT SOLUTIONS</p> <p>888.372.3487x212</p> <p>While Supplies Last</p>
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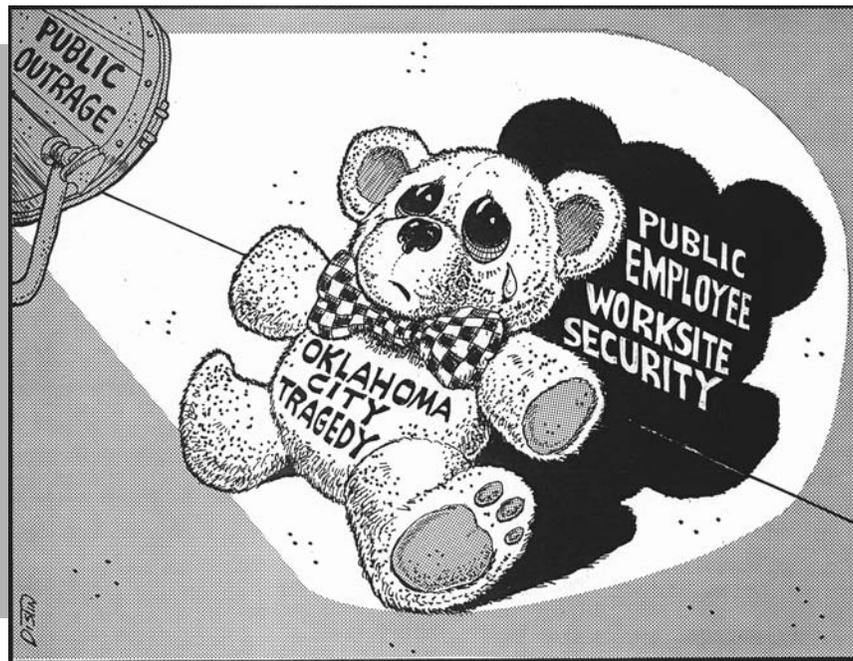
## May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & Bylaws

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

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

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

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



*This vintage cartoon by CSEA artist Ralph Distin appeared on the cover of the May 1995 edition of **The Public Sector**, then CSEA's official publication, to urge the state to establish a work site security standard in the aftermath of the Oklahoma City bombing (see below). The state passed the Worksite Security Act in 2006, with CSEA leading the long fight.*



## 13 years ago ...

In early 1995, almost immediately after taking office, Gov. George Pataki proposed a state budget that contained layoffs and deep spending cuts in state services and aid to school districts and municipalities. Many programs and services that CSEA members provide, including care for those with developmental disabilities and mental illnesses, highway maintenance and education support, were in jeopardy of elimination. With thousands of members and their families at risk under the new governor's budget, CSEA responded by mobilizing members like the union had never done before to fight Pataki's devastating plan.

CSEA fought back using grassroots methods, including calling the governor's and state lawmakers' offices, writing letters to state officials, holding demonstrations outside state lawmakers' offices and even following Pataki's every move across the state, including when then U.S. Sen. Bob Dole visited Albany to accept Pataki's endorsement for Dole's 1996 presidential campaign. CSEA also launched a statewide print and broadcast advertising campaign to educate the public about the services union members provide that were in jeopardy of cuts. Throughout the campaign, CSEA's tagline was "we didn't vote for this budget!"

CSEA's mobilization efforts against Pataki's budget paid off when state legislators, led by Assembly Speaker Sheldon Silver and Senate Majority Leader Joe Bruno, eliminated many of Pataki's cuts and eventually reached a budget that proved to be less harmful to working families.



**Above, the cover of the April 1995, edition of *The Public Sector*, which depicts CSEA activist Sally Smith confronting Gov. George Pataki about his budget proposal during a union demonstration while Pataki was visiting Western New York.**

## Also in 1995 ...

- \* Bosnia, Serbia, and Croatia sign the Dayton Peace Accord to end the war in Bosnia.
- \* In Oklahoma City, 168 people are killed after a terrorist's car bomb explodes outside the city's block-long federal building.
- \* With more than 150 million people watching, O.J. Simpson is acquitted of murder charges after a months-long trial that generated a national media circus.
- \* Hundreds of thousands of African-American men participate in the Million Man March in Washington, D.C.
- \* Grateful Dead frontman Jerry Garcia dies.
- \* Actor Tom Hanks wins an Oscar for Best Actor for the second consecutive year for his role in "Forrest Gump," which won six Oscars including one for Best Picture.

# Want protection? Get PEOPLE power

The Workplace Violence Prevention Act, breast and prostate cancer screening leave and the legislative blocking of the proposed Tier 5 in the state retirement system all protect

CSEA members and their families.

None would have been possible without one thing — PEOPLE.

CSEA's PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in



your community and in the labor movement.

With PEOPLE, CSEA members have a voice in fighting for legislation that is beneficial to working families — and stopping legislation

that could harm workers. PEOPLE also helps us elect candidates who support working people.

"It's because of the PEOPLE program that we can actively fight to protect our members," CSEA PEOPLE Coordinator Cheryl Palmer said.

Many CSEA members may wonder how PEOPLE has helped them lately. In addition to the

work site security law, cancer screening and protection of state retirement benefits, PEOPLE protects health insurance benefits for active members and retirees, prevented President George W. Bush's plan to privatize Social Security, secured hundreds of millions in state and federal funding for New York's public hospitals and nursing homes and helped pass legislation that increased funding for school districts.

The security of our lives, jobs and futures depends on PEOPLE, but our strength is in numbers. CSEA recently conducted the Lucky 7's promotion to help build our MVP membership in PEOPLE.

CSEA would like to recognize the following members who did an outstanding job recruiting MVP PEOPLE members:

**Charlie Guidarelli**, Westchester County Local, Westchester Medical Center Unit: 185 members  
**Andy Mantella**, Lansing/MacCormick Division for Youth Local: 81 members



**Jerry D'Agostino**, Nassau Educational Local, Port Washington

School District Unit: 77 members  
**Michael Flaherty**, Rochester Area Retirees Local: 77 members  
**Millie Lucas**, Suffolk Area Retirees Local: 77 members  
**Ruby Mims**, Erie County Local: 77 members  
**Nancy Clancy**, Franklin Correctional Facility Local: 60 members  
**Sue Balsano**, Western New York Local DDSO: 49 members  
**Joe Jones**, Roswell Park Memorial Institute Local: 49 members

"These people answered the call because they know the importance of the PEOPLE program," Palmer said. "They take their own time to do this."

To learn more about the PEOPLE program, visit CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) and click on the "PEOPLE" logo on the home page's right-side menu. CSEA members will need a members-only account to access the page.

## AFL-CIO's Holt Baker addresses labor leaders in Albany



CSEA Executive Vice President Mary Sullivan, right, welcomes AFL-CIO Executive Vice President Arlene Holt Baker during the Capital District Area Labor Federation's annual meeting in Albany on March 29, where Holt Baker delivered the keynote address. Her speech, titled "Let's Turn Around America," addressed issues affecting working families and their decisions to vote in this year's presidential election. CSEA plays an active role in the area labor federation, with Sullivan serving as the federation's executive vice president and Capital Region President Kathy Garrison serving as a vice president. Holt Baker is the first African-American woman elected to one of the federation's highest three offices, and she is the highest ranking African-American woman in the labor movement. She was previously a longtime AFSCME organizer and international union representative before serving in her AFL-CIO office.

## New York State Labor-Religion Coalition to host conference

The New York State Labor-Religion Coalition will hold a statewide conference titled "Full Circle for Economic Justice" May 18-19, 2008, at the New York State United Teachers' Conference Center in Latham. CSEA is a co-sponsor of the event.

Programs will focus on issues including workers' right to form a union, fair trade, health care and sweat-free purchasing.

To register, visit the Labor-Religion Coalition's website at [www.labor-religion.org](http://www.labor-religion.org) and click on the "Full Circle Conference" link. The registration deadline is May 9.



## Protecting Your Benefits

# Attention Empire Plan enrollees: important reminders about programs

### ***A reminder about mastectomy and reconstructive surgery benefits***

**T**he CSEA Health Benefits Department would like to remind enrollees that the Empire Plan covers inpatient hospital care for lymph node dissection, lumpectomy and mastectomy for treatment of breast cancer for as long as the physician and patient determine hospitalization is medically necessary.

The plan covers all stages of reconstructive breast surgery following mastectomy, including surgery of the other breast to produce a symmetrical appearance. The plan also covers treatment for complications of mastectomy, including



lymphedema. Prostheses and mastectomy bras are covered.

If you have questions about your coverage for implants, breast forms or other prostheses related to breast cancer treatment call United HealthCare, the Empire Plan's medical/surgical provider, toll

free at 1-877-7-NYSHIP (1-877-769-7447) or contact your agency health benefit administrator, usually located in the personnel office.

Empire Plan Benefits Management Program requirements apply. See your Empire Plan Certificate and Empire Plan Reports.

### ***A reminder about the Depression Management Program***

**T**he Depression Management Program began on Oct. 1, 2006 and is available to all CSEA-represented New York State Empire Plan enrollees.

ValueOptions, the Empire Plan's mental health and substance abuse program provider, is the administrator of this program.

If you or your dependents have received recent treatment for depression, you may be invited to participate in this program. Participation is voluntary, free

and confidential.

If you agree to participate, you will receive information to help you understand your condition. You will also be offered educational materials and other services.

If you have questions about depression or if you or a dependent would like to see a provider, call The Empire Plan toll free at 1-877-7NYSHIP (1-877-769-7447) and choose ValueOptions.

### ***A reminder about NurseLine Services***

**T**he CSEA Health Benefits Department would like to remind enrollees that the Empire Plan NurseLine offers health and well-being information 24 hours a day.

This service is provided to CSEA-represented New York state Empire Plan enrollees and their eligible dependents.

Nurses can help answer questions and provide education and support for many health concerns such as

managing diabetes, controlling high blood pressure, understanding cancer and living with asthma.

Get answers to health questions, learn about possible treatment options and gain a better understanding of a medical diagnosis or health condition by contacting the Empire Plan's NurseLine toll free at 1-877-7-NYSHIP (1-877-769-7447).

## Promoting Good Health

### **Important Notice to Current & Former Insureds Under the CSEA Sponsored Group Disability Income Program under Group Policy G-11628 Underwritten by New York Life Insurance Co. and Administered by Pearl Carroll and Associates:**

The New York Court of Appeals has recently decided that disabilities due to a preexisting

condition, as outlined in New York Insurance Law Section 3234, are to be treated as an extended waiting period instead of a permanent bar from benefit payments.

As a result of this decision, New York Life and Pearl Carroll and Associates will automatically be undertaking a re-examination of claims denied based upon preexisting conditions since June 27, 2004 under the above

Group Disability Policy. All Members who had a claim denied due to a preexisting condition since this date will be notified of the results of their claim review.

If you believe you may have had a disability claim denied by New York Life due to a preexisting condition during the above period, please call Pearl Carroll and Associates Disability Claims Unit at 1-800-697-CSEA (2732).

## Meet your leaders



### McMullen in tune with CSEA members

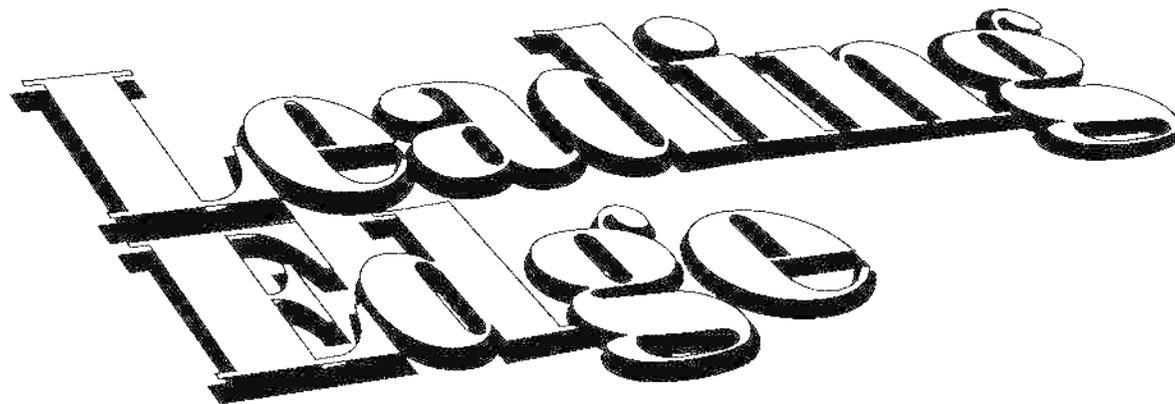
**Editor's Note:** Throughout this year, The Work Force is devoting the Leading Edge to interviews with CSEA's 10 statewide officers and region presidents. This month we feature statewide Treasurer Joe McMullen.

In April 2007, McMullen was elected by the CSEA Board of Directors to fill a vacancy in the statewide treasurer position. He has since qualified for a full term in the union's recent statewide election. A 30-year activist, McMullen has worked as an electrician at the State University of New York College at Oneonta where he was local president. He has always brought a rank and file perspective to his union roles.

**WF: You've been statewide Treasurer for about a year...what has been your biggest surprise?**

**McMullen:** The biggest thing is just the size of CSEA and the range of things we're involved in. It requires a lot of time management. I served on the CSEA board, chairing the budget committee, and I was involved in statewide labor-management for the SUNY system. But I didn't fully understand just how big CSEA really is and how successful we are in so many ways.

**CSEA Treasurer Joe McMullen performing at a union event last summer.**



**WF: What have been some of the highlights for you since you became a statewide officer?**

**McMullen:** Just meeting the people...rank and file members, officers, I've met so many great people. I've been doing some treasurers training. We're working on ways reach even more members with a whole lot of new ideas.

**WF: How did you become the local president at SUNY Oneonta?**

**McMullen:** I was a steward and a grievance rep and Irene Carr, CSEA's former statewide secretary, was a leader in my local. She encouraged me to get more involved and said it would be very rewarding. So I ran as vice president of the local and later on became president. I was president for 20+ years.

**WF: What are some of the most difficult parts of being a local president?**

**McMullen:** Some members want you to do everything for them without their taking any responsibility. They want you to get them a good contract and protect them when they get in trouble. But the involvement of all the members is what makes the union strong. We really need to work together to solve problems.

That's why we need more grassroots involvement. I worked on that at Oneonta. Sometimes we succeeded; sometimes we failed. Also, a good working relationship with management is important.

**WF: What are some of the things you tried to get people involved?**

**McMullen:** We'd try to get people involved at the entry level, such as being a steward or being on a committee. We'd ask people to provide communication, even handing out information and fliers. Just getting people involved in a small way would help them to see what the whole organization of the local was about.

You can't overwhelm people. You need to bring them in and let them find their way and have the chance to succeed and want to get more involved over time and take more responsibility.

It's also important for local leaders to remember to delegate and get more people involved. First of all, no leader can

do it all alone and second, it sends a good message when there are more people doing things.

**WF: What's the key to success for CSEA locals?**

**McMullen:** The grassroots involvement is a very good starting point for the success of CSEA locals. We also need a lot more younger members involved and that is something that all of CSEA's statewide officers are working on. What we've found in working with some of the younger members is that they have families and obligations and find it hard to commit time and energy to the union. So we need to work on helping to set a balance for people.

It's important, though. The baby boomers are aging out and there are a lot of different reasons why younger members really need to be looking for their futures. Younger people need to be watching out, because if there's not someone there in the locals or units or even region offices looking out for the people who are coming behind them, CSEA will not have a future as New York's leading union.

**WF: How can CSEA help people find a better balance between their personal lives and commitment to the union?**

**McMullen:** I definitely think there needs to be a lot of changes in CSEA. Take technology, for example. The Internet has changed the way we work and live. We need to do a lot more with our resources using that technology. Even meetings and conferences can take advantage of the technology that's available. That's the future and that's what young people are using to communicate and learn.

**WF: Music plays an important role in your life...you have even performed professionally...can you compare your music making with your role as CSEA treasurer?**

**McMullen:** It's comparable. Without my background in the music industry it would have been a lot tougher for me to stand up in front of people and do what I need to do. In the music business you need to play what people like to hear, but you also have to play what people should hear. You have to come up with a combination of working all that together so that in the end you're successful in getting the right information out to people just as with music you get them to appreciate the song. For me, music is about doing the best you can and achieving quality. I guess it's the same when it comes to my CSEA work.

## May CSEA calendar of events

### Long Island Region:

- May 7 - 8: **Defensive Driving**, 5:30 - 8:30 p.m., Long Island Region Office, Commack
- May 17: **Defensive Driving**, 9 a.m. - 3 p.m., Long Island Region Office, Commack

### Metropolitan Region:

- May 5 & 7: **Defensive Driving**, 4:30 p.m. - 7:30 p.m., Brooklyn Developmental Center, Building 1, 2nd floor conference room. Call (718) 642-6300 to register.

### Southern Region:

- May 7-8: **Defensive Driving**, 6 p.m. - 9 p.m., Rockland County Local Office, New City
- May 10: **Defensive Driving**, 9 a.m. - 3 p.m., Rockland County Local Office, New City
- May 13-14: **State Government Grievance Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Southern Region Office, Beacon
- May 20-21: **Steward Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Westchester Local Office, White Plains
- May 28-29: **State Government Discipline & Interrogation Workshop**, Registration: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., SUNY New Paltz College Terrace, New Paltz (\$1 parking fee will be reimbursed).

### Capital Region:

- May 3: **Defensive Driving**, 9 a.m. - 3 p.m., Capital Region Office, Latham
- May 6-7: **Local Government Discipline & Interrogation Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Holiday Inn, Lake George
- May 14-15: **Advanced Grievance: Power in Numbers Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Holiday Inn, Saratoga Springs
- May 20 & 22: **Defensive Driving**, 5:30 - 8:30 p.m., Capital Region Office, Latham
- May 27-28: **State Government Discipline & Interrogation Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Holiday Inn Express, (Hudson Room), Rensselaer

### Central Region:

- May 6: **Inside the Time and Attendance Process Workshop**,

Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Central Region Office, East Syracuse

- May 7: **Inside the Time and Attendance Process Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., CSEA Binghamton Satellite Office, Binghamton
- May 10: **Contract Negotiations II: Negotiating Team Training Workshop**, Registration: 8:30 - 9 a.m., Workshop: 9 a.m. - 3:30 p.m., Onondaga County Local Office, East Syracuse
- May 13-14: **State Grievance Representation Training**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Holiday Inn, Oneonta
- May 27-28: **Local Government/Private Sector Grievance Representation Training**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Onondaga County Local Office

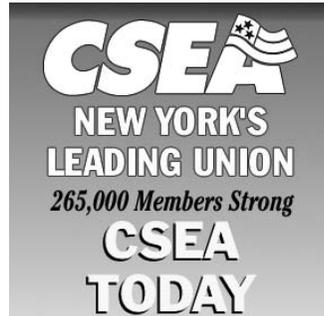
### Western Region:

- May 7-8: **Local Government Discipline and Interrogation Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., Hamburg.
- May 13-14: **Local Government Discipline and Interrogation Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m. CSEA Rochester Satellite Office (new location, call for directions).
- May 20: **Inside the Time and Attendance Process Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., SUNY Fredonia.
- May 21: **Inside the Time and Attendance Process Workshop**, Registration: 5:30 - 6 p.m.; Workshop: 6 - 9 p.m., CSEA Rochester Satellite Office (new location, call for directions).
- May 24: **Defensive Driving**, 9 a.m. - 3 p.m., Western Region Office, Amherst

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

## GEARING UP TO FIGHT

— Members of Touro College-Fuschberg Law Center Local are gearing up for their upcoming contract campaign. With negotiations set to soon begin, chief steward Hugo Deza and activist Jeff Peress met with local members, Long Island Region President Nick LaMorte and Port Washington School District Unit President Rich Acevedo to pinpoint potential sticking points and determine strategies. The college's workers joined CSEA 18 months ago after another employee representative abandoned them ... **SOLIDARITY IN ROCKLAND** — Members of the Rockland County Unit are keeping the heat on County Executive C. Scott Vanderhoef. They jammed the State of the County Speech, held on April Fools' Day, to remind county elected officials that CSEA contract negotiations need a fair resolution now. Negotiations are in mediation ... **EDUCATING SCHOOL WORKERS** — CSEA members employed at school districts on Long Island and Saratoga County recently got an education of their own through respective education conferences. On Long Island, more than 800 CSEA-represented school workers attended a one-day conference sponsored by the Nassau and



Suffolk education locals focusing on union, school and work/life issues, while more than 170 members of the Saratoga County Educational Local attended the local's annual workshop that addressed issues

including student management, identity theft and public health concerns ... **FIGHTING FOR CLINTON** — CSEA members from across the state have been volunteering with Sen. Hillary Clinton's presidential campaign. CSEA members traveled to Ohio in March and members again recently went to Pennsylvania to support the campaign ... **NEW COURT OFFICERS** — Two dozen new court security officers recently joined CSEA's Western Region Judiciary Local. The officers, formerly Niagara County Sheriff's deputies, became court officers following a transfer of security function between the sheriff's department and the Unified Court System. Last year in Erie County, close to 150 court officers joined CSEA and the local following the transfer of security function there. The court officers are now employees of the Unified Court System. There are about 1,500 members in the Western Region Judiciary Local.

## Low named PEOPLE Recruiter of the Month

SUNY Stony Brook Local activist Carol Low was named the March PEOPLE Recruiter of the Month. She recruited 26 MVP members.



To date, all of the Low 2008 PEOPLE Recruiters of the Month have been from the Long Island Region, with Suffolk Retirees Local member Millie Lucas named in January and Oyster Bay Local member Rod Mujica taking the February honor.

The region's winning streak makes Low proud.

"It's telling that the last three consecutive PEOPLE Recruiters of

the Month and four of the last six have been CSEA members from Long Island," said Low. "I'm proud to add my name to that list and I think this is proof positive that the members in our region recognize the critical importance of this program and are willing to go the extra mile."

CSEA's PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement.

— Richard Impagliazzo



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### BUY 100% FAIR TRADE.

Union members – change the world without ever going to a meeting. Order delicious Fair Trade coffee from [www.deansbeans.com](http://www.deansbeans.com), and gourmet Fair Trade chocolate, nuts and cranberries from [www.equalexchange.com](http://www.equalexchange.com). Dean's Beans will deliver your choice of 31 rich, flavorful coffee blends right to your door. Equal Exchange sells mouth-watering organic chocolate, pecans, almonds and cranberries.

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#### Do you know beans about Fair Trade?

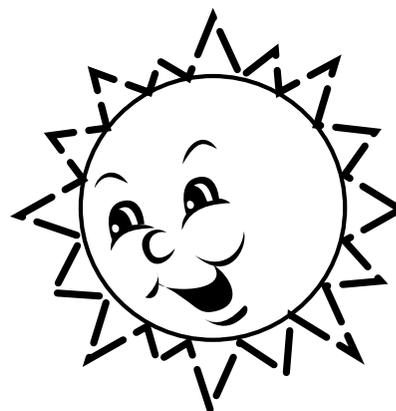
Important facts to remember:

- Farmers and workers who grow coffee beans are slipping into dire poverty while U.S. coffee giants grow rich off their labor.
- The average American drinks 400 cups of coffee every year. Fill every cup with Fair Trade coffee and make a real difference.
- In one year, Fair Trade benefits a million workers and farmers in 58 developing countries.
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