

# THE WORK FORCE

**The right man for  
the job**



*See Page 3*

## Photo of the Month



Photo by Ed Molitor

**CSEA President Danny Donohue, flanked by members of CSEA's State Contract Negotiating Team, kick off negotiations with the state April 17 in Troy.**

## Sheffey takes reins in Central Region

EAST SYRACUSE — Former Central Region Executive Vice President Ginger Sheffey has officially moved up to region president, following Jim Moore's retirement. (Story, Page 13)

Sheffey, who worked for the Cayuga County Health and Human Services Department, had served four terms as executive vice president and has held numerous other positions throughout CSEA, statewide,



Sheffey

regionally and locally. "I'm proud to be serving as region president, and I look forward to meeting the needs of our members in the Central Region," she said.

Sheffey's involvement as a CSEA Officer began in 1971 when she was elected Secretary of the CSEA Cayuga County Local.

She has served on the statewide Board of Directors since 1986 and served as the chair of the statewide Local Government Executive and the Human Services Industry committees.

For more information, visit <http://www.csealocal1000.org/r5/region5.php>

# CSEA, state begin contract negotiations

TROY — CSEA began negotiations with New York state on a contract for more than 70,000 state Executive branch employees on April 17.

"Every round of contract negotiations provides new opportunities. This is the first time we will be negotiating with Governor Eliot Spitzer's administration and we look forward to the discussion," CSEA President Danny Donohue said.

"Good labor-management relations do not mean we will see eye-to-eye on every issue. But when there is trust and respect, both sides can find ways to work through differences and produce positive results."

More than 70,000 CSEA-represented Executive branch state employees are

in four bargaining units: the Administrative Services Unit; the Institutional Services Unit; the Operational Services Unit; and the Division of Military and Naval Affairs Unit.

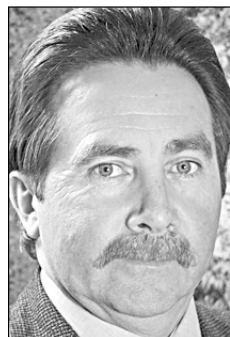
The previous CSEA-New York state contract was a four-year agreement that expired on April 1 of this year. By state law, all terms and conditions of an expired contract remain in effect until a successor agreement is reached.

"The bottom line for CSEA will be reaching agreement on a contract that will be good for the state of New York and at the same time will have the strong support of our rank and file members," Donohue said.

Stay informed at [www.csealocal1000.org](http://www.csealocal1000.org)

## McMullen elected CSEA statewide treasurer

ALBANY — Joseph McMullen, president of the State University of New York at Oneonta Local, was recently elected Statewide Treasurer by the CSEA Board of Directors.



McMullen

He fills the office left vacant by Maureen Malone's retirement from her union office and state job.

In addition to serving as the SUNY Oneonta Local president, McMullen, a 25-year CSEA activist, recently chaired the Board of Directors' Budget, University and State Executive committees. He has also served in many other union leadership positions, including as a

trustee for the Political Action Fund and Work Institute.

As a Budget Committee member since 1992 and the committee's chair from 2004 until his election as Treasurer, McMullen has much experience with fiscal issues.

"We have to make sure this union is fiscally responsible and that we spend our money wisely," he said.

McMullen, who worked as an electrician at SUNY Oneonta, said he is looking forward to working with other CSEA officers and members in his new position.

"I have worked with and known our statewide officers for a very long time, and I look forward to being part of their team," he said. "I also want to get in closer touch with our locals and want to meet more of our members."



ALERT



**CSEA President Danny Donohue to meet Capital Region members on June 14**

CSEA President Danny Donohue will visit the CSEA Capital Region June 14 to meet with members. The meetings will be held at the Crowne Plaza Hotel, 1 Olympic Drive, Lake Placid. Donohue will meet with union members from 1 to 7 p.m. Please call the Capital Region office at (518) 785-4400 or 1-800-874-7344 for an appointment and directions.

**A**s this edition of the Work Force went to press, CSEA was shocked to learn of the shootings that killed more than 30 Virginia Tech students and faculty. "Our hearts go out to the families of students and faculty who were killed and wounded in this sickening attack," said CSEA President Danny Donohue. "Instances like these are sad reminders that laws such as New York's Worksite Security Act are necessary to help workers be better prepared." CSEA's next edition will focus on work sites that have taken the Worksite Security Act to heart and are using the law to be prepared.

# CSEA welcomes new comptroller DiNapoli

Newly appointed State Comptroller Thomas P. DiNapoli has been recognized as a thoughtful problem solver who has been able to bring people, communities and institutions together. As a member of the state Assembly Ways & Means Committee for 15 years, he has extensive experience working on state budgets, budget reform, debt reform and many other important statewide fiscal issues. The position of state Comptroller has enormous importance to CSEA members as the sole trustee of the state Retirement System. CSEA has long enjoyed a strong, positive relationship with DiNapoli, who recently spoke with CSEA on issues of concern to the union.

**New York has a very intricate budget process. How will you be able to improve fiscal responsibility in the state?**

**DiNapoli:** The comptroller's office provides the only independent assessment of both the executive and enacted budgets. Our office provides a detailed and candid review of the proposal put forth by the executive branch and applies that same analytical approach to the legislatively authorized budget bills.

**What are your top priorities as comptroller?**

**DiNapoli:** My priorities are to protect taxpayers, promote efficiencies in



CSEA President Danny Donohue, left, and Director of Legislative and Political Action Fran Turner, right, meet with state Comptroller Thomas DiNapoli and Executive Director to the Comptroller Diane Lombardi.

government programs and agencies and be active in reforming state government.

I am committed to maximizing the return on pension fund investments and protecting the nearly 1 million members of our pension system who rely on this office.

I will make certain that the comptroller's office continues to play a key role in protecting tax dollars and helping local governments and school districts operate effectively and efficiently. The comptroller must also play an important role in overseeing state debt.

**Do you think that companies doing business with New York state should be required to abide by labor laws, prevailing wage laws, and other laws designed to protect workers? If so, what role does the Comptroller's office have in ensuring they do?**

**DiNapoli:** Companies doing business with New York state are required to abide by laws designed to protect their workers. My office helps make sure that these laws are obeyed through our contract approval function, audits of payments to contractors, and conducting post-audits of contracts, projects and programs. It is our job to ensure that contracts have the necessary provisions to protect workers and that the contractor has not taken exception to them. If problems are uncovered, we may withhold or offset payments or conduct an audit.

**With more and more companies abandoning a traditional pension system, how confident should New York's state, local and school district employees be in their pension plan?**

**DiNapoli:** Our pension fund has been managed well and continues to show exceptional returns. While the media is filled with stories of failing pension funds, both private and public, our pension fund is fiscally sound and fully funded. That soundness derives from the professional management of the fund, and from our



State Comptroller Thomas DiNapoli, left, and CSEA President Danny Donohue confer recently in DiNapoli's Albany office.

state's commitment to use the fund solely for the purpose of providing benefits to

members. That commitment has been defended by previous comptrollers — sometimes in the courts — with the critical support of the unions, including CSEA and a

number of active retiree organizations.

**Do you believe CSEA plays an important role in protecting and bettering public employee pensions?**

**DiNapoli:** CSEA has been a valuable partner in protecting and maintaining the integrity of the pension fund. It was with strong union and retiree support in 2003 and 2004 that critical reforms were adopted to assist employers in meeting their pension obligations after rates went up and ensuring the fund was not negatively impacted. We have a responsibility to treat our work force with dignity on the job and to afford them a measure of financial security when they retire.

**What is your position on privatizing Social Security?**

**DiNapoli:** I am opposed to privatizing Social Security. I would support efforts to maintain Social Security's long-term solvency.

*"CSEA has been a valuable partner in protecting and maintaining the integrity of the pension fund."*

# THE WORK FORCE

ISSN 1522-1091

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

STEPHEN A. MADARASZ  
Communications Director & Publisher

STANLEY HORNAK  
Deputy Director of Communications

LOU HMIELESKI  
Executive Editor

JANICE MARRA  
Associate Editor

CATHLEEN FEBBRAIO  
Graphic Production Specialist

JANICE M. KUCSKAR  
Graphic Production Specialist

BETH McINTYRE  
Communications Assistant

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

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

#### Readers:

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

#### COMMUNICATIONS ASSOCIATES

VACANT	Long Island Region (631) 462-0030
DAVID GALARZA	Metropolitan Region (212) 406-2156
JESSICA LADLEE	Southern Region (845) 831-1000
THERESE ASSALIAN	Capital Region (518) 785-4400
MARK M. KOTZIN	Central Region (315) 433-0050
LYNN MILLER	Western Region (716) 691-6555
ED MOLITOR	Headquarters (518) 257-1272
JILL ASENCIO	(518) 257-1276

#### The Publications Committee

LONG ISLAND REGION *Jane D'Amico*  
METROPOLITAN REGION *Annie Campbell*  
SOUTHERN REGION *Deborah Downey*  
CAPITAL REGION *Helen Fishedick*  
CENTRAL REGION *Doreen Gilbert*  
WESTERN REGION *Mary Jo Tubbs*



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

### What does it mean to be a CSEA member?

There's an old expression: "Where you stand depends on where you sit."

It means that all of us have thoughts and feelings that are influenced by our experience and perspective. That's true for a lot of things in life but it's a very good way to think about being a member of CSEA.

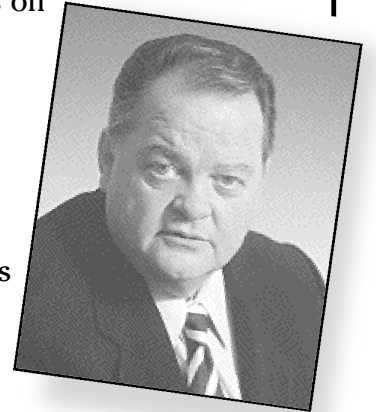
Most of the time, we only think about what affects us directly — what's in my contract? What's happening in my workplace? Who are my leaders and what are they doing or not doing for me? These are natural inclinations and fair questions that you should be able to answer. But you can't stop there. Even self-interest often requires you to look beyond yourself.

CSEA is bigger than all of us. What happens in one place can affect another and the more we know about it, the better. Likewise, there is strength in numbers and we are much more effective when we work together.

That doesn't mean it's easy. Negotiating good contracts that pay decent wages and provide benefits, protecting your rights for fair treatment and helping ensure you have some say in your workplace is becoming a harder challenge. In CSEA we fight for these things every day. Think about what workers who don't have a union are up against.

CSEA only succeeds as often as we do because individuals like you and so many others are willing to come together and work for the common good. It is our strength but there are lots of forces out there trying to break it every day. Our best protection is a better informed, experienced and active you!

CSEA is New York's leading union for many good reasons. Take a broader view of what we do and why — it will improve where you stand.



# Inventors secure patients' pants and dignity

STATEN ISLAND — CSEA members Steven L. James and Terry R. Brassfield weren't thinking about money when they invented the Mini-Belt.

After years of helplessly watching their patients at South Beach Psychiatric Center use whatever means at their disposal to hold their pants up, often unsuccessfully, they put their minds together with a nurse at the center and devised a kinder, safer way for patients to keep their pants and dignity in place.

The two inventors were joined in this endeavor by South Beach nurse Lenore Bertone, who also believed and invested in the Mini-Belts. They recently obtained a Patent Pending trademark and related business certificates for the Mini-Belts and Tenoren Technologies L.L.C.

"The methods they used to hold up their



**Inventors Terry R. Brassfield and Steven L. James display the Mini-Belts they invented.**

pants were very unsightly," said James, a unit coordinator and 13-year CSEA member

"They used socks, strings, latex gloves," said Brassfield.

Patients at psychiatric facilities are prevented from using belts for safety reasons.

"For people who have worked with patients in these facilities this has been an ongoing problem," said South Beach Local President Joel Schwartz. "How do you give a patient an appearance that is dignified and yet look out for their safety?"

#### Securing dignity

It was a challenge that had for years haunted James and Brassfield, and many of their colleagues statewide. They developed several prototypes until James, while walking through the aisles of a local fabric store, came upon some

elastic materials and Velcro.

"I bought it and made one belt," said James. "We all got so excited when we saw it could work."

The Mini-Belt is a short narrow strip of elastic material with Velcro on one end that fastens to the other end. One Mini-Belt fastened tightly between two pant loops effectively replaces a traditional belt. Additional belts can be fastened together for larger patients.

While snug and secure, the belts easily come apart if greater force or weight are applied.

#### Reaching out

While they enjoy the full support of South Beach and the State Office of Mental Health to

use the Mini-Belts with patients, they still have to clear several bureaucratic hurdles before they can actually sell the Mini-Belts to state mental health facilities.

In the meantime, they have sent hundreds of colorful brochures with photos and an order form to dozens of facilities, including the state Office of Mental Retardation and Developmental Disabilities and corrections, throughout the state and elsewhere.

"The response has been overwhelming," said James, who dedicated the invention to his grandfather, an inventor who ignited his innovative streak.

"Consumers love them." James recalled one patient mistakenly asking him for a "money belt." It's a prospect not lost on James and his two partners. But in the meantime, he seems content with providing the solution to dilemma that had nagged him for years.

"Even if just one patient walks into a facility with his head (and pants) up, I'll be proud of this invention," said James.

— David Galarza

**For more information about the Mini-Belts, e-mail [tenorenllc@aol.com](mailto:tenorenllc@aol.com).**



**Mini Belts are safely and securely fastened between two belt loops.**



**"How do you give a patient an appearance that is dignified and yet look out for their safety?"**

**CSEA Voices**



**"I thought it was a wonderful experience, having these people open their doors for us and talking with us about their issues. I recognize they need someone to guide them and give them direction to deal with the system that they have to operate under. CSEA would definitely be able to help them get what they need. They deserve a union."**

— Theresa Palmer, Binghamton City School District and Broome Educational Local treasurer, on taking part in house calls to certified child care providers to gain their support for forming a union through the Voice of Organized Independent Childcare Providers (story, Page 9).



**“The outcome was a very good contract for the membership.”**

**CSEA** *Voices*



**“It is recommended that we don’t stop when we are driving. I would like people to be aware that when we are driving eight or 10 hours a day, it is hard on the body and it can cause health problems. We need to stop and stretch our legs and eat. We need to take care of ourselves.”**

**— Carrie McCutchen-Dougall, driver, Industry youth detention center, when asked about concerns at the Office of Children and Family Services**

**Unit stays strong during contract fight**

**Rensselaer County 911 Unit reaches tentative contract**

TROY — After lengthy negotiations, dispatchers in CSEA’s Rensselaer County 911 Unit finally have a new agreement.

The efforts of the unit members, including multiple negotiation sessions and a declaration of impasse, were detailed in the February issue of *The Work Force*.

“We were very excited by the progress of the second mediation session,” said Rensselaer County 911 Unit President Todd Smith. “The outcome was a very good contract for the membership.”



**Rensselaer County 911 Unit President Todd Smith addresses the Rensselaer County Legislature at the January meeting.**

The five-year pact, running through December 2008, includes full retroactive pay, increases in each year and the addition of

two personal days. The contract also holds the line on health insurance costs.

Members were to vote on the proposed

contract in late April, and the Rensselaer County Legislature is expected to act on the contract at the May meeting.

CSEA’s Rensselaer County 911 Unit comprises 40 employees in two titles; communications officers and senior communications officers. They are the front-line call center employees for residents of the county, coordinating all aspects of emergency calls.

**— Therese Assalian**

**Clinton County corrections officers continue fight for safer working conditions at jail**

PLATTSBURGH — Corrections officers at the Clinton County Jail continue their efforts to improve working conditions despite ongoing stall tactics from the county.

As described in the May 2006 issue of *The Work Force*, CSEA has, through contract grievances, impasse procedures and an improper practice charge, tried to get the county to address the impact of a major jail expansion that has resulted in numerous changes in the day-to-day responsibilities of corrections officers.

The expansion that was implemented without input from the CSEA bargaining units at the jail has resulted in a doubling of the inmate population in new pods and dorms.

Staffing levels have not kept up

with the growth, mandated overtime is increasing, as are transfer from jails all over the state. At the root of the changes are a spike in processing and transporting inmates from a contract with the federal government to house federal inmates from the U.S. Citizenship and Immigration Services (formerly Immigration and Naturalization Service) and the U.S. Marshals Service. Revenues from the expansion are estimated at about \$2 million annually.

“It is absolutely unacceptable that at the same time CSEA members at the jail are helping the county reap millions in revenues, they can’t even get the county to sit down and discuss the impact of the expansion,” said CSEA Capital Region President Kathy Garrison.

Though county officials have been unresponsive to CSEA’s numerous attempts to discuss the impact of the expansion, a recent newspaper article reported that county legislators were trying to get a raise for the sheriff because of “drastic changes” in his job responsibilities at the jail.

Despite the county’s stall tactics, dedicated jail employees continue to perform at the highest standards and remain united in their efforts to fight for their rights to a safe and fair workplace.

Employees met with a fact-finder March 30 and a report was expected by the end of April.

**— Therese Assalian**

# OCFS workers express frustration

Carrie McCutchen-Dougall, a driver for the state Office of Children and Family Services' Industry Secure Center, has guidelines from her agency recommending she and her fellow drivers not stop when they are driving for the agency. Problem is, some days she can be on the road for eight to 10 hours. "It is hard on the body and it can cause health problems. We need to stop and stretch our legs and eat. We need to take care of ourselves," McCutchen-Dougall said.



**McCutchen-Dougall**

Her story is similar to that of many CSEA members who say the Office of Children and Family Services has become a rudderless ship.

CSEA has reached out to the agency to discuss concerns union members have with communication, policy, staffing and regulations, but the union's

attempts to get these issues addressed have fallen on deaf ears.

"We need more staff. When someone has to call in sick, there is no one to cover the shift. If someone calls in sick from the kitchen, we have to take a youth division aide off the floor and that is not a good situation. Being so short-handed is not a good way to provide services," said Gloria Patmore, a cook who has worked 18 years



**Borner**

at the OCFS Great Valley Residential Center in western New York.

Communication in the agency is also an issue.

"There are so many arms in this agency. Employees should have an understanding of the services provided by people working in each of the different arms of this agency," said Wendy Borner, a principal account clerk.

In the Capital Region, CSEA has been trying to get a straight



**Great Valley youth facility cook Gloria Patmore. When the kitchen is short on staff, youth development aides are brought in to help, leaving other services understaffed.**

answer from OCFS on what the agency intends to do with Camp Cass, a rural youth facility.

OCFS initially said it was converting the Cass location into a training facility, then said it would close it altogether.

Communication with employees has been nonexistent and workers, understandably, are anxious.

"There is so much frustration among Cass employees who don't know what will happen," said OCFS Local President Richard Chaffin. "We are all looking for answers from OCFS about the future," he said.

To date, OCFS employees have sent more than 500 letters of support to local legislators and members of the Assembly Children and Families Committee and the state Senate Committee on Social Services and Children and Families.

There is money in the 2007/2008 state budget for Camp Cass' operation, and a 12-month notification is required for the state to close any facility.

— Lynn Miller, Therese Assalian and Lou Hmieleski



**"When someone has to call in sick, there is no one to cover the shift. ... Being so short-handed is not a good way to provide services."**



**"You never hear about the positive work that OCFS employees do. Employees work hard and put their heart and soul into it yet you only hear about the negative cases. You never hear when a kid in foster care is placed in a good family and eventually becomes a doctor."**

— Richard Chaffin, Office of Children and Family Services calculation clerk 2, OCFS Local president



**Great Valley Maintenance Assistant Jim Paterniti, left, and General Mechanic Rod Mitchell work to maintain the facility despite understaffing.**



**“I think it will enhance their interactions with co-workers, supervisors, parents, students and life in general.”**

## CSEA Voices



**“The CSEA Political Action Liaison program gives us, as members, a better perspective of how we can deal with our elected officials, Congress people specifically, on issues like health insurance, pension plans and anything else that is important to our members. It gives us better ways of getting involved and better ways of communicating with our elected officials.”**

— Robert Rauff, Equipment Operator 3 and Oyster Bay Local executive vice president, speaking about the CSEA Political Action Liaison program, pictured with U.S. Rep. Kirsten Gillibrand at CSEA Federal Political Action Program training.

## Developing the union through education

# Syracuse school activists build union through learning

SYRACUSE — CSEA activists and Syracuse City School District workers Laury Willoughby and Debra Martin are trying to take what they’ve learned in the union’s LEAD Program and use it to strengthen CSEA. Willoughby, president of the Syracuse Schools Office Personnel Unit, and Martin, the unit’s vice president, recently took what might have just been a run-of-the-mill “staff development day” for workers, and turned



Willoughby

it into an innovative “union development day” for their co-workers.

### Labor education

With the support of district administrators, Willoughby planned the conference day around union themes and topics as her individual project for the LEAD Program.

She worked with CSEA’s Education and Training Department to bring in instructors from Cornell University’s School of Industrial and Labor Relations and CSEA’s Legal Department to discuss topics such as diversity and



Members of the Syracuse City Schools Office Personnel Unit participate in the “taking action puzzle” workshop led by instructors from Cornell University’s School of Industrial and Labor Relations.

discrimination, the Family and Medical Leave Act and conflict resolution.

### Building the union

The Cornell instructors also led a team-building exercise called the “taking action puzzle” that helped the workers learn about the many interdependent roles played within organizations.

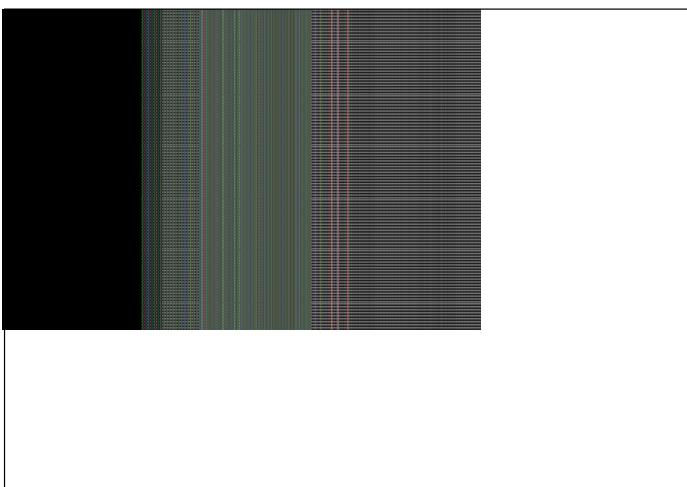
CSEA Member Benefits Department staff was also on hand to give out information on union benefits and

programs, and answer worker questions.

Martin helped Willoughby make sure everything went smoothly.

“I thought it was spectacular, and based on our experience with the LEAD program, and being able to bring these topics to our membership, I think it will enhance their interactions with co-workers, supervisors, parents, students and life in general,” Willoughby said.

— Mark M. Kotzin



CSEA Member Benefits Specialist Bonnie Loyche speaks with Syracuse City Schools Clerical Unit members about the benefits and services they get through their union membership at the recent staff development day.

**Find out more about CSEA member benefits on the union’s website at [www.csealocal1000.org](http://www.csealocal1000.org).**



# Daycare providers seek their VOICE

EAST SYRACUSE — Daycare provider Sally Heater is working hard to help give daycare providers the loud and clear voice of advocacy that comes with belonging to a union.

She should know. She was a CSEA member for 30 years before becoming an independent daycare provider.

The VOICE (Voice of Organized Independent Childcare Educators) campaign began in 2002 when CSEA was contacted by a group of family daycare providers in Schenectady looking for assistance with an unclear county payment system and the threat of proposed cuts in the childcare subsidy funding.

Two years ago, Heater attended her first VOICE meeting, uniting with other frustrated providers after receiving a call from an Oswego County provider who was excited to learn CSEA was looking to help.

Since then, Heater's enthusiasm for forming a union with CSEA has grown with the organizing effort's

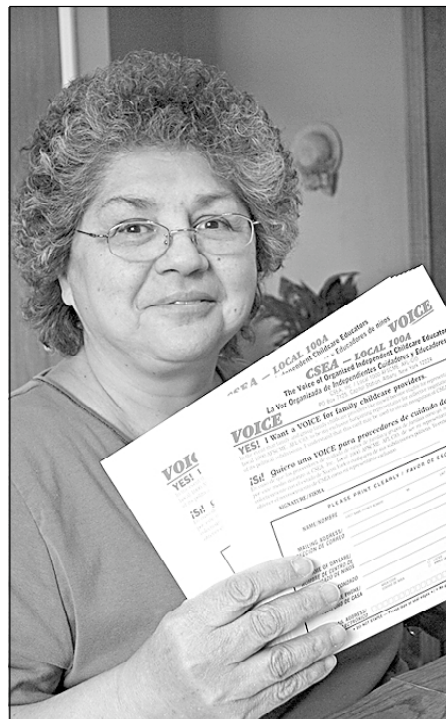
momentum. "The county really didn't know how to handle our concerns," Heater said.

The payment issue was resolved, but more importantly, daycare providers realized a union would help them advocate on their behalf on numerous issues they face, including dealing with agencies such as the state Office of Children and Family Services.

## Card carrier

Heater was a CSEA member for 30 years working in Onondaga County government, 15 years in the county Health Department and 15 in the Department of Social Services. Many of her family members also work for the county, and her parents were union activists.

"I learned from them that you have to fight for everything," Heater said. She now encourages other daycare providers in her area to sign cards in support of the right to officially recognize VOICE. That solidarity can give



**Daycare provider Sally Heater holds cards to be distributed to other providers to authorize forming a union with CSEA. Membership of independent contractors would be a first for the union.**

providers an opportunity to exchange ideas, concerns and experience, as well as political leverage.

"The best thing we could do as a union is educate ourselves. I would love it if all daycare providers from across the state could have a chance to meet so we could teach each other how to do things like how to prepare for an inspection or even how to fill out the re-licensing and registration paperwork."

Heater noted that state Office of Children and Family Services inspectors can be unpredictable in their inspections. Interpretation of the "rules" regulating this industry is the number one concern among providers, she said.

"Our needs are diverse but we all need a voice," Heater said.

— Jill Asencio,  
photos by Mark Kotzin



**"Our needs are diverse but we all need a voice."**



**"I would increase staffing levels so dedicated staff could get the time off they deserve. We have been so short-handed for so long."**

— Bill Stokes, youth division aide, accreditation manager and training coordinator, Great Valley Youth Detention Center, when asked about concerns at the Office of Children and Family Services.



**Daycare provider Sally Heater with the children for whom she cares. Left to right are Charlie Sorbello, Samantha Brooks, Natosha Black, Lauren Greco-LeBlanc, (Sally's granddaughter) and Mackenzie Machin.**

# INSIDE THE WORK FORCE

CSEA WORK Institute e-Learning Center

## CSEA's E-Learning Center goes online!

CSEA's online learning center was developed to allow CSEA members to get training via any computer connected to the Internet.

This advanced way of learning will enable CSEA members to remain the best and most knowledgeable employees in public sector employment.

Some offerings are free, others have fees. CSEA's WORK Institute administers the programs which are funded by grants and program fees. Programs include:

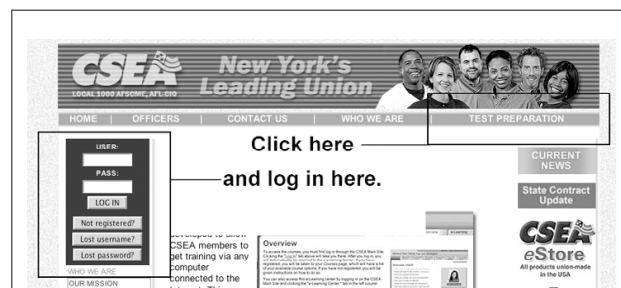
- General Test Taking Tips and Strategies
- Understanding and Interpreting Written

Material

- Preparing Written Material
- Office Record Keeping
- Evaluating Conclusions in the Light of Known

Facts

- Supervision



To access CSEA's E-Learning Center, first visit [www.csealocal1000.org](http://www.csealocal1000.org), click on the 'TEST PREPARATION' link, then on "Overview." You'll need to log into the CSEA Members' Only area to access materials.



Log in today and discover a wealth of educational materials to help you get ahead in your job!



"CSEA members have a wealth of talents and abilities. But sometimes it takes more than that to do well on tests.

Test taking is a skill that you can develop through practice. That's why CSEA created this program — to help you get the practice you need to do well on tests.

CSEA is committed to developing services that will broaden career opportunities for its members.

I encourage you to spend some time with these courses ... and good luck on your next examination."

— Danny Donohue,  
CSEA President

**About e-Learning**

What are the benefits of online learning?

- Easy-to-use instructions and help are available throughout.
- Always available with an Internet connection.
- Learn at your own pace—work on courses when you have time and spend as much time as you have.
- Self-assessment of skills—learning is up to YOU.
- Ready access to course developers—if you have additional questions, comments, or suggestions, or need clarification on any topic, please e-mail the WORK Institute at [workinst@cseainc.org](mailto:workinst@cseainc.org).

Privacy Statement  
© 2007 WORK Institute

**Clip and Save!**  
Civil Service Test Preparation Services for CSEA Members  
Offered through the CSEA WORK Institute  
1-866-478-5548  
[www.csealearningcenter.org](http://www.csealearningcenter.org)

Requires Members' Only log-in

WHAT	WHERE	WHY	WHEN
Civil Service Test Preparation Booklets	Free Download or order form from <a href="http://www.csealocal1000.org">www.csealocal1000.org</a> or Hard copy can be purchased through CSEA WORK Institute for \$5 per booklet 1-866-478.5548.	If you like to study independently with a book to guide you.	Always available.
Civil Service Test Preparation Training-Classroom	Schedule found at <a href="http://www.csealocal1000.org">www.csealocal1000.org</a> Training fee of \$15 covers cost for two booklets & DVD provided at training.	If you like to study in a group with an Instructor to guide you.	As scheduled.
Civil Service Test Preparation Training-Distance Learning	Schedule found at <a href="http://www.csealocal1000.org">www.csealocal1000.org</a> Training fee of \$15 covers cost for two booklets & DVD provided at training.	If you like to study in a group with an Instructor to guide you and need a more convenient location.	As scheduled.
Civil Service Test Preparation Training-Online Course	Course found at <a href="http://www.csealearningcenter.org">www.csealearningcenter.org</a> Training fee of \$29.99 for 2-month unlimited use license to course.	If you like to study independently, but like instructional support beyond that offered in guide books.	Always available.

## CSEA fights for worker safety at canal system

CSEA members working to open locks along the Canal System this spring will have several new interim safety measures in place to help protect them from accidental plunges into the canals.

The changes follow four citations from the state Public Employee Safety and Health Bureau after its investigation in the Dec. 7, 2006, drowning of CSEA member Michael Len.

### New protections

Among the fall protection measures, canal workers will be provided full-body floatation suits, training, and safety observers when workers are on lock catwalks.

The safety measures were a



topic of statewide labor management meetings between CSEA and the state Canal Corp.

"It's imperative that these measure are put in place," Eastern Barge Canal Local President

Walter Sprouse said. "It's long overdue that the Canal Corporation has started to address these issues."

CSEA's Occupational Safety and Health Department helped the canal workers in winning increased safety protections at the locks.

— Lou Hmieleski and Therese Assalian

## CSEA to honor fallen members on Workers Memorial Day

CSEA members will join other AFL-CIO labor unions April 28 in remembering workers who were killed on the job. CSEA mourns six members who died on the job this past year.

**Dean Norris**, 37, a CSEA-represented Orange County Department of Public Works employee, died June 10, 2006, after being struck by a vehicle when flagging traffic away from a county road crew working to improve sight lines of the road.

**Robert L. Batt**, 56, a Wyoming County Department of Public Works employee, died on the job in July 2006 after a forklift he was picking up from a job site slid from a flatbed truck and struck him.

**Michael Len**, 45, a state Canal Corp. worker, died Dec. 7, 2006, after losing his footing and falling into the Mohawk River at Lock 9 of the Erie Canal in Rotterdam.

**Ryan Thomas Brady**, 31, an Allegany State Park employee and CSEA activist, died Dec., 16, 2006, when the truck he was

driving while on a work assignment struck a tree in a remote section of the park.

**Michael J. Russo**, 47, a Medina Department of Public Works employee and CSEA activist, died Jan. 31, 2007, after falling out of a bucket lift while trimming a tree.

**John Hollman**, 54, a Town of Hempstead sanitation worker, died Feb. 14, 2007, from a massive coronary while doing a trash pickup.

For more information about Workers' Memorial Day events in your region, contact your local or unit president or CSEA region office, or visit the events calendar page on CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for updates.



Reeves

*Editor's note: The Work Force publishes a summary of actions taken by CSEA's board of directors. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for union members.*

ALBANY — CSEA's statewide board of directors met on April 12. In official business, the board:

## Summary of April 12 Board of Directors meeting

*Editor's note: The Work Force publishes a summary of actions taken by CSEA's board of directors. The summary is prepared by CSEA Statewide Secretary Barbara Reeves for union members.*

- Elected Joseph McMullen CSEA Statewide Treasurer;
- Designated "Family Assist Net" as a new CSEA member benefit;
- Appointed Nicholas LaMorte as an Employee Benefit Fund Trustee;
- Authorized use of President Danny Donohue's and Statewide Treasurer Joseph McMullen's signatures on checks drawn on CSEA's accounts;
- Approved a rental lease with the Lamparter Marketing Group for space in a CSEA owned building where Local 860 has offices;
- Appointed Tad Fundalinski and Debra Raguseo to the

- Directors' Charter Committee;
- Designated Ellen Lennon to the Directors' Committee to Study the Cost of Operating Group Life Insurance;
- Retained PricewaterhouseCoopers as CSEA's accounting firm for the 2007 fiscal year audit;
- Approved transfer of monies from the Insurance Fund to the General Fund;
- Authorized pet insurance underwritten by Veterinary Pet Insurance Company to all CSEA members as part of the CSEA Insurance Program available through Pearl-Carroll & Associates; and
- Placed into administratorship

Lifespire Local 762, Region 5 Judiciary Unit 334-0000-05, Town of Beekman Unit 814-6677-00, Montgomery-Otsego-Schoharie Solid Waste Management Authority Unit 829-7506-00, City of New Rochelle Unit 860-9173-00, Wilson CSD #1 Food Service Unit 872-7683-01 and Palmyra-Macedon CSD Unit 859-9110-00.

Questions concerning the summary should be directed to CSEA Statewide Secretary Barbara Reeves, CSEA Headquarters, 143 Washington Ave., Albany, N.Y. 12210, 1-800-342-4146 or (518) 257-1253.

## Moore's service:

# A CSEA cornerstone

EAST SYRACUSE — Central Region President Jim Moore retired March 28 after serving an unprecedented 30 years in that office.

When Moore, 60, began his career, state employees didn't have the legal right to collectively bargain. His 40-year union career has outlasted the terms of eight U.S. presidents, six New York governors and four CSEA statewide presidents.



**Moore speaks at a union meeting during the late 1970s.**

### A rising star

Moore started working at the Utica State Hospital, now known as the Mohawk Valley Psychiatric Center, in 1965. In 1967, he participated in his first union activity, writing to lobby state elected officials to allow state employees to organize unions with bargaining rights, resulting in the Taylor Law.

In 1970, Moore became a union steward. He was later elected to the CSEA Board of Directors and as what was then



**Moore with former U.S. Rep. and friend Sherwood Boehlert.**

known as a "chapter" president at his work site.

In 1977, Moore was elected president of CSEA's Central Region, serving 11 terms in that office over the next 30 years.

### A tireless advocate

"It was challenging dealing with the thousands of people I met in the course of my 30 years, and 99 percent enjoyable," he said. "It was a tremendous experience each and every day, 365 days a year. I felt as if I was on duty, 24/7 for 30 years, and I liked and enjoyed it."

During his union career, Moore also met many local, state and federal elected officials, including U.S. Presidents Jimmy Carter, George H.W. Bush (for whom he served as a National Republican Convention delegate) and Bill Clinton and Vice Presidents Hubert Humphrey, Walter Mondale and Al Gore.

### Stepping up for members

Moore said the most valuable thing to him was "seeing the constant changing and adapting of a great union to the needs of its members and being part of that change."

To Moore, the saddest point of his union career happened in October 1992 when four CSEA members



**Moore fires up the crowd at a demonstration in support of an organizing drive in Syracuse in June 2003.**

working for Schuyler County's Department of Social Services, three of whom were union activists, were murdered by a disgruntled 'deadbeat dad' whose wages had been withheld for failing to pay child support.

### A family man

Moore credits much of his union success to the support he's received from his wife of 39 years, Kathy, and their son Matt.

"Union activists cannot be effective without the support of their families. You simply have to have the backing of your spouse or significant other in choosing the life of a union activist," he said.

Moore looks forward to starting a new career continuing his advocacy for workers as a labor consultant and educator. He said he will be guided by the same principles he's always followed, taught to him by his



**Jim Moore, right, on his first day in office as Central Region president in 1977, meeting with then Region Director Frank Martello.**

grandmother.

"People will not always remember what you do, and people will not always remember what you say, but they will always remember how you made them feel," he said.

To contact Moore, or for more information about his future plans, check out his website at [www.laboreducationworkshops.com](http://www.laboreducationworkshops.com).

— Mark M. Kotzin

*For more about Jim Moore's union career, visit CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) and go to the Central Region page.*



**Moore, center, accepts a \$50,000 check for flood relief on CSEA's behalf from AFSCME President Gerald McEntee, right, at the 2006 Annual Delegates Meeting as CSEA President Danny Donohue, left, looks on. Moore, who has long been active in community service efforts throughout Central New York, helped spearhead the union's relief efforts after flooding devastated parts of the Central, Capital, Southern and Western regions in June 2006. (For more on the flooding, see Page 18.)**



1987

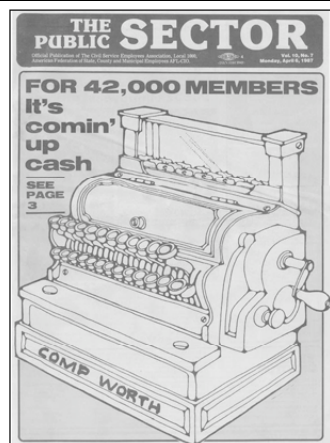
## 20 years ago ...

In 1987, CSEA saw one of the most dramatic changes in the history of the State Classification and Compensation Plan when 42,000 CSEA-represented state employees received salary increases as a result of their salary grades being reallocated upward from one to four grades. Thousands of workers also got raises based on performing work the state reclassified as hazardous duty.

More than 150 state job titles were affected, and 37 additional job titles were consolidated into five new titles that were also reallocated.

The reallocation was the result of years of CSEA fighting for fair pay for the state workers. CSEA had negotiated with the state studies of the State Classification and Compensation Plan and the comparable worth of state jobs during the union's state contract negotiations for the 1982-85 and 1985-88 agreements. The union's urging led to studies focusing on the state plan and pay inequities in titles held in large numbers by women and minority workers.

A state interagency task force implemented the studies' recommendations, with CSEA regularly providing opinions and suggestions on the changes.



**Above, Page 1 of the April 6, 1987, issue of *The Public Sector*, predecessor to *The Work Force*, shows a cash register illustrating CSEA's recent comp worth victory that resulted in salary increases for 42,000 state workers.**

## Also in 1987 ...

- \* Congressional inquiries into the Iran-Contra affair heat up, leading to several officials in President Ronald Reagan's administration to admit wrongdoing in their actions to provide funding to Nicaraguan contra rebels from profits gained by selling arms to Iran. Reagan accepts responsibility for the Iran-Contra affair.
- \* The U.S. Supreme Court rules Rotary Clubs must admit women.
- \* Margaret Thatcher wins a rare third term as the British prime minister.
- \* "Platoon" wins the Academy Award for Best Picture.
- \* AZT wins FDA approval for the treatment of AIDS.
- \* The New York Giants defeat the Denver Broncos in the Super Bowl.

## Federal PALS meet for training



U.S. Rep. Kirsten Gillibrand, who represents large area of the Capital Region, Hudson Valley and Champlain Valley speaks to CSEA's Federal Political Action Liaisons recently, discussing congressional priorities and issues that relate to CSEA members. The weekend Federal PALS training session included a workshop on using the CSEA website to lobby congressional leaders and discussions about universal health care. CSEA's Federal PALS lobby federal lawmakers on issues that affect CSEA members.

## Skaneateles Unit fights retiree benefit cuts

SKANEATELES — CSEA-represented workers and retirees are fuming over a recent decision by the Skaneateles Village Board to drastically cut retiree health insurance benefits.

For many current and future retirees in this eastern Finger Lakes village, a popular vacation destination, the board's cuts eliminate coverage.

CSEA members and retirees are fighting back.

As this issue of *The Work Force* went to press, CSEA was preparing for a demonstration against the village board and mobilizing in other ways to fight the cuts, which the village board did without prior notice or discussion with the workers or their unions.

CSEA is filing an Improper Practice charge with the state Public Employment Relations Board over the village's failure to negotiate over the changes.

Skaneateles Unit President David Short said the workers were also

busy gaining signatures on petitions from village residents who opposed the health insurance cuts.

"It's pretty poor how they're treating us," he said. "Health insurance was part of the package when we all started working here. Let's face it; you're never going to get rich with the paycheck. You're hoping to have enough to feed your family and get the benefits when you retire. Now, they're trying to take that away from us."

"Health insurance is a basic need, and it's certainly not fair to just get rid of it without first seeking other, less harmful options first," Short said.

— Mark Kotzin



## CSEA members wanted to help with Special Olympics Games

ALBANY — More than 2,500 athletes and coaches will put their training to the test in 8 Olympic-style events in the New York State Special Olympics 2007 Summer Games

held June 14-17 at the University at Albany. CSEA members who work at the university will be actively involved in the event.

But Special Olympics New

Carol Wojtowicz, a Capital Region Judiciary Local member working in the Unified Court System, checks in a Special Olympics volunteer at the 2006 Summer Games.



York would not be able to exist without the devotion of volunteers. A network of more than 25,000 volunteers do everything from coach, drive the team bus and repair uniforms. Choose between general jobs and sport venues.

Volunteering can be a rewarding and fun activity for the entire family. Involvement with Special Olympics creates pride, lifelong friendships and rewards of immeasurable value.

Volunteer your time solo, with friends or the family.

Please visit [www.csealocal1000.org](http://www.csealocal1000.org) to download a volunteer schedule



and registration form. Instructions are easy, just download, print, fill out and mail it back to us.

## What's In It For You?

### Summer is almost here at the CSEA Employee Benefit Fund!

What does summer mean to CSEA Employee Benefit Fund members? Let's start by taking a look at some things everyone should know about their dental and vision

benefits, specifically for those who have eligible, dependent children.

For many with school-age children, the beginning of summer is a time when parents bring their children for dental and vision checkups after school lets out for the year.

The questions you might ask yourself:

#### Does my child qualify as a dependent on my benefits?

The CSEA EBF covers dependents who meet certain criteria.

Dependent children include:

Your unmarried children, including stepchildren who permanently reside with you and legally adopted children, under age 19.

Your legal ward under age 19 who permanently resides with you pursuant to a court order awarding legal guardianship to you.

Any child or ward described above, regardless of age, who is incapable of self-support by reason of mental or physical disability, provided he or she became so disabled before reaching age 19.

Any child or ward described above under age 25 who is a full-time student (minimum of 12 undergraduate or six graduate credit hours) enrolled in a regionally accredited college or university working toward a bachelor's degree (e.g., B.A. or B.S.), master's degree (e.g., M.A. or M.S.) or associate's degree (e.g., A.A. or A.S.).

Technical courses of short duration do not qualify, even if a diploma is awarded. **EBF requires that current proof of student status be provided annually** (letter or



statement from the college's registrar's office or completion of Student Status Form available from the fund). Student proof forms can be downloaded from the

EBF website at [www.cseabf.com](http://www.cseabf.com).

#### Have I enrolled my child under my benefits?

You can enroll your child under your benefits simply by filling out and submitting an enrollment card to the EBF. Enrollment cards can be ordered by calling 1-800-323-2732. Press "1" when prompted.

#### Is my child eligible to receive dental treatment?

If your child has never been to a dentist before or if you're unsure of which EBF dental program you belong to, please contact the Dental Unit at 1-800-323-2732 and press "2" when prompted to find out their eligibility status.

If you've already seen a dentist in the past and feel comfortable using your plan, contact the dental office when you're ready to schedule an appointment. The office should have a record of your last visit and what services were performed.

#### Is my child eligible to receive vision services?

CSEA EBF's plans are available on either a 12 or 24-month benefit basis, based upon what has been negotiated in your contract. If you are unsure of what vision program you belong to or when the last time the benefit was provided, contact 1-800-323-2732. Press "3" when prompted.

If there are additional questions we can answer for you, please call EBF at 1-800-323-2732 and have a great summer!

## Attention Empire Plan enrollees: Important reminders

### A reminder about NurseLine Services

The 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-related 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 NurseLine toll free at 1-877-7-NYSHIP (1-877-769-7447).

### A reminder about mastectomy and reconstructive surgery benefits

The CSEA Health Benefits Department would like to remind enrollees 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

The Depression Management Program began 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.

**An Ever Better Future**

# Workers with disabilities protected under law

**Editor's Note:** This is the 11th article in a series of discrimination articles that have appeared in The Work Force, to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). The Legal Assistance Program covers employment and labor issues involving disciplinaries, contract grievances and arbitrations, court litigation and agency proceedings. Get more information about legal services in the LAP by calling CSEA Headquarters at 1-800-342-4146, extension 1443, or by visiting [www.csealocal1000.org](http://www.csealocal1000.org), and clicking on the legal programs and services menu item.

Both federal and state law prohibit disability discrimination and require, in certain circumstances, that employers provide "reasonable accommodations" to disabled employees. This article provides an overview of disability discrimination, as defined under the federal Americans with Disabilities Act (ADA). The previous *Work Force* discrimination article featured disability discrimination as defined under the New York State Human Rights Law.

## State and Federal Law

State and federal law contain different definitions for who is considered "disabled." The main issue in a disability discrimination case is whether the employee's particular circumstances meet the definition of "disability" under the applicable law. The fact that an employee has some form of physical, mental or medical impairment does not guarantee that the employee is considered "disabled" under the law.

Federal law defines an individual with a disability as a person who a) has a physical or mental impairment that substantially limits one or more major life activities; b) has a record of such an impairment; or c) is regarded as having such an impairment. A qualified employee or applicant with a disability is an individual who, with or without

reasonable accommodation, can perform the essential functions of the job in question.

Under the ADA definition, the mere fact that an employee has some form of physical or mental impairment which has affected their life may not be enough to prove that the employee is "disabled" and entitled to a reasonable accommodation. Many ailments do not impact an individual's life to such a degree that the ailment constitutes a "disability" under the ADA.

The critical issue under the ADA is whether the particular ailment has "substantially limited" that individual in one or more major life activities. The ADA requires a case-by-case review of whether a given impairment substantially limits the major life activity for that particular individual.

## Substantially limits

The phrase "substantially limits" means that the employee is unable to perform a major life activity or is significantly restricted as to the condition, manner or duration of performing a major life activity compared to an average person.

Factors which will be considered in determining whether an employee's impairment substantially limits a major life activity are: a) the nature and severity of the impairment; b) the duration or expected duration of the impairment; c) the permanent or long term impact resulting from the impairment. The phrase "major life activities" means such things as taking care of oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning and working.

The U.S. Equal Employment Opportunity Commission (EEOC) regulations narrowly define the major life activity of working. To establish a substantial limitation to work it must be shown that the employee is unable to perform either a class of jobs or a broad range of jobs in different classes as compared to the average person. The inability to perform a single, particular job does not constitute a

substantial limitation in the major life activity of working.

## Guidelines

The EEOC's ADA Enforcement Guidelines list "interacting with others" as a major life activity which can be substantially limited by a mental impairment. The guidelines make it clear that "interacting with others", as a major life activity, is not substantially limited just because an employee is irritable or has a problem getting along with a supervisor or co-worker. It must be shown that the ability to interact with others is "significantly restricted as compared to the average person in the general population." Finally it must be shown that the employee's relations with others result in severe problems, such as consistently high levels of hostility, social withdrawal, or failure to communicate.

Under the ADA, reasonable accommodations include: a) making existing employment facilities readily accessible to the disabled; b) job restructuring, part-time or modified work schedules, reassignment to a vacant position, acquisition or modification of equipment or devices.



Under federal law, a reasonable accommodation is not required if it would impose an "undue hardship" on the employer. To determine whether a particular accommodation would constitute an undue

hardship, the courts consider: a) the cost of the accommodation; b) the size, number of employees and financial resources of the employer; c) the impact the accommodation will have on the employer's operation including the impact the accommodation will have on the ability of other employees to perform their duties.

Due to the complexity of the law regarding disability discrimination and reasonable accommodation, it is extremely important that CSEA Locals and Units contact CSEA Labor Relations staff immediately when reasonable accommodation issues arise. Where necessary, the Legal Department should be contacted as well.

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

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

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

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

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

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

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



# Loading Russo

Devastating rains and floods that swept through central and southern New York and the Capital Region in June 2006 hit Montgomery County particularly hard. With roads and highways washed out, with co-workers and neighbors flooded out of their homes and with their own work sites underwater, Montgomery County Department of Public Works employees went to work and stayed until the job was done.

Without hesitation, many worked around the clock in various capacities to clear debris, remove water and keep the roads safe for residents.

Many of the workers are also volunteer firefighters or EMTs who did double-time to help the community recover. Others volunteered at an American Red Cross shelter and helped coordinate relief efforts by other counties.

Because of their dedicated service and tireless efforts to aid the community in a time of crisis, the workers will be recognized this month by the American Red Cross of Northeastern New York, with the CSEA Special Presentation Award, as part of its annual Salute to Hometown Heroes. *The Work Force's* Ed Molitor recently spoke with CSEA Montgomery County Local and DPW Unit President Ed Russo about the honor.

WF: Briefly describe the damage caused by the rain and floods.

ER: The river just overflowed and came right into the buildings quicker than anybody knew. The damage affected three of our county buildings; it was extensive damage where we had to tear walls out. Equipment was lost, computers, desks, paperwork, filing cabinets, and shop equipment. We lost a couple of sheriffs' cars that

were being worked on that we couldn't get moved. Throughout the community people were just loading stuff in vehicles. People were loading stuff in airboats, little rubber rafts. It was something I'd never seen in my lifetime.

WF: How did the DPW crew respond?

ER: The whole department, 65 people, were there working, pulling equipment out, going through clearing things out so we could get reorganized and get operating again. One of our supervisors went into one of the buildings where they had to pull the computer system out so we could hook it up in another part of the building so we could run our payroll and have access to all the dispatching equipment. So they went in with an airboat and raft and pulled all that equipment out.

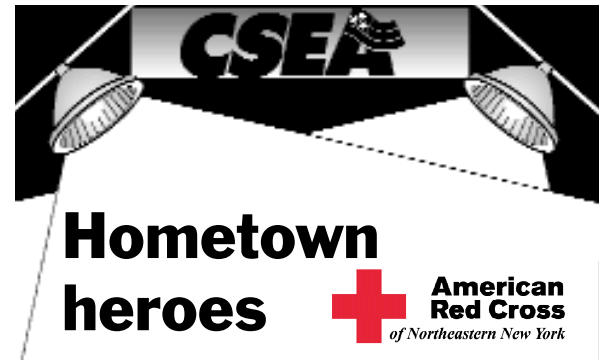
There were dumpsters all over the place, roads were blocked off, and we got as many people in there as we could. County supervisors showed up and helped us quite a bit in making judgments of what to do right away. We brought in response teams to start drying out the building so we could reopen. We were shut down for almost three days.

WF: What was the toughest part of the job?

ER: Probably the toughest part was to visualize and get everybody together to decide how we were going to put everything back together and where to start. We just didn't know where to start.

WF: Did the flooding affect any CSEA members personally?

ER: We had six CSEA members in our local who were affected by the floods. CSEA and AFSCME's fund-raising helped them because they really had a lot of loss — boilers, water tanks, and basements. We had one disabled gentleman who works for us who lives right down the street from the Department of Public Works.



CSEA Montgomery County DPW Unit President Ed Russo surveys flood damage caused by devastating rains that hit many areas of central and southern New York and the Capital Region in June 2006.

He lost everything, including two vans that were all set up for electric wheelchairs.

WF: How else did the crew help out the community off the job?

ER: Fire departments working with some of the people who were CSEA members sent fire equipment to pump cellars out. We had EMTs who are CSEA members who worked in a couple of the villages in the surrounding area, that worked day and night trying to help people that needed help — getting them to Red Cross shelters.

WF: How does it feel to be called a hero?

ER: It feels absolutely great. I think everyone went above and beyond their jobs, and I'm very proud of all of them. When the need was there to help out, everybody jumped in and helped out.

## May CSEA calendar of events

### Long Island Region:

**May 2-3: Defensive Driving,** 5:30 - 8:30 p.m., Long Island Region Office, Commack

**May 3: Sexual Harassment: What Union Officers and Activists Should Know,** 5:30 - 9 p.m., Hempstead Local Office, Merrick

**May 7: Sexual Harassment: What Union Officers and Activists Should Know,** 5:30 - 9 p.m., Suffolk County Educational Employees Local Office, Medford

**May 8: Family and Medical Leave Act workshop,** 5:30 - 9 p.m., Suffolk County Educational Employees Local Office, Medford

**May 15-16: Contract Negotiations Workshop,** 5:30 - 9 p.m., Long Island Region Office, Commack

**May 19: Defensive Driving,** 9 a.m. - 3 p.m., Long Island Region Office, Commack

**May 19: Veterans Recognition Day,** 8 a.m. - noon, Long Island Region Office, Commack. For more details, contact the region office.

**May 26: Memorial Day Ceremonies,** 8:30 a.m., Calverton National Cemetery. Contact the region office for more details.

### Metropolitan Region:

**May 2: Sexual Harassment: What Union Officers and Activists Should Know,** 5:30 - 9 p.m., Metropolitan Region Office

### Southern Region:

**May 2-3: State Discipline and Interrogation workshop,** 5:30 p.m. - 9 p.m., Southern Region Office, Beacon

**May 15: Sexual Harassment: What Union Officers and Activists Should Know,** 5:30 p.m. - 8 p.m., Westchester Local Office, White Plains

**May 16: Sexual Harassment: What Union Officers and Activists Should Know,** 5:30 p.m. - 9 p.m., Rockland County Local Office, New City

### Capital Region:

**May 7-8: Contract Negotiations Workshop,** 5:30 - 9 p.m., Holiday Inn, Schenectady

**May 12: Defensive Driving,** 9 a.m. - 3 p.m., Capital Region Office, Latham

**May 15-16: Contract Negotiations Workshop,** 5:30 - 9 p.m., Comfort Inn Conference Center, Plattsburgh



**Memorial Day, May 28**

**and Medical Leave Act workshop,** 5:30 - 9 p.m., Comfort Inn Conference Center, Plattsburgh

**May 23: Family and Medical Leave Act workshop,** 5:30 - 9 p.m., Best Western Albany Airport, Albany

**May 30-31: Defensive Driving,** 5:30 - 8:30 p.m., Capital Region Office, Latham

### Central Region:

**May 1-2: Contract Negotiations Workshop,** 5:30 - 9 p.m., Chemung County Human Resource Center, Elmira

**May 8-9: Steward Training,** 5:30 - 9 p.m., Central Region Office, East Syracuse

**May 15: Sexual Harassment: What Union Officers and Activists Should Know,** 5:30 - 9 p.m., Central Region Office, East Syracuse

**May 16: Family and Medical Leave Act Workshop,** 5:30 - 9 p.m., SUNY Potsdam, Potsdam

**May 22-23: Steward Training,** 5:30 - 9 p.m., Holiday Inn, Auburn

### Western Region:

**May 19: Defensive Driving,** 9 a.m. - 3 p.m., Western Region Office, Amherst

**May 23-24: Contract Negotiations Workshop,** 5:30 - 8 p.m., Western Region Office, Amherst

**May 26: Steward Workshop,** 8:30 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 the CSEA calendar page or 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 other than those listed here, so check your region calendar page on the CSEA website.*

**May 17: Sexual Harassment: What Union Officers and Activists Should Know,** 5:30 - 9 p.m., Queensbury Hotel, Glens Falls

**May 22: Family and Medical Leave Act workshop,** 5:30 - 9 p.m., Comfort Inn Conference Center, Plattsburgh

**May 23: Family and Medical Leave Act workshop,** 5:30 - 9 p.m., Best Western Albany Airport, Albany

**May 30-31: Defensive Driving,** 5:30 - 8:30 p.m., Capital Region Office, Latham

### PEOPLE PERSON —

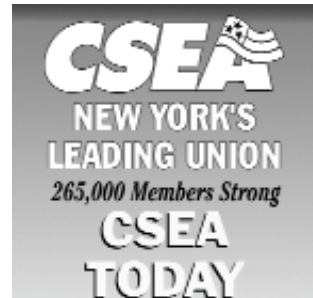
The PEOPLE recruiter of the month of March is Carmela Lucas of the Suffolk Area Retirees Local in the Long Island Region. She recruited 11 new PEOPLE members. CSEA's

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 ...

### SEPT. 11 RESPONDERS:

#### REGISTER FOR WORKERS' COMP —

Many Sept. 11 responders are now eligible to receive Workers' Compensation benefits under recent changes to state law. The state recently changed its Workers' Compensation Law to allow people who worked at Sept. 11 recovery efforts between Sept. 11, 2001, and Sept. 11, 2002, but



who are not ill, to be eligible to file a workers' compensation claim should they become ill from a Sept. 11-related illness in the future. Many health experts predict

thousands of exposed workers will become ill in the future. Hundreds of CSEA members across the state worked as paid and volunteer Sept. 11 responders. You must register with the state Workers' Compensation Board by Aug. 14, 2007, to be eligible for Sept. 11 Workers' Compensation benefits at any time in the future. For more information or to download a registration form, visit CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) and follow the links for the New York Committee for Occupational Safety and Health and the state Workers' Compensation Board.

Visit your Company Store at  
<http://cseastore.sm-pm.com>  
or [www.csealocal1000.org](http://www.csealocal1000.org)

In-Stock Items - Order in quantities as small as 1 item  
Special-Order Items - Imprint with local information - Minimum quantities apply

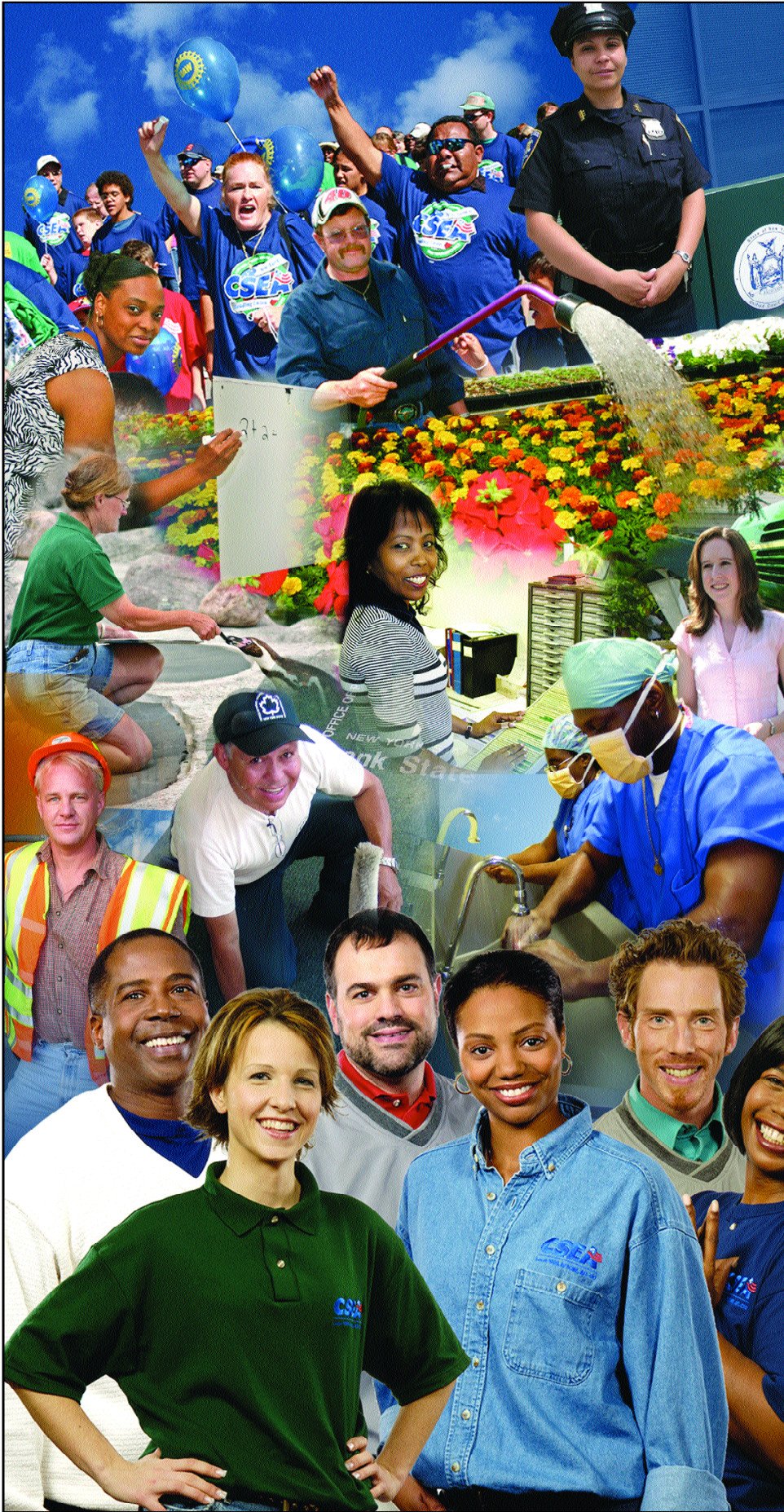
### Second Quarter Jacket Specials

<p><b>CSE-149 Warm-Up Jacket</b></p> <ul style="list-style-type: none"> <li>• dupont nylon</li> <li>• wind and water repellent, kasha-lined</li> <li>• 2 large reinforced pockets, byron collar, raglan sleeves, drawstring bottom and elastic cuffs</li> <li>• features an embroidered logo</li> </ul> <p>COST/SIZE:  \$25.95  <del>\$29.25</del> (M-XL)  \$28.75  <del>\$31.60</del> (2X)  \$31.60  <del>\$33.75</del> (3X)  COLOR: navy</p>	<p><b>CSE-144 Blue Hooded Sweatshirt</b></p> <ul style="list-style-type: none"> <li>• 100% cotton</li> <li>• full zip hoody with welt pockets</li> <li>• hemmed open bottom and sleeve cuffs</li> <li>• features an embroidered logo</li> </ul> <p>COST/SIZE:  \$25.50  <del>\$28.75</del> (M-XL)  \$27.25  <del>\$29.00</del> (2X)  \$28.45  <del>\$30.75</del> (3X)  COLOR: sky blue</p>
--	--

powered by

**VELOCITY**  
PRINT SOLUTIONS  
888.372.3487x212

While Supplies Last



## Our Reputation: New York's Leading Union. **We've Earned It!**

We're CSEA – a positive force throughout New York state for nearly a century.

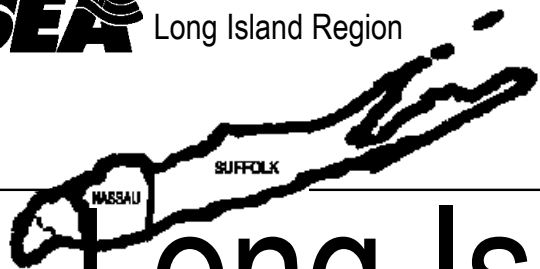
We're 265,000 members strong. Dedicated. Keeping our skills sharp and our knowledge current. Doing the vital work that all New Yorkers depend on. And doing it right.

We fight for fair pay, decent benefits, fairness and respect. It's not just the right thing to do – it's a great investment.

Quality. Effectiveness.

And a better community for all.

**CSEA**  
New York's  
Leading Union  
Local 1000 AFSCME, AFL-CIO  
Danny Donohue, President  
[www.csealocal1000.org](http://www.csealocal1000.org)



# Long Island Reporter

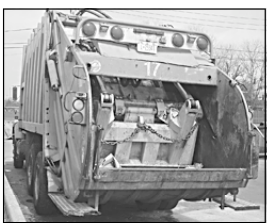
Some are eligible for food stamps

## Village of Babylon workers want fair wages



Above, Rick Roberts, left, and Bernard Smith hold a poster asking for a fair contract.

Many members put the posters in their vehicle's window. Responding to the union's push to change the secretive way the village operates, the administration retaliates in petty ways. Smith often has to wait hours for another sanitation truck to finish its route before he can take the truck out on his route. The long delay is caused by the village's not repairing a truck sitting in the sanitation lot for two months, inset. "The department is doing it for spite," Unit President Jack Christ said.



**B** Elliott Fant, who earns \$23,000 a year, has little hope of someday having a home of his own. "There's no way I could afford a mortgage," he said.

**ABYLON** — The Village of Babylon is a little behind in the wages it pays hardworking CSEA members in this Suffolk County community.

Pete Messina, a sanitation worker for 18 years, earns with overtime \$31,000 per year. "They're paying 1970 wages here," he said.

Elliott Fant has seven years service and earns \$23,000. Rick Roberts, a worker with 26 years of service, earns \$36,000. Ken Berg has a commercial driver's license and 2 1/2 years of service and earns \$20,000. Another CSEA member with 35 years of service makes \$37,000.

Bernard Smith, an eight-year employee, summed it up. "We're the lowest paid sanitation department in Suffolk County," he said.

Some of the Babylon workers are eligible for food stamps.

"It's pretty bad that in this day and age we have full-time workers who are eligible for food stamps," Local President Bill Walsh said. "It just goes to show how low they are on the totem pole when it comes to salary. It's absolutely shameful."

There appears to be sufficient wealth in the village to support decent wages for the 30 members of the Village of Babylon Unit of Local 852, who work in the village's highway, parks and sanitation departments. There are grand houses and mansions on Great South Bay, some with large boats anchored behind the house.

Jack Christ, unit president, pointed to the largest home, built about 12 years ago by a multi-millionaire



Right, Babylon Unit members and supporters held a silent demonstration at the March 27 meeting of the village's council.



"We're being screwed big time," says Pete Messina.

Please see Fair wages continued on Page 3

**Fair wages** cont'd from Page 1

major league pitcher.

"The taxes on the house are \$45,000 a year, twice the salary of some sanitation employees," he said. "This place has plenty of money. It just isn't right."

Balancing the low wages for union members is the very high pay for other village employees not represented by CSEA.

Robert Schmitt, unit treasurer, has worked for the village since 1998. "I'm one-third of the highway department," he said. "Management is doing what we're supposed to be doing. One guy makes \$140,000 with overtime. I'm making \$25,000, \$32,000 with overtime."

After Christ took his unit office in July 2005, CSEA began fighting for fair wage increases and an end to the favoritism. "Everyone knew we were being screwed but didn't know what to do about it," he said.

The contract expired May 31, 2006. Only limited progress has been made on a renewal because the village won't provide information on the salary structure and titles to the union's negotiators, Bob Pritchard, unit secretary; Henry Herman, Schmitt and Christ. CSEA is also seeking to replace inadequate and outdated equipment that has resulted in several accidents and serious risks to workers' safety. A mediation session is scheduled for May 10.

Meanwhile, unit members, joined by other Local 852 members, have been attending village board meeting and seeking support from residents.

CSEA held a silent demonstration at the March 27 meeting of the village council, which is composed of the mayor and four trustees. About 50 people showed up at the meeting, and twice that number came out for the April 10 meeting.

In addition to Babylon unit members, demonstrators included CSEA members from Brookhaven, Southold and Southampton town units, CSEA Labor Relations Specialist Stanley Frere and CSEA Political Action Coordinator Gretchen Penn.

CSEA members viewed the village's budget meeting, held before the council meeting, as a "joke."

"They didn't answer budget questions. They didn't have any answers; they refused to answer," said Christ. "They said the treasurer who put the budget together could answer questions, but she wasn't there."



Everyone stayed for the council meeting that followed.

"Some residents got up and asked why were we paid so little, which the mayor couldn't answer," Christ said. "He couldn't answer how much was allotted to highway and sanitation but it was known how much of an increase was allotted to the mayor and trustees in the budget. Village officials came across looking like a bunch of idiots."

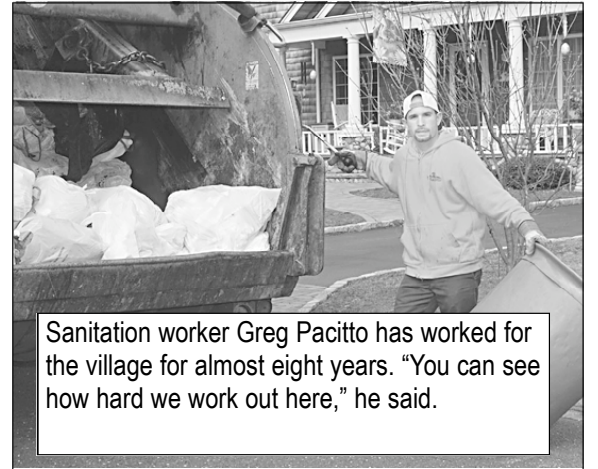
The unit will continue its battle on two fronts, making its voice heard at council meetings and negotiating for a fair contract.

"I think credit goes to Jack and the rest of his officers and to all the membership for coming together and realizing what they're worth to the village," said Walsh. "Whatever support they need from the local and region, they will get."

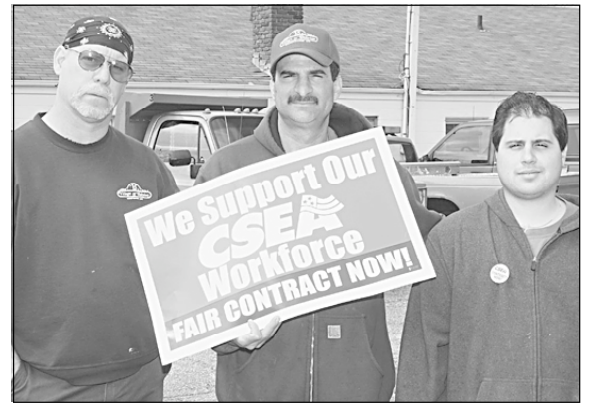


Above, Robert Schmitt, left, and Prosward Hampton with a union poster. Schmitt, the unit treasurer, is one of three employees left in the highway department that used to have 14 workers.

At left, Tim MacPherson, left, and Ken Berg are among the Village of Babylon's sanitation department employees, who make up the majority of the CSEA unit.



Sanitation worker Greg Pacitto has worked for the village for almost eight years. "You can see how hard we work out here," he said.



Above, unit members include sanitation worker Henry Herman, left, and Sal Cuffaro, center, and Andrew Carollo, two of the five parks workers who maintain the village's 10 parks. "We do anything that needs doing; painting, landscaping, carpentry repairs, cleaning and emptying garbage pails twice a week, cleaning the lake [Argyle Lake] once a week, scooping up papers, re-painting graffiti," said Cuffaro. Herman, one of the union's negotiators, has 22 years of service with Babylon.



Jack Christ takes garbage from resident's back door to the truck. A can often weighs up to 100 pounds.

## PHOTO OF THE MONTH



Co-workers of John Weiss, wearing tie, honored him when he retired March 16 from the Brookhaven assessor's office. A member of the Brookhaven White Collar Unit of Suffolk Local 852, Weiss had more than 30 years of service with the town. Joining him in the photo are, from left, Debbie Sanfilippo, Don Crocker, Kim Dembek, Carol Cavaleri, Teresa Zanghi, Jill Vieco, Tami Walsh, Anne Scheifferstein, Carlo Cavaleri, Bob Westerlund, Danielle Vereline, Melissa Malloy, Cathie Gerhard, Robyn Flick, Linnette O'Neil, Elaine Starling, Linda Carney, Marianne Morgan, Debbie Gucwa, Betty Eggermann and Joanne Fago.

## Message from Long Island Region President Nick LaMorte



**G**reetings!

More than 100 years ago, the Federation of Organized Trades and Labor Unions, a precursor to today's AFL-CIO, set May 1, 1886, to begin their fight for an eight-hour workday.

Before it was all said and done, more than 350,000 workers across the country went on strike at 1,200 factories, with another 10,000 demonstrations in New York.

What began as a peaceful rally in Chicago's Haymarket Square on May 4 erupted into an all-out riot that left seven police officers and four workers dead, and scores injured. In the aftermath, several labor leaders were found guilty in one of the police officers' deaths, and four were hanged.

We'd like to think that these bold actions of the nation's young labor movement were not made in vain but in many of our workplaces today, we are still fighting for an eight-hour workday!

Eight hours is the norm, but many employers, particularly in the health care field, have invoked mandated overtime to cover the cost of hiring needed workers. CSEA has been fighting this and will continue to fight until our members get the fairness and respect they deserve.

### **Honor the Ultimate Sacrifice**

Memorial Day is May 28 this year, and I ask that each of you take some time that day to think about our

fighting men and women who never came home.

CSEA members across Long Island will be taking part in ceremonies honoring the fallen, and our Long Island Region Veterans Committee is active in helping coordinate some of these events.

If you can, attend one in your community. Your local veterans' group, such as the American Legion or Veterans of Foreign Wars, can provide more details.

If you can't attend a memorial, take some time on May 28 to think about a soldier, Marine, airman or sailor who didn't make it home. They'd appreciate it.

Yours in solidarity,

Nick LaMorte, president  
Long Island Region

*Nick LaMorte*

## Veterans Committee to hold two events in May

COMMACK — The Long Island Region Veterans Committee is honoring CSEA members who served in the armed forces, both living and dead, at two events in May.

### Veterans Recognition Day

On May 19, known as Armed Forces Day across the nation, the committee will hold a Veterans Recognition Day program at the region office from 8 a.m. to noon.

All members now in the military or who were honorably discharged will receive a certificate of appreciation from the union.

"We expect to have a very nice gathering of veterans from all over Long Island at the region office," said Maryann Phelps, chair of the committee and a member of SUNY Stony Brook Local 614.

Representatives from the office of U.S. Rep. Steve Israel and the Suffolk County Veterans Affairs office will be present. "Both will be on hand to answer any questions our CSEA veterans may have," said Phelps.

All CSEA members who served in the armed forces and wish to attend should register by calling the Long Island Region at (631) 462-0030 no later than May 8.

### Memorial Day remembrance

In remembrance of deceased CSEA veterans, members of the Veterans Committee will place flags on the graves of veterans buried at Calverton Memorial Cemetery May 26.

Readers who know of a deceased CSEA member interred at Calverton should call Phelps at (516) 971-4629, or e-mail her at [maryann11@optonline.net](mailto:maryann11@optonline.net) with the veteran's name and grave location.

"The committee will meet by the main gate house at 8:30 a.m. and volunteers are always welcome to help out," added Phelps.

This will be the fifth year the Veterans Committee has placed a U.S. flag on the graves of deceased CSEA members who served in the armed forces.

Members of the Veterans Committee honor the grave of a deceased CSEA veteran during the union's annual tribute at Calverton National Cemetery. This year's ceremonies will



take place on May 26. Veterans and CSEA members are invited to attend. Maryann Phelps, second from left, chairs the committee.

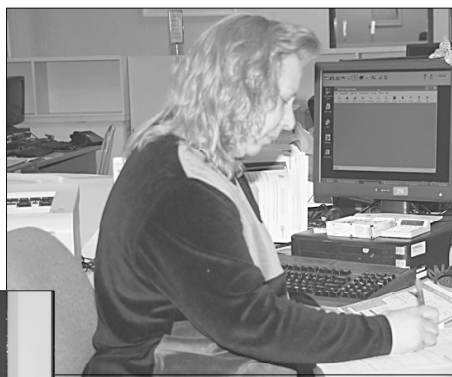
# Inside Reporter

## Riverhead Department of Motor Vehicles members offer quality service ...

RIVERHEAD — Long Island State Employees Local 016 held a series of information fairs for members at several Department of Motor Vehicles offices in March and April.



▲ Maria Palma, left, and Mary Olsen greet clients as they arrive at the DMV office. Decorations on the glass behind them are for Easter.



◀ Alison Arpen checks a document for Riverhead DMV client.



▶ Dawn Diaz-Perez enters information on her computer.



▶ Catherine Rosie is one of 25 CSEA members at the Riverhead DMV.



▶ Vehicles in the parking lot outside the office are reflected in the doors of the DMV office in Riverhead, located at 200 Route 58.

... and learn about valuable CSEA member



◀ Riverhead DMV representatives Lenora Stuart, standing left, Ebony Street and Lucy Vergeli-Acree get information about CSEA benefits and services from Delores Carter, CSEA member benefits specialist, seated, center, at a recent information fair. Standing at right is Ruth Ambrosecchia, executive vice president of State Employees Local 016, which represents several hundred DMV employees at eight Nassau and Suffolk County DMV offices. Others who offered information to Riverhead members represented Pearl Carroll and PEOPLE.

Highlighting the benefits offered through the union and preferred vendors, the information fair came to the DMV office in Riverhead April 4.

"Why the fairs? To educate CSEA members on all the benefits CSEA has to offer," said Ruth Ambrosecchia, executive vice president of the local and 20-year department employee. "Lots of members don't realize how many benefits CSEA has to offer."

Andre Sigmone is the local president.

Jane McNaughton, shop steward at the 25-member Riverhead work site, had high praise for her co-workers. "They're very hardworking, very conscientious," she said. "People love to come to Riverhead. Our service is excellent."

▶ Chuck Guild, left, a CSEA Employee Benefit Fund benefit specialist, tells CSEA member Gregory Westerlund about available EBF benefits. Connie Danowsky, right, puts a brochure in her CSEA bag.



▼ Jane McNaughton is the shop steward for the members of the Riverhead DMV Unit of Local 016.



◀ LewAnn Cahill is surrounded by photos of her family and flowers.

▶ Tracy Kornblum makes a copy for a client's application.



## Car enthusiasts strut their stuff for good cause

MASSAPEQUA — Six hundred auto buffs visited the annual spring car show hosted by Oyster Bay's Parks Department, raising nearly \$4,000 to help cancer victims on Long Island and support research to find a cure.

Michael J. Gamba, a member of Oyster Bay Local 881, is the person behind the show, which was held next to the Westfield Mall April 14.

"In our town, in our local and in the region during the past few years, fellow employees have passed away with cancer," said

Gamba, a 37-year Oyster Bay employee who serves as assistant to the commissioner.

"Unfortunately, many you talk to have been touched or had a family member who had this horrible disease. Our township, CSEA and other people are coming out to help. I'm really proud to be part of this."

The union was eager to support the fund-raising effort. Bette James, its 2nd vice president and a longtime union activist, died of cancer in February.

Among the 200 cars and motorcycles at the show was a sparkling, plum-colored 1968 Mustang convertible owned by Danny Hess, Local 881's Sanitation Department shop steward. He bought it as a teenager and has spent 20 years maintaining it in showroom condition. "I rebuilt it from the ground up," he said. "It took me years." He drives it on Sundays and to car shows — "when it's nice out."

There are two other recreational programs for vehicles that Gamba began. In October, the department hosts an all-car friendship meet and on summer Fridays there are cruise nights. An average of 800 cars cruise with 2,000 viewers looking them over.



Above, Danny Hess, left, Local 881 Sanitation Department shop steward, shows Long Island Region President Nick LaMorte what's under the hood of his 1968 Mustang convertible.

"We get everything from a 1940 brand-new Ford to hot-rods; a little bit of everything," said Gamba.

Admission to cruise night is

two cans of food. "Last year, we collected 6,000 cans of food," he said. "They go to different food banks in the town."



At left, from left to right, Local 881 members Ernie Weber, Robert McGeever and Michael Gamba stand next to one of the cars at the show, a 1923 Ford built by car enthusiast Jim Seymour. Weber, a recreation specialist at Tobay Beach, and McGeever, assistant to the deputy commissioner, work with Gamba on the town's auto programs. "I'm the first back-up to Mike," said McGeever.

## Shirley Baker retires after 40 years of service

COMMACK — After 40 years of service at the Long Island Developmental Disabilities Service Office, Shirley Baker, former executive vice president of Local 430, is retiring.

To mark that milestone, more than 200 of her co-workers, CSEA members from other locals, family and friends gathered to wish her a happy retirement at a luncheon at the Chateau Briand in Carle Place April 14.

Long Island Region President Nick LaMorte said Baker was "honest and true, a loyal CSEA member" who had fought for the rights of everyone as chair of the region's Human Rights Committee.

"Our loss will be Wyandanch's gain," he said. "You will be greatly missed."

Rutha Bush, a longtime friend who served as a local officer with Baker, said she was "a good-hearted person, a hardworking person, a caring person."

"Nothing was too good for the clients she worked for. Anyone who has worked for her or came across her path says the same," said Bush.

Baker is a trustee of the Wyandanch School Board and is active in her church, First Church Ministries in Wyandanch.

"I will still be very active in my community, the school district and

my church," she said, "and I intend to be active with the CSEA retirees."

At right, Shirley Baker gets a warm greeting from Nick LaMorte at her retirement luncheon, which she described as "fantastic, awesome."



Above, immediate family members joining Baker at the luncheon are son Barry Sr., daughter Sharon and great-granddaughter Shakia, 14 months.



# Around the Region

## Calendar of Upcoming Events: May 2007

- |  |  |
|--|--|
| 2 – Defensive Driving — 5:30-8:30 p.m.                         | 23 – Local 430 Executive Board meeting — 3:30-5:30 p.m.                                    |
| 3 – Defensive Driving — 5:30-8:30 p.m.                         | 23 – Local 430 General Membership meeting — 5:30-7 p.m.                                    |
| 7 – Human Rights Committee — 5:30 p.m.                         | 26 – Veterans Committee Memorial Day Ceremonies at Calverton National Cemetery — 8:30 a.m. |
| 8 – PEOPLE Committee — 5 p.m.                                  | 28 – Region Office Closed — Memorial Day   |
| 9 – Veterans Committee — 6 p.m.                                | 29 – Political Action Committee — 5:30 p.m.  |
| 9 – Local 920 General Membership meeting — 11 a.m.-3:30 p.m.   | 30 – Member Action Team Committee — 5:30 p.m.  |
| 14 – Education and Training Committee — 5:30 p.m.              | 31 – Local 430 Shop Steward Meeting — 5-7 p.m.   |
| 15 – Safety and Health Committee — 5:30 p.m.                   |  |
| 16 – Region Executive Board Meeting — 5:30 p.m.                |  |
| 19 – Veterans Committee “Veterans Recognition Day” 8 a.m.-Noon |  |
| 21 – Women’s Committee — 5:30 p.m.                             |  |



## Copiate School District custodians get salute

CSEA members of the Custodial & Grounds Unit in the Copiate School District recently received a very special delivery.

The U.S. Air National Guard unit based in Westhampton sent them an American flag that saw combat in a Black Hawk helicopter that flew over the skies of Iraq as part of Operation Iraqi Freedom.

“We were just overwhelmed,” said CSEA Custodial and Grounds Unit President Pat Cirasole. “We couldn’t believe what they sent us.”

It was really a case of one good turn resulting in another. A couple of years ago the custodial unit held a successful campaign called Operation Troop Support. The custodians and grounds



workers collected many boxes full of personal care items, paperbacks, socks, snacks and pre-paid phone cards to send to U.S. troops from our area serving in Iraq and Afghanistan.

Pictured above with the flag plaque are CSEA Custodial and Grounds Unit officers, from left, Executive Vice President Gerard Kelly, President Pat Cirasole, CSEA Long Island Region President Nick LaMorte and Unit Treasurer Joe Chirco.

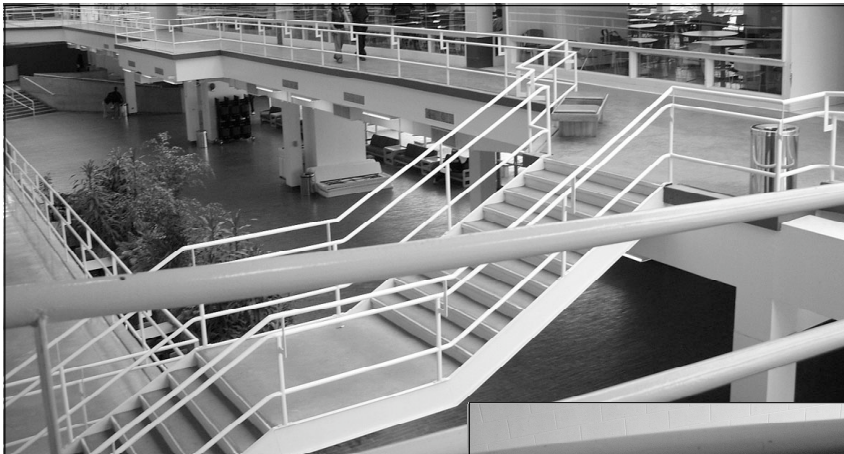
The custodians and grounds workers collected many boxes full of personal care items, paperbacks, socks, snacks and pre-paid phone cards to send to U.S. troops from our area serving in Iraq and Afghanistan.

They gave the goods to the Air National Guard.

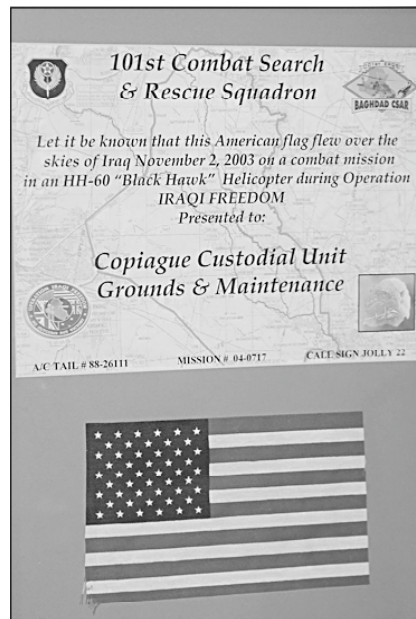
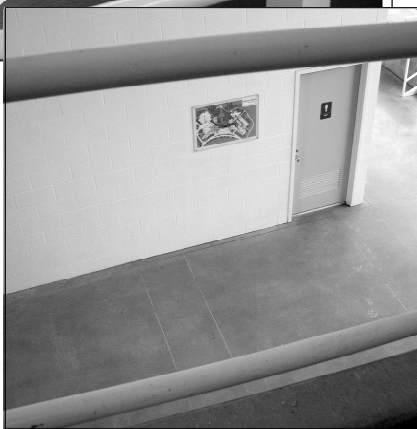
“We serve our own community by working in the schools every day, so we wanted to let the American service members know that we were thinking about them, and thank them for their military service,” said Cirasole. “But we never expected anything for it. Now we have to find a very special place to display this. We’re very proud of it.”

## SUNY Old Westbury safety and health complaint

These handrails at SUNY Old Westbury Campus Center (at right) are the subject of a health and safety complaint by Local 618. The gaps



(inset) are a constant danger to the dozens of preschool age children who use the campus’ day care center far below the walkways. Dance studios with young children also use the ground level space. “Our concern is not just for the day care children but for other young children coming into the building,” said Local President Mary D’Antonio. The union has brought the complaint to the college administration but no corrective action has been taken. “Right now, it’s just an accident waiting to happen,” she said.



Pictured at left is a close-up shot of the plaque the Air National Guard sent to Copiate School District custodians and grounds workers.

“We serve our own community by working in the schools every day, so we wanted to let the American service members know that we were thinking about them, and thank them for their military service. But we never expected anything for it.”

Effects on CSEA's contract negotiations one item of discussion

## Farmingdale State College Local holds informational meeting

FARMINGDALE — CSEA's state contract negotiations were among the items Farmingdale State College Local 606 President Tom Dowdney reported on to members at an April 13 lunch meeting.

"There's not much I can tell you," he said in reference to the state contract negotiations. "There's a meeting with [Gov. ] Spitzer's people on April 17. Let's hope it goes a lot quicker than it usually does — and a lot better."

He read a list of agency fee payers, asking members to correct the list if a name was in error and to try to sign up those named if they were not members. He paused after one name. "I'm going to get

him myself," he said.

He announced the union had signed an agreement with the college administration on providing and cleaning uniforms. He went on to mention that he had a good meeting with Dr. W. Hubert Keene, the college's new president, but declined to specify matters they discussed.

The local represents 180 clerical, maintenance, cleaning, skilled crafts, grounds and power plant employees at the State University of New York at Farmingdale.



Above, there was a large turnout for the April 13 meeting. The Farmingdale State Local has 180 members.



Left, Farmingdale State College Local 606 President Tom Dowdney, standing, opens the meeting. Seated in front are the local's other officers; from left, Secretary Amanda Gist, Treasurer Joel Tarantowicz and Executive Vice President Glen Havjar.

At right, Vanda Bordies signs in as Margo McNeil awaits her turn. The meeting was held at Gleeson Hall on the Farmingdale campus.



Right, Tracey Hartwell takes notes during a presentation by Evan Lange of Pearl-Carroll & Associates on the importance of disability insurance coverage.



Above, Maryanne Goldrick tells co-workers that everyone with an associate's or higher academic degree will be invited to march in the academic procession when Dr. W. Hubert Keene, the college's new president, is inaugurated in the near future.

### Suffolk Local Greenport Unit elects officers

GREENPORT — Robert Marchica has been elected president of the Greenport Unit of Suffolk Local 852.

The unit's other officers are Jim Forgy, vice president; Kathleen Berezny, secretary, and Janet Staples, treasurer.

The officers will serve until June 30, 2010.

The unit has 21 members who work in the village's sewer, water, electric and road departments and village offices.

### Workers prepare for Nor'easter



Two days before the Nor'easter drenched Long Island April 15, Allen Sidorowicz, left, and Mike Marra of Department of Transportation Local 506 test chain saws to make sure they're in good working order. Saws had to be available to cut fallen tree limbs and remove them from roads during the storm. "We're preparing now, rather than when the storm hits," said Lou Farino, general foreman of the DOT's Melville Residency and local treasurer. "In the middle of an emergency is not the time to start looking for things."



## Message from CSEA Local 830 President Jerry Laricchiuta

### **Determined Team of Union Activists Working for You**

The past few months have been some of the busiest since I have been in office. You should know that your union representatives have been very, very busy. That's a good thing because it means that we are doing what we were elected to do which is simply, to work for you. Sometimes it feels as though there are not enough hours in a day, and if it seems at all possible I find myself wishing the clock would slow down. I've long ago forgotten the notion of beating the rush hour traffic out of Mineola to get home at night. It's been a long time since I've been home at dinner time with my family. I think sometimes they like that.

But, I digress ... We are in full blown contract negotiations with Nassau County. By the time you read this article CSEA and Nassau County will have already exchanged their respective proposals. I expect the negotiations to go on through the summer, and I am sure there will be some aggravating days and nights for all of our negotiating team members. Your team has done an outstanding job working many hours to put together a great set of union proposals. I wish I could talk about them, but I cannot. That could be perceived as an improper practice and I can't risk that. Just be aware that you have a bright, energetic and determined team of union activists working with me and our labor relations specialist, Rigo Predonzan. Rigo is one of the most senior LRSs at CSEA and we are fortunate to have his services.

The 'job title/compensation review' audit has had its bumps in the road. This is unfortunate. I knew there would be problems but I didn't figure on them coming so soon into the process. If any of you did not get the questionnaire, or received it later than April 1, 2007, contact me immediately. You should be given ample time to fill this out. Also, do not allow your supervisor to direct you in how to fill it out. That

*I want to urge you all to visit our website at [www.csea830.org](http://www.csea830.org). Register with us so that you can get automatic updates from me and my team about all the important issues we are dealing with.*

defeats the whole purpose of the questionnaire. I have had to intervene in a few departments already because of these situations.

Recently we have seen headlines over the use of county cars. Thirty-five non-union employees were ordered to give back cars and therefore the gas, insurance and maintenance. CSEA has about 177 members who take home cars, and they will keep their cars unless there are some kind of negotiations between management and us. I want the caseworkers and probation officers who must use their own vehicles to perform their duties to be given pool cars. We have been asking for this for two years, and I am told we may actually be getting some for these employees. That's a win for them and for CSEA. It's the right thing to do, so I hope the county goes through with their plans.

Some of you may have heard that CSEA and another union in Nassau County have been at odds with each other. I have reported this in the past to our members and I want to clear up the rumors. The union representing correction officers has been working hard trying to harm some of our members by drastically altering their civil service titles. I have made every attempt possible to get them to rethink their mistakes but they refused to heed my advice. Therefore, I had little choice but to react in the way I know best. I fought them back at every level in Nassau government and I am proud to say that they have not been successful in their endeavors. On

Friday, April 6, 2007, the Nassau County Coalition of Labor, made up of the top public unions in Nassau County, voted unanimously to have that union removed from its organization. Today the coalition is a little slimmer, but a great deal stronger. Currently the coalition consists of the following unions: CSEA, PBA (Police), DAI (Detectives), SOA (Superior Officers) and AFA (Nassau Community College adjunct faculty). We have already planned a busy schedule of interviews with government officials. We strongly believe the coalition will provide a forceful entity of powerful unions, all working together for a

**Please see Message Continued on Page 2**

## WHAT'S INSIDE

May 2007 Express

Pages 4 and 5

- **New Unit Presidents at Health and Senior Citizens**
- **CSEA Participates in 2007 WalkAmerica**
- **Members put Roof Over Other Members' Heads**

Page 6

- **CSEA Active at 240 Old Country Road**

The Work Force CSEA Nassau County Local 830 EXPRESS

May 2007 • Vol. 12 No. 5

A Monthly Publication of CSEA Nassau County Local 830  
 JERRY LARICCHIUTA, President  
 Ryan Mulholland, Editor  
 (516) 571-2919 Ext. #13  
 www.csealocal830.org  
 CSEA Long Island Region Communications Associate Rachel Langert (631) 462-0030

**NASSAU LOCAL 830 Executive Officers:**  
 JERRY LARICCHIUTA, President  
 DIANE RUSS, Executive Vice President  
 RON GURRIERI, 1st Vice President  
 ROBERT CAULDWELL, 2nd Vice President  
 DEBRA IMPERATORE, 3rd Vice President  
 SCOTT MULHOLLAND, 4th Vice President  
 TIM CARTER, 5th Vice President  
 EARL STROUGHTON, 6th Vice President  
 DEBBIE O'CONNELL, 7th Vice President  
 BARBARA LANG, 8th Vice President  
 ROBERT McLAUGHLIN, 9th Vice President  
 JOHN ALOISIO, 10th Vice President  
 PETER KIERNAN, 11th Vice President  
 SUSAN COHEN, Secretary  
 BETH LUTTINGER, Treasurer

**Unit Presidents/Executive Board:**  
 CHUCK ALBERS, Fire & Rescue Services  
 JOHN ALOISIO III, Treasurer's Office  
 ROB ARCIELLO, Deputy Sheriffs  
 STANLEY BERGMAN, Comptroller's Office  
 LISA SINAGRA-TIRPAK, Public Safety  
 ROBERT CAMPO, Public Works Department  
 RAY CANNELLA, Civil Service Commission  
 ROBERT CAULDWELL, Social Services  
 STEPHEN COHEN, Medical Examiner's Office  
 CAROL CONTI, County Clerk  
 CAROL CROSTON, Nassau Community College  
 VIVIAN CROWLEY, General Services  
 KENNETH DASH, SR., Board of Elections  
 MARY DELMARE, Crossing Guards  
 ROBERT CONTI, Police Communications Operators  
 ALICE BARRON, A. Holly Patterson  
 HEDRY PRESIDENT, Senior Citizens Affairs  
 ROSE SACCHETTI, County/District Attorney  
 NANCY IANSON, Drug & Alcohol  
 DEBRA IMPERATORE, Police Civilian  
 ROBERT JOHNSON, Health Department  
 LARRY LOISELLE, AMTs  
 KEN HAMEL, Sheriffs Support  
 PILAR MILLER, Assessment Department  
 JOHN RINALDO, Parks, Recreation & Museums  
 MARLA ROWE, Probation Department  
 DIANE RUSS, Consumer Affairs  
 EARL STROUGHTON, Nassau University Medical Center  
 RUDY WATSON, BMU/Fleet Services  
 JOSEPH WHITTAKER, Fire Marshal's Office

We welcome reader suggestions: Please address your comments to Ryan Mulholland, Editor, Nassau County EXPRESS at CSEA Nassau Co. Local 830, 400 County Seat Dr., Mineola, NY 11501-4137.

## Mark Your Calendar for July 9 2007 CSEA Local 830 Annual Scholarship Classic

**2007 CSEA LOCAL 830 ANNUAL SCHOLARSHIP CLASSIC**

Monday July 9, 2007 at Eisenhower Park Red Course  
**BREAKFAST: 10:30AM**  
**SHOTGUN START: 12PM**  
**\$150 PER GOLFER ALL INCLUSIVE/ BBQ \$65**

PICK UP APPLICATIONS AT LOCAL 830 HEADQUARTERS OR BY LOGGING ON TO WWW.CSEA830.ORG

Make Check Payable to CSEA Nassau Local 830  
 Return Check and Completed Form to: Steve Cohen, CSEA Nassau Local 830, 400 County Seat Dr, Mineola, NY 11501

JULY						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				



THE 2006 GOLF OUTING WAS A GREAT SUCCESS...  
 ...SO DON'T MISS OUT ON THE FUN IN 2007!

### This Month in Labor History

May 1, 1886

The Federation of Organized Trades and Labor Unions, a forerunner of the AFL, passed a resolution stating that after this date, "Eight hours shall constitute a legal day's work."  
 Though the federation did not intend to stimulate a mass insurgency, its resolution had precisely that effect. Thousands of workers took to the streets to demand the universal adoption of the eight-hour day. Chicago was the center of the movement, where workers were fighting for an eight-hour day for months. On the eve of May 1, 50,000 workers were already on strike, and 30,000 more strikers swelled their ranks the next day, bringing most of Chicago

### They Said It:

#### Quote of the Month

**"There's a lot of respect in the Republican caucus for you. You're an absolute gentleman, people listen to you and we recognize that you're fighting hard for your people."**

— Nassau County 6th District Legislator Francis Becker, on the March 28 "Talkin' Labor with Local 830" in reference to Local 830 President Jerry Laricchiuta.

### Message

Continued From Page 1

common goal. I am excited about the future of the coalition.

Our members over at the Health Care Corp. should know that CSEA went to battle over the governor's proposed cuts in Medicaid and Medicare. With the help of our statewide organization under the leadership of President Danny Donohue, CSEA successfully lobbied the New York State Senate leaders, Assembly leaders and of course Governor Spitzer himself. More than \$300 million was added on to Governor Spitzer's budget proposal for hospitals and nursing homes. This

was a tremendous shot in the arm for our own Nassau University Medical Center. The original cuts would have had a devastating effect on NUMC's ability to fight through the tough fiscal times ahead. Thank you to our statewide leaders and all the state elected officials who came through for us.

Before I sign off, I want to urge you all to visit our website at www.csea830.org. Register with us so that you can get automatic updates from me and my team about all the important issues we are dealing with. You can only access our members' area by registering. You

can e-mail me anytime at jerry@csea830.org. I answer all my members who write me. I actually enjoy hearing from you, even if you just want to complain about something. Have a great month, and stay tuned.

Yours in Solidarity,  
*Jerry Laricchiuta*

## CSEA PEOPLE Committee Puts on Programs to Spark Membership

There's no better time than now to sign up for the CSEA PEOPLE Committee.

If you sign up to become a CSEA MVP PEOPLE member you will have your name entered into a drawing for three \$1,000 cash prizes. MVP members contribute \$100 annually to PEOPLE.

PEOPLE, which stands for Public Employees Organized for Political and Legislative Equality, is CSEA/AFSCME's federal political action committee.

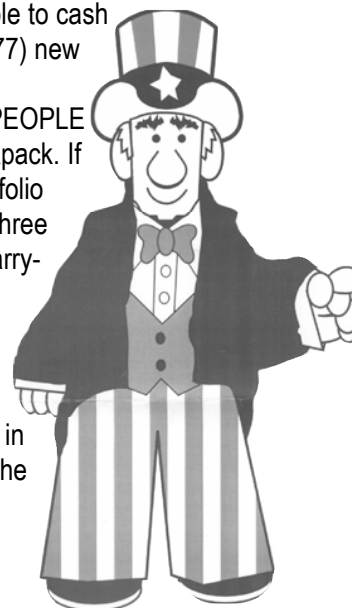
To receive your application call Local 830 PEOPLE Committee Chair Nancy Ianson at (518) 227-7010 or the Long Island Region at (631) 462-0030.

Once you sign up to be a member, there are great benefits in signing up others and becoming a recruiter. Until Sept. 30, 2007, sign up seven new MVP members a month for seven months, a total of 49 members and receive \$700. If you sign up 77 new members before Feb.

2008, then you receive \$1,700. To be eligible to cash in both prizes, you must sign up 126 (49 +77) new MVP members.

If you sign up another member to be a PEOPLE recruiter you will receive a tote bag or backpack. If you sign up two recruiters you get a mega-folio briefcase or fitness satchel. If you sign up three recruiters you get a lightweight, wheeled carry-on luggage or large rolling suitcase.

There are also rewards for recruiting as a team within your own region. The CSEA region that signs up the most members before July 31, 2008, will receive an award in recognition of their success to be given at the 2008 Annual Delegates' Meeting in Washington, D.C.



**WE WANT YOU!**

**To become a PEOPLE Recruiter!**

Join a growing team of activists who are working to protect your **pensions**.

Join a growing team of activists who are working to **protect health benefits**.

Join a growing team of activists who are working to **protect our jobs**.

PEOPLE (Public Employees Organized to Promote Legislative Equality) is CSEA's voice in Washington, Albany and in your community.

Help recruit co-workers to join PEOPLE by making them aware of the important issues that affect us all.



For more information on becoming a PEOPLE recruiter call the CSEA PEOPLE Department at 1-800-342-4146 Ext. 1404



From left, A. Holly Patterson Unit President Alice Barron, Local 830 Administrative Assistant (A. Holly Patterson) Felicia Staub, Local 830 President Jerry Laricchiuta and Local 830 PEOPLE Committee Chair Nancy Ianson.

### IMPORTANT INFORMATION ON THOSE WHO PARTICIPATED IN RESCUE, RECOVERY OR CLEANUP AFTER THE WORLD TRADE CENTER COLLAPSE!

New York Committee for Occupational Health and Safety Executive Director Joel Shufro is urging workers involved in the cleanup efforts of the World Trade Center ruins to file claims to the Workers' Compensation Board as you might be eligible for medical and wage replacement benefits. Since the law's passage, fewer than 9,000 people have registered, which is such a miniscule amount compared with the estimated number who qualify.

### YOU MUST ACT SOON!

Registration closes on Aug. 14, 2007.

For complete information, eligibility requirements and to obtain all the necessary forms for registration, visit [www.nycosh.org](http://www.nycosh.org) or call toll-free 1-866-WTC-2556.

### PLEASE READ BELOW FOR INFORMATION ON FILING A CLAIM!

- You must have been a paid or volunteer worker between Sept. 11, 2001, and Sept. 12, 2002:
- Anywhere in Manhattan south of Canal or Pike streets, or
- On the barge operation between Lower Manhattan and Staten Island, or
- At the Staten Island landfill, or
- At the New York City morgue; AND,
- You are currently sick, psychologically distressed and haven't filed a workers' compensation claim;
- You are not sick, but were exposed;
- You've filed and been denied;
- You have filed a successful claim but are concerned that you might develop a different illness in the future – you need to REGISTER!

Registering now will preserve your right to file a workers' compensation claim for a Sept. 11-related disorder, no matter when it develops in the future!

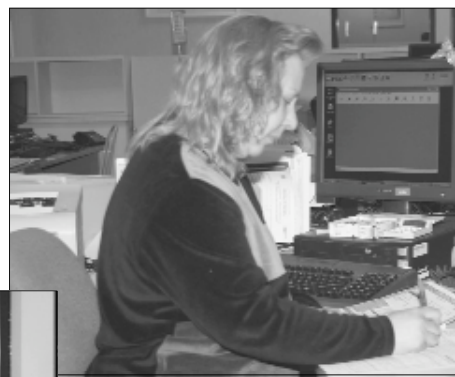
# Inside Reporter

## Riverhead Department of Motor Vehicles members offer quality service ...

RIVERHEAD — Long Island State Employees Local 016 held a series of information fairs for members at several Department of Motor Vehicles offices in March and April.



▲ Maria Palma, left, and Mary Olsen greet clients as they arrive at the DMV office. Decorations on the glass behind them are for Easter.



◀ Alison Arpen checks a document for Riverhead DMV client.



▶ Dawn Diaz-Perez enters information on her computer.



▶ Catherine Rosie is one of 25 CSEA members at the Riverhead DMV.



▶ Vehicles in the parking lot outside the office are reflected in the doors of the DMV office in Riverhead, located at 200 Route 58.

... and learn about valuable CSEA member



◀ Riverhead DMV representatives Lenora Stuart, standing left, Ebony Street and Lucy Vergeli-Acree get information about CSEA benefits and services from Delores Carter, CSEA member benefits specialist, seated, center, at a recent information fair. Standing at right is Ruth Ambrosecchia, executive vice president of State Employees Local 016, which represents several hundred DMV employees at eight Nassau and Suffolk County DMV offices. Others who offered information to Riverhead members are Dick McChesney of Pearl Carroll, seated left, and Millie Lucas, PEOPLE project staffer.

Highlighting the benefits offered through the union and preferred vendors, the information fair came to the DMV office in Riverhead April 4.

"Why the fairs? To educate CSEA members on all the benefits CSEA has to offer," said Ruth Ambrosecchia, executive vice president of the local and 20-year department employee. "Lots of members don't realize how many benefits CSEA has to offer."

Andre Sigmone is the local president.

Jane McNaughton, shop steward at the 25-member Riverhead work site, had high praise for her co-workers. "They're very hardworking, very conscientious," she said. "People love to come to Riverhead. Our service is excellent."

▶ Chuck Guild, left, a CSEA Employee Benefit Fund benefit specialist, tells CSEA member Gregory Westerlund about available EBF benefits. Connie Danowsky, right, puts a brochure in her CSEA bag.



▼ Jane McNaughton is the shop steward for the members of the Riverhead DMV Unit of Local 016.



◀ LewAnn Cahill is surrounded by photos of her family and flowers.

▶ Tracy Kornblum makes a copy for a client's application.



## Local 830 President Interviewed Regarding County Car Issue

MINEOLA — There have been many recent headlines in Nassau County about the issue of county workers having take-home cars.

Out of the 1,000 Nassau County cars, 341 of the vehicles are authorized to be taken home. Some of these vehicles are driven by CSEA members who have the right to take-home vehicles guaranteed in the union's contract.

Local 830 President Jerry Laricchiuta was interviewed about this issue on *News 12* on April 10.

In a segment with *News 12's* Jackie Lukas, Laricchiuta said there are times the cars are needed. "We have case workers who are putting children in their personal cars, which presents safety issues," Laricchiuta said in reference to CSEA members at Child Protective Services who don't have a county car.

177 CSEA members have cars and will continue to keep them unless there is some negotiation between CSEA and the county," Laricchiuta explained.

This interview followed a legislative hearing on the matter at 1 West St. that featured Legislative Majority Leader Judy Jacobs and other Nassau County legislators.

Jerry Laricchiuta with *News 12's* Jackie Lukas



## CSEA Addresses Asbestos Issue at 240 Old Country Road

MINEOLA — Testing conducted on March 22 found small amounts of asbestos in the air at 240 Old Country Road in Mineola.

Out of 80 air quality tests performed, only two have come back positive with the level of asbestos coming back at .0084 fibers per cubic centimeter, more than 100 times less than the permissible amount allowed in the workplace. It is even 10 times less than the amount allowed in a school environment.

The asbestos came from an area on the third floor, far from where work was being done. Despite the results, CSEA Local 830 President Jerry Laricchiuta said the union is still taking a proactive approach.

"We will pay to have our own CSEA independent study done here," Laricchiuta said at a March 23 meeting with concerned members employed in the building.

Safety and Health Specialist Jeff Hyman, and CSEA Industrial Hygiene Specialist Mark Stipano were in town on April 12th to do this study on the third floor in the Treasurer's Office. Results are expected back in about 7-10 days from that point.

Local 830 Administrative Assistant Tim Corr, who specializes in health and safety, also addressed members at the meeting, also attended by Public Works Commissioner Ray Ribeiro, Deputy County Executive Mary Curtis and many other Nassau County administrators.

"We know we have an issue here," Laricchiuta said. "But we don't want everyone to panic. If the building is unsafe then we certainly won't let you go in."



Jeff Hyman looks on as Mark Stipano checks the air quality on 240 Old Country Road's third floor.



## March Nassau University Medical Center Employee of the Month

At a reception hosted by the employees of the Nassau University Medical Center, Yvonne McDow Drain, X-Ray Technician II in the Breast Center and a Freeport resident, was honored as the March Employee of the Month. She was selected to work in the Breast Center when it opened in 1992 and since that time, she has worked diligently and compassionately with the patients who use the services of the Breast Imaging Center.

Yvonne McDow Drain

## A. Holly Patterson April Employee of the Month

At a reception hosted by the employees of the A. Holly Patterson Extended Care Facility in Uniondale, Joan Gordon, nurse aide and a Hempstead resident, was recognized as the April Employee of the Month for the nursing home. Gordon is a dedicated employee who has demonstrated caring and compassion for the nursing home patients for whom she cares.

Joan Gordon



## Veteran's Corner

By Debbie O'Connell

There have been recent revelations of poor and unsanitary living conditions for some recovering Iraq War veterans at Walter Reed Army Medical Center in Washington D.C.

This has garnered national attention from the Departments of Defense and Veterans Affairs. Supporters and opponents of President George W. Bush's Iraq War policies calling for investigations.

The VA Benefits Administration is trying to handle a surge of 150,000 new claims while dealing with a backlog of 600,000 additional claims. Edward G. Aulman, director of the Nassau County Veterans Service Agency, said the VA needs to hire more people to handle this surge of claims or bring back retirees to get control of the situation. He also said no veteran should feel their contribution was not appreciated by their government or their neighbors.

Despite all that, the VA will be increasing its services to Nassau County veterans by adding a VET center in late 2007.

VA Secretary Jim Nicholson said 100 combat veterans of Iraq and Afghanistan will be hired to ensure a smooth transitioning for wounded service members to VA health care facilities throughout the nation. These new employees will also be trained to assist veterans applying for financial benefits. Interested veterans should contact Andrew Rodriguez at the New York State Department of Labor Vets program at (516) 934-8508.

Remember that Nassau County has more than 35 different veterans' organizations with posts in every community. For instance, the Military Order of the Purple Heart limits its membership to those who have received a purple heart. If you own that medal and would like to meet others who do too, the group meets every third Friday of the month at 8 p.m. at the Hicksville VFW 320 on South Broadway in Hicksville.



## This Month from Talkin' Labor with Local 830 One Year Anniversary

"Talkin' Labor with Local 830" celebrates its one-year anniversary on the air on WGBB AM 1240, at 6:30 p.m. Wednesdays.

This past month, Local 830 President Jerry Laricchiuta spoke with Nassau County Legislator Fran Becker, CSEA Local 882 President John Shepherd and Nassau County Democratic Committee Chairman Jay Jacobs.

Over the past year, there have been 45 shows with guests such as County Executive Tom Suozzi, District Attorney Kathleen Rice, U.S. Rep. Carolyn McCarthy, Nassau County Legislature Majority Leader Judy Jacobs, Nassau County Legislature Minority Leader Peter Schmitt, as well as 12 legislators.

Other guests included CSEA President Danny Donohue, County Comptroller Howard Weitzman, PBA President Gary Delaraba, Police Commissioner James Lawrence and "American Idol" finalist Kevin Covais, who performed at the 2006 Local 830 holiday party.

At the Nassau County Labor Picnic in September, CSEA broadcast one hour of interviews from Eisenhower Park with several state lawmakers, and John Durso and Roger Clayman of the Long Island Federation of Labor.

To listen to the shows, log onto [www.csea830.org](http://www.csea830.org) and click the "Talkin' Labor with Local 830" link on the left-hand side.



Above, Jerry with John Shepherd.



At left, Jerry with Francis Becker.

**Bethpage**  Banking among friends®  
Federal Credit Union

There are exclusive benefits available to members  
of CSEA Local 830 and their families!

*Bethpage offers all the same services as a bank, but with lower fees and better service.*

*Bethpage representatives are available to open accounts, help you apply for loans and answer questions about products and services, first-hand at your business site.*

**Special rates on loans and savings**

*Get discounts on loans, higher rates on savings accounts and other promotional offers simply by joining Bethpage through the Bethpage @work program*

Log on to the [www.csea830.org](http://www.csea830.org) homepage for more information  
about Bethpage Federal Credit Union!



**A Message From Long Island Region President Nick LaMorte**



**May a Month to Reflect, Remember**

Greetings!

More than 100 years ago, the Federation of Organized Trades and Labor Unions, a precursor to today's AFL-CIO, set May 1, 1886, to begin their fight for an eight-hour work day.

Before it was all said and done, more than 350,000 workers across the country went on strike at 1,200 factories, with another 10,000 demonstrations in New York.

What began as a peaceful rally in Chicago's Haymarket Square on May 4 erupted into an all-out riot that left seven police officers and four workers dead, and scores injured. In the aftermath, several labor leaders were found guilty in one of the police officer's deaths, and four were hanged.

We'd like to think that these bold actions of the nation's young labor movement were not made in vain but in many of our workplaces today, we are still fighting for an eight-hour workday!

Eight hours is the norm, but many employers, particularly in the health care field, have invoked mandated overtime to cover the cost of hiring needed workers. CSEA has been fighting this and will continue to fight until our members get the fairness and respect they deserve.

**Honor the Ultimate Sacrifice**

Memorial Day is May 28 this year, and I ask that each of you take some time that day to think about our fighting men and women who never came home.

CSEA members across Long Island will be taking part in ceremonies honoring the fallen, and our Long Island Region Veterans Committee is active in helping coordinate some of these events.

If you can, attend one in your community. Your local veterans' group, such as the American Legion or Veterans of Foreign Wars, can provide more details.

If you can't attend a memorial, take some time on May 28 to think about a soldier, Marine, airman or sailor who didn't make it home. They'd appreciate it.

In solidarity,

Nick LaMorte, president  
Long Island Region

**In Loving Memory**

**Memorial Day is May 28 this year, and I ask that each of you take some time that day to think about our fighting men and women who never came home.**



**SIGN UP TO BE A MEMBER OF [WWW.CSEA830.ORG!!!](http://WWW.CSEA830.ORG!!!)**

CSEA LOCAL 830'S OFFICIAL WEBSITE IS THE ONLY PLACE TO FIND OUT ALL THE LATEST IN CSEA NEWS, INCLUDING THE LATEST UPDATES ON THE COUNTY'S OUT OF TITLE AUDIT!

*The only way you can find this information is by clicking on the "Click here to register" link in the top left corner of the homepage and signing up!*

**IT ONLY TAKES A MINUTE TO SIGN UP SO DO IT TODAY!**

**Get Your Passports Now for Summer Vacation!**

Nassau County Clerk Maureen O'Connell recently urged county residents with international travel plans this summer to ensure they have a passport.

"With spring upon us, summer vacation is not very far ahead, but this year plans for travel outside the United States must be made immediately," said O'Connell.

She said the wait for passports can be 10 weeks.

"These delays are attributed to the new requirements established by the U.S. Department of Homeland Security, which requires anyone traveling to or from Canada, Bermuda, Mexico, Central and South America as well as the Caribbean to possess a passport," O'Connell said.

Application forms can be picked up from the

County Clerk's Office or downloaded from the County Clerk's website at [www.nassaucountyny.gov/agencies/clerk](http://www.nassaucountyny.gov/agencies/clerk).

Passport fees are shown below:

Passport Service	Fees	Execution Fee	Security Surcharge	Total Fees*
10-year-adult (Age 16 & Over) Passport	\$55	\$30	\$12	\$97
5-year minor (Under age 16) Passport	\$40	\$30	\$12	\$82

\* The cost for expedited service is \$60 and is in addition to the fees listed above.