

THE WORK FORCE

Eerie times in Erie

See Page 3

Photo of the Month



CSEA Livingston County Local members stand behind nearly a half-ton of food collected during the local's Brown Bag Campaign, which benefited two area charities. From left are local Secretary Mary Clark, President Robert Ellis and Treasurer Renee Chichester.

Chris O'Day, CSEA activist, 47

STATEN ISLAND — CSEA members in the Metropolitan Region are mourning the March 4 death of Chris O'Day, 47, a 28-year employee of South Beach Psychiatric Center and the 1st vice president of the CSEA South Beach Psychiatric Center Local.

"CSEA members could always count on Chris to fight tirelessly on their behalf," said Metropolitan Region President George Boncoraglio, a longtime friend who had worked with O'Day at South Beach. "She will be missed dearly by her CSEA family."

A Food Service Worker II, O'Day was known for the generosity to co-workers and patients. CSEA members, friends and family also remember O'Day for her commitment to her union.

CSEA holds line in budget fight

ALBANY — CSEA continues to pressure state leaders to pass a fair budget that protects public health care and extend the 1/4 of a cent state sales tax surcharge, dedicating the revenue to public hospitals and nursing homes.

The state legislature had begun working on parts of Gov. George Pataki's budget, with the Senate and Assembly passing budget bills outlining their priorities as this *Work Force* edition went to press.

The conference committee members are working to get the budget on time, but it's more likely that final approval on a three-way agreement could come by late April.

"Our top priority is on preserving the state's health care system. Keeping the 1/4 of cent sale tax on the books and

dedicating that money to public health care will go a long way to doing that," said CSEA President Danny Donohue.

The 1/4 of a cent sales tax is set to expire unless it gains new approval from the state Legislature. Among the hospitals that would benefit from extending the sales tax is Westchester Medical Center, which is facing a \$60 million deficit. (See Page 5).

Years of under-funding and a lack of state investment have forced many public hospitals and nursing homes to the brink of closure. Many are contracting out their services and laying off workers.

These facilities serve as safety nets for their communities, often the only provider of care in their communities and critical main employers to local economies.

Daycare providers push state to revamp OCFS web site

ALBANY — Hundreds of independent day care providers across New York are hopeful the state Office of Children and Family Services will remedy concerns the workers recently raised about the agency's web site.

VOICE/CSEA representatives recently delivered petitions signed by more than 1,200 independent day care providers to state children and family services offices in Albany, Syracuse, Rochester and Buffalo.

The providers, who have teamed up with CSEA for help gaining a voice on the issues they face, claim the web site endangers children in day care

and misleads parents seeking quality day care for their children. (See story in March 2005 *Work Force*.)

State officials recently met with provider representatives to discuss provider concerns about the web site. VOICE/CSEA activist and organizer Ed Gresco called the meeting "productive" and said state officials pledged to continue discussions about the web site and other issues of concern to providers.

"Based on our meeting, we believe progress is already being made on making some needed changes to the web site," Gresco said.

CSEA
NEW YORK'S
LEADING UNION

ALERT



CSEA President Danny Donohue to meet Western Region members May 3

CSEA President Danny Donohue will visit the CSEA Western Region on Tuesday, May 3 to meet with members.

The meetings will be held at the Ramada Inn Marina Conference Center at 30 Lakeside Drive, Dunkirk. Donohue will meet with union members from 1 to 7 p.m. Please call the Western Region office at (716) 691-6555 for an appointment and directions.

Donohue will visit all six CSEA Regions during the course of the year.

Sign up for CSEA/AFSCME Lobby Day

CSEA is urging members to sign up for the annual AFSCME Lobby Day April 12 at the Empire State Plaza in Albany.

The union will provide members with free transportation. The event will begin at 11 a.m. and includes lunch and guest speakers. At the event, CSEA will provide members with information on their lawmaker lobby appointments and other materials.

This lobby day will focus on preserving New York's health care system, restoring funds to public hospitals and nursing homes and extending the state's quarter percent sales tax to help fund ailing public hospitals and nursing homes. Union members will also lobby lawmakers on issues relating to work site safety.

AFSCME Lobby Day is open to all CSEA members. To sign up or for more information, contact your region's political action coordinator at your CSEA region office. Members from the Long Island Region should sign up by contacting Kathy Guild at CSEA headquarters at 800-342-4146, ext. 1404.

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IN TOUCH WITH THE WORK FORCE CSEA President Danny Donohue

Real solutions for real health care reform

CSEA is pulling out all the stops in its campaign to help save ailing public hospitals and nursing homes in communities all across New York state.

As this edition of the *Work Force* went to press, state lawmakers were still deliberating on a state budget. At the same time, CSEA stepped up its statewide television, radio and newspaper campaign urging lawmakers to make sure New York's public hospitals and nursing homes have the resources they need to continue providing quality care.

As with any issue CSEA takes on, we're not out there whining and complaining. We're offering real solutions to a real problem.

CSEA has offered a number of recommendations in recent weeks to address the public health care challenges. Among them: updating the Health Care Reform Act to end the shortchanging of public facilities through outdated funding formulas, establishing a Medicaid preferred prescription drug list, which could save the state and localities up to \$1 billion annually, and expanding the use of home health care as appropriate.

We also support extending the quarter-percent sales tax set to expire on May 31 and dedicating it to help ailing public hospitals and nursing homes throughout the state.

There are no simple solutions to the health care crisis but the sales tax extension and the rest of CSEA's recommendations are a significant part of the answer.

Tell your lawmakers to do the right thing.



CSEA fighting for Westchester Medical Center

VALHALLA — CSEA members at Westchester Medical Center are mobilizing to save the hospital from future cuts and preserve quality health care services.

Union members recently held a news conference before packing a meeting of the Westchester County Board of Legislators. CSEA Westchester Local President Gary Conley called on legislators and members of the hospital Board of Directors to work with CSEA as equal partners in addressing the hospital's fiscal crisis.

Such a partnership was dependent on the hospital board ending efforts to privatize two hospital departments, and pointed out the numerous faults contained in the recent process that led to the outsourcing recommendation, Conley said.

Westchester Medical Center Unit members have also formed a steering committee. Already, the committee has been the driving force behind a "walk for fairness," where 150 unit members circled the hospital campus on their lunch hour to

protest proposed outsourcing, and strong CSEA attendance and testimony at county Legislature meetings. Members have sent the message that patients and employees should not shoulder the burden caused by several years of fiscal mismanagement.

Subcommittees are tackling improved communication between unit members and leaders through an updated unit web site and regular newsletters, outreach to community groups for support, and targeting which hospital areas CSEA members are working in.

Steering committee members are also working to organize a rally set for April 7 for a statewide "day of action."

CSEA ad campaign

CSEA is also sending its message to save ailing hospitals and nursing homes through a statewide television and radio advertising campaign featuring President Danny Donohue. The ads are airing locally in the Hudson Valley, Westchester and New York City media



CSEA members speak with Westchester County Legislator George Oros during a recent 'walk for fairness.' Oros has been a CSEA ally in the union's fight to save jobs.

markets.

In the ads, Donohue reminds the public that "health care needs urgent reform now" and urges support for health care facilities. The ads also lists a CSEA hotline for those seeking more information about the fight to save health care. That number is 1-800-342-4146, ext. 1408.

Meanwhile, CSEA is lobbying state and local elected officials to join the union in its fight to save the hospital, and the union is proposing the indefinite extension of a temporary sales tax as one solution.

Extend sales tax

CSEA is leading the fight for extending the one-quarter cent state sales tax as a way of aiding Westchester

Medical Center and other ailing public health facilities statewide.

The tax, initiated in 2003 to fund a state budget shortfall, was set to expire this May.

Keeping the state sales tax at 4.25 percent rather than 4 percent and directing proceeds to public health facilities could provide the cash needed to fund the projected \$100 million request from officials at Westchester Medical Center, the only Level 1 trauma center and specialty service provider in the Hudson Valley.

The hospital employs about 1,600 CSEA members.

— Jessica Stone

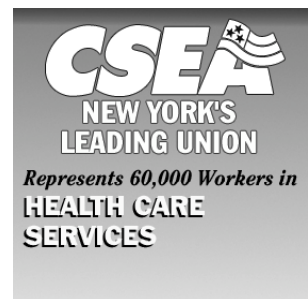
CSEA to fight for Delaware County nursing home jobs

DELHI — Despite a well-run campaign by CSEA activists and staff that produced a strong showing of community support, the Delaware County Board of Supervisors recently voted to sell the county's nursing home, the Countryside Care Center, to a private, for-profit, operator.

The majority of the county board were clearly favoring privatization from the start, according to Local President George Lawson. The board majority

were unwilling to listen to union offers to work cooperatively to find savings that would make building a new facility a more realistic alternative, Lawson said.

CSEA will now conduct impact bargaining on behalf of the home's workers and will begin an organizing effort to represent the workers once they move into the private sector.



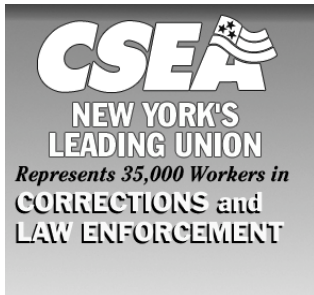
For more information about CSEA's fight to save health care call:
1-800-342-4146, ext. 1408

CSEA Voices



"If we keep privatizing, we're going to lose our good workers. If someone in my family has an accident and needs to be treated here, I want to know they're going to get the best possible care."

— Tom Corkery, senior x-ray technologist, Westchester Medical Center, 11-year CSEA member.



“What has really impressed us is how caring and responsive CSEA has been with our situation.”

CSEA Voices



“There’s no job security. They’re not guaranteeing anything. To be outsourced, we lose the security of civil service and other rights and benefits.”

— Tracie Lampley, patient accounts department, Westchester Medical Center, speaking on the possible outsourcing of her department.

Alert operators are first responders, save life

**Call 911?
Get 911**

TROY — Five Rensselaer County 911 employees represented by CSEA were recently honored for their role in resuscitating an elderly man who collapsed last summer.

The union members received the Honorable Peter J. Passino Award from the Rensselaer County Ambulance and Rescue Association recognizing work “above and beyond the call of duty” at a recent awards banquet.

The CSEA members who received the award were Senior Communications Officer Mark Balistreri, Training Officer Stephen Lohnes, and dispatcher trainees Elwood Dalaba, Mike Benson and Mike Ryan.

On Aug. 20, 2004, Balistreri answered an

emergency call from a resident in a Berlin home who said an 80-year-old man there had fallen and was bleeding, unresponsive, and having difficulty breathing.

At the time of the call, Lohnes, Dalaba, Benson and Ryan were in the Berlin area doing routine training exercises. “When the call came in, we were only a quarter-mile from the house,” Lohnes said. “We turned around and went to offer assistance.”

Upon arriving at the home, the workers found the man in full cardiac arrest and immediately sprung to work.

“He had no pulse,” Lohnes said. The workers started cardiopulmonary resuscitation and hooked up a defibrillator.



CSEA Rensselaer County 911 Unit members, shown from left to right, Mike Benson, Elwood Dalaba, Mike Ryan, Stephen Lohnes and Mark Balistreri pose with their award.

By the time the ambulance arrived to take the man to a local hospital, the workers had restored his pulse. Dalaba, also an emergency medical technician, rode in the ambulance while the remaining 911 workers followed behind.

The workers’ quick action successfully reversed the man’s cardiac arrest, saving his life that day. While the man later died, the workers’ efforts

allowed him to live for several more months.

“This is one of many examples of the important work performed by the caring and dedicated staff of Rensselaer County 911 operators,” CSEA Rensselaer County 911 Unit President Todd Smith said. “We are so proud of our co-workers and this well-deserved recognition.”

— Therese Assalian

Metropolitan magistrates glad to join CSEA

MANHATTAN — Support magistrates in New York City finally have what their upstate counterparts have long enjoyed — a union.

“We actually got what we wanted after being unrepresented for about 20 years,” said Matthew Troy, a support magistrate at Manhattan’s Family Court. “So far, everybody I have met is happy to be in CSEA and have a union that will represent us.”

About 38 magistrates working in all five boroughs will be represented by CSEA New York City State Employees Local. Support magistrates are court employees who count among their primary responsibilities holding hearings and making decisions about issues related to child support payments.

Payment collections resulting from magistrates’ orders totaled about \$1.5 billion last year, Troy said. The magistrates’ orders also help cut costs associated with programs like Medicaid and public assistance when, for instance, parents are ordered to

place children on their health insurance plans.

“We are pleased to have and to now represent these new members,” said New York City State Employees Local President Vincent Martusciello. “They have waited long enough and we intend to provide them with all the benefits and privileges that come with union membership.”

Magistrates in New York City were always at a loss to explain why they weren’t represented since CSEA already represents magistrates elsewhere in the state. CSEA Contract Administration Deputy Director Jim Hennerty was involved in helping the New York City magistrates get representation.

“We are very pleased to add these employees to our existing bargaining unit,” Hennerty said. “While they have similar issues and problems that affect all magistrates, they also have unique issues related to their New York City location.”

Robert Ross, a support magistrate,



New CSEA members and support magistrates, Matthew Troy, seated, and Robert Ross.

said he appreciates the union’s support.

“What has really impressed us is how caring and responsive CSEA has been with our situation,” he said.

— David Galarza

CSEA fights for library aid

ALBANY — CSEA members employed at libraries across the state are loudly fighting to keep their quiet facilities alive in the midst of state budget cuts.

Union members recently lobbied state lawmakers to restore funding to libraries that are fiscally struggling because the state and local governments have slashed funding in recent years.

Gov. George Pataki's proposed budget will give \$84.4 million in aid to libraries, the same amount as the 2004-2005 budget that cut library aid by more than \$4 million, or 5 percent. (See Page 18 for more information about New York state libraries.)

CSEA members employed by the Suffolk County Library System are demanding the state 'show them the money' to save programs and services.

"I went to Albany to make sure that the legislators don't forget us," said Kristina Farmer, a CSEA member and Suffolk library system employee.

"The lawmakers say they support libraries, but the treatment that we've gotten is unconscionable and libraries have been treated shabbily for years. Last year, state lawmakers promised us no cuts, yet the state cut our funding."

The state budget also proposes again this year to move the state library, archives and museum from the state Department of Education to a new public benefit corporation called the New York Institute for Cultural Education. CSEA opposes the governor's plan, which lawmakers had rejected in previous years.

CSEA member Carol Cleveland, a public relations and advocacy assistant for the Ramapo-Catskill Library System in the Southern Region, helped coordinate lobbying efforts from the library system, which serves Orange, Rockland, Sullivan and Ulster counties.

State lawmakers have proposed restoring some of the state funding to



Virginia Covington, a CSEA member and seven-year reference librarian at the Hempstead Public Library, coordinates library events for adult patrons and loves interacting with the public. She is shown here working in the library's job and education information center.

libraries and library systems.

"We're keeping our fingers crossed that it will go through," she said.

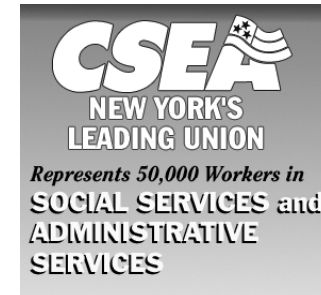
Cleveland said further funding cuts will most deeply affect library systems, as opposed to individual public libraries, because library systems rely more heavily on state aid because they are regional entities made up of many community libraries.

Many libraries across the country are also feeling pressure to both upgrade their technology and convince the public that libraries are still necessary.

Many libraries are scrambling to meet these growing needs with shrinking public coffers.

"We're being forced to create different avenues for funding to compensate for the lack of state dollars," said Jim Balletta, president of the CSEA Suffolk County Library System Local. "Our director has actually been pursuing alternative sources of money, like grants, to fill the gap."

— Janice Marra, Rachel Langert and Jessica Stone



"We're being forced to create different avenues for funding to compensate for the lack of state dollars."

CSEA Voices



"We work here and live here. Their money doesn't go back into the community. Our money does."

— Eileen Stewart, 22-year CSEA member, unit clerk, Westchester Medical Center, speaking on why a public work force is preferable to outsourcing.

Library workers press on in budget disaster

BUFFALO — When it comes to fighting for libraries, the glass is always 'half full' for Buffalo and Erie County Library System employee and 33-year CSEA member Barb Trybuskiewicz.

Budget cuts, a potential tax hike and pending layoffs have kept many Erie County workers on an emotional roller coaster. County legislators recently approved spending cuts and layoffs for county departments, including the library system.

CSEA members in Erie County are not alone in their fight to stop funding cuts that would devastate libraries across New York. Other library systems are also fighting for public funding.

Despite the tough situation in Erie County, Trybuskiewicz approaches the union's battles against the county

budget and library cuts with a positive attitude, just as she does in every area of her life.

Fighting to save libraries was nothing new to Trybuskiewicz; her life has been full of challenges she optimistically accepts.

"The situation is really taking its toll on people here," she said. "They are very worried. To lose your job is one of the worst things. It has been very up-and-down, but until something actually happens, I try not to worry about it. I have always been very positive, and I always hope everyone will do the right thing."

Life took a difficult turn for Trybuskiewicz when her first husband suddenly died.

With support from family and friends, Trybuskiewicz moved ahead

and eventually remarried. The couple later adopted a baby girl when a woman close to the couple confided that she was unable to keep the child.

Trybuskiewicz is considering running for a Town Board seat in her community outside of Buffalo.

"I have always been interested (in politics)," she said. "I would like to give back and be able to make a difference."

Before working in cataloging, Trybuskiewicz worked on the bookmobile program, which was cut from the library's budget this year.

"The library is interesting work," she said. "It's fulfilling and a good career."

— Lynn Miller



“This job gave us a chance to prove that we could do any task better and more efficiently than a private contractor.”

CSEA Voices



“If we’re going to fight issues like Social Security privatization, we need to be a part of PEOPLE. Together, we have power and that’s what PEOPLE represents: strength in numbers.”

— Ruth Martin, member, CSEA state Department of Education Local and PEOPLE member.

Waste management employees save their town time, money

BROOKHAVEN — Town of Brookhaven waste management workers normally spend a lot of time at the dump.

Some of these CSEA workers recently once again showed their town public employees’ skill and efficiency when they cleared cottages from Old Field, located at West Meadow Beach.

The workers fulfilled a state court order to clear the beach of 93 summer cottages, some nearly 100 years old. After years of controversy between the town and cottage lessors who repeatedly tried to block the demolitions, the court ruled the cottages were illegally leased and blocked public access to the town-owned beach.

Beach combers

CSEA members cleared the beach of its aging cottages, without help from private contractors. “The court-ordered deadline didn’t give the town enough time for (contracting out),” said Brookhaven Blue Collar Unit President Bill Walsh. “That was fine by us. We always knew we could do any job the town throws our way. This job gave us a chance to prove that we could do any task better and more efficiently than a private contractor.”

From Dec. 6 to Jan. 14, the waste management employees worked through storms, wind and against tides.

The old summer cottages sat on a very narrow line of sand, jutting into Long Island Sound. “Four of the houses already had their foundations under water,

so we waited for low tide. Then we only had about four hours to get them down before the tide came back in,” CSEA member Charlie Chierchio, a laborer, said.

Rough spots

CSEA members fought to meet the court deadline over the next five weeks, encountering difficult job tasks and a brief site shutdown.

“There was an initial phase of closing the roadways and clearing the houses to take out any chemicals, paints or gas cylinders that may have been left behind,” site crew leader Martin Connelly said. “We then disconnected all phone or cable wires, so the excavators could knock down the houses, load them into haulers, make a pile and load the debris into a tractor trailer for the trip to the landfill.”



Brookhaven waste management employees Steven Figureroa, left, and Mike Orlandi, right, clear some debris from the work site.



Town of Brookhaven waste management workers take a break from a driving rain. Left to right: Tom Cuccia, Mike Orlandi, Martin Connelly, Walter Stroud, Charlie Chierchio, Vinny Guarino, Joseph Padilla, Donna DeMaggio, and kneeling in front, Steve Figueroa and Danny Fusco.

Workers faced a project delay when the state Department of Labor shut the operation down during its first week because most of the cottages contained asbestos in floor and roof tiles. During the shutdown, workers completed a four-day training on how to safely work around hazardous materials.

“The training taught us what kind of clothes to wear, and we were fitted for respirators,” Connelly said. “Only the people in the hot zone, when the house is being demolished, and the people actually loading the material, are the ones who have to wear the protective suits.”

Saving time and money

Once the training was over, the workers continued the project. CSEA members were so efficient they completed

the project before the court-ordered deadline. “We got a late start because of the training, people tried to stop us in the courts and we still came out on time,” Connelly said.

“Waste management employees have been doing similar types of work since 1992,” Walsh said. “The town used to contract out capital projects. Now, in cooperation with CSEA, the town realizes it’s much cheaper to allow the town employees to do the work.”

Walsh estimated that the workers have saved the town about \$30 million since 1992. In 2001, the Brookhaven Parks Department also began using its employees for capital projects, resulting in substantial taxpayer savings.

— Rachel Langert

Mechanic's persistence wins back his job

ORANGETOWN — Henry Dubiel worked 17 years in the South Orangetown School District knowing his status as a civil servant gave him job security and a pension many private sector employees aren't able to enjoy.

His security came to a screeching halt in 1997, when district officials abolished his job title. The district shifted Dubiel's automotive mechanic job duties, which include fixing buses and other district vehicles, to Rockland County BOCES.

Dubiel turned to CSEA for help. An arbitrator ruled in 1998 that the district's layoff of Dubiel was illegal and that he must be given another job in the district that paid an equal amount of money.

That's when Dubiel's long wait began.

"The first ruling from the arbitrator just wasn't clear enough," he said

The school district appealed.

While the case languished in the legal system, Dubiel worked a series of jobs that included plumbing, truck driving and delivering products to delis. While the jobs helped Dubiel make ends meet, none had neither the salary nor benefit package he'd previously had at the school district.

Dubiel's long wait ended this year when Daren Rylewicz, a senior associate counsel in CSEA's Legal Department, took the case. Rylewicz



Henry Dubiel, back at work in the maintenance department shop at Tappan Zee High School.

negotiated a settlement that had Dubiel back at work in the school district by Valentine's Day.

He's working in a new job title — maintenance mechanic — and Dubiel said he has to work a few extra years to make up for time lost. Despite the extra time he will be working, Dubiel is happy to be back at work.

"I got my job and my lost sick time back. I got put back at top pay, and kept my vacation time, so I'm happy," Dubiel said.

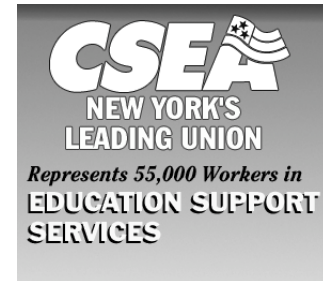
What made him stick it out?

"I just wasn't going to let them beat me," Dubiel said. "I'm stubborn, and I wanted my retirement."

While it was a long fight, Dubiel said he has no hard feelings. Unit President Joe Buchanan, who works with Dubiel in the maintenance department, is happy to see him back.

"The whole time, I said there was no reason for the man to be out," said Buchanan, whose 50-member unit represents workers from the district's transportation, maintenance and custodial departments. "It's about time he's back."

— Jessica Stone



"I just wasn't going to let them beat me. I'm stubborn, and I wanted my retirement."

CSEA Voices



"Where are these people going to go if health care is cut? Most of the people here are on Medicaid, and where are they going to go? I don't think the governor has our concerns in mind."

— Kathleen DeRito, dietary technician and 18-year CSEA member, Van Duyn Home & Hospital, Onondaga County.

No Child Left Behind testing continues

The New York State Department of Education has announced a testing schedule to allow those who are required to meet the standards of the federal No Child Left Behind (NCLB) Law.

Test dates have been set for May 21 and July 23, Registration dates are April 15 and June 17, respectively.

No Child Left Behind (NCLB) is a law signed in January 2002 by President Bush that makes significant changes to requirements of school districts. Most concerning for CSEA among these changes are increased standards applicable to paraprofessional employees of school districts who are engaged in "instructional duties."

Information about the tests is available from the NYSATAS (contracted testing company) website at <http://www.nysatas.nesinc.com>.

You can also learn more about who qualifies for testing at: <http://www.csealocal1000.org/nochild.php>

INSIDE THE WORKFORCE

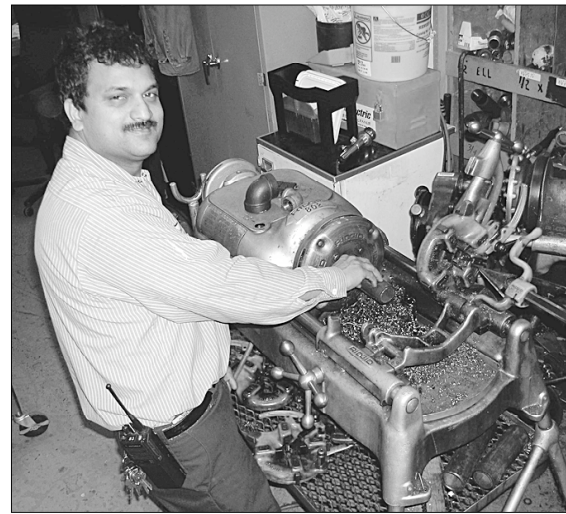
CSEA members provide quality care at SUNY hospitals

Critical condition upstate and downstate

Recent proposals in the governor's budget to privatize State University of New York medical centers equate to throwing the baby out with the bathwater. Across the state SUNY teaching hospitals and care centers provide some of the best care available, while also training future generations of medical personnel and providing invaluable research. Turning over these centers to private concerns would be the end of one of New York's

great resources. The photos on these pages reflect some of the jobs hard-working CSEA members perform at SUNY Upstate Medical Center in Syracuse and Downstate Medical Center in Brooklyn.

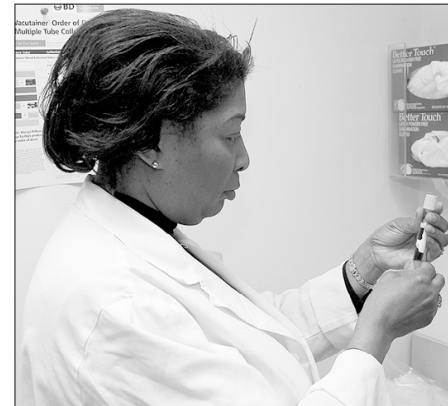
Photos and text by Mark M. Kotzin and David Galarza



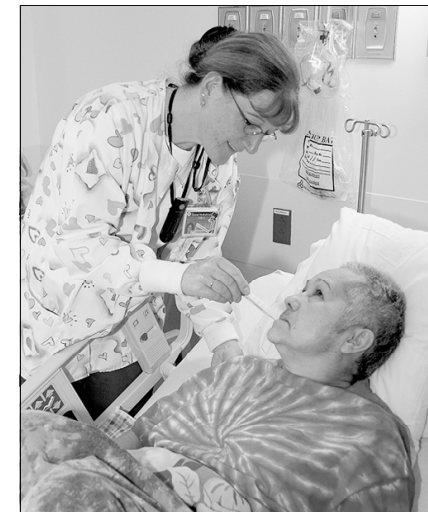
Steven Mahadeo, CSEA member for 17 years, is a plumber and steamfitter at SUNY Downstate. "I don't think it makes sense to take bread away from people's tables, which will probably happen if they privatize. It's important to allow union members to keep their jobs. We all deserve to keep our jobs. We have families," Mahadeo said.



At left, Leslie Leitch, left, 2nd vice president of the SUNY Downstate Local and Frantz Poitevien, both surgical technicians at SUNY Downstate. "You have to provide a sterile environment for the surgeons," said Leitch. "We have to avoid the possibility of germs or any kind of infection during these surgical procedures. It's a job we take very seriously." "My mother had heart surgery here," said Poitevien. "I liked the way she was treated here so I decided to go to college and I got a job here three months after I graduated."



At right, Upstate Health Care Technician Joe Kline detaches monitor leads from emergency room patient Nick Laducci as he prepares to transport him to the x-ray department, while at left, CSEA activist Gloria Smith, who works in the hospital's phlebotomy department, labels a vial of blood drawn from a patient. Below left, Unit Support Technician Chad Rosato helps a patient in the physical therapy unit get up to walk. Below right, Licensed Practical Nurse Lori Vanderwerken takes the temperature of patient Janice Eaton who is recovering from a stroke in the hospital's physical medicine and rehabilitation unit.



Upstate - Downstate Facts

- SUNY Upstate Medical University is Central New York's only academic medical center and consists of four colleges, a rapidly expanding biomedical research division, University Hospital and an extensive network of specialty clinics. It is also building the region's only children's hospital.
- This year, physicians at SUNY Upstate will attend to more than 16,000 patient visits at University Hospital and more than 330,000 patient visits at its outpatient clinical facilities.
- The Health Science Center at Brooklyn, also known as SUNY Downstate, is the only academic medical center in Brooklyn, Queens, and Staten Island. Its primary mission is education.
- For every \$1 the state invests, SUNY Downstate returns more than \$12 to the economy.



At left, Curtis Melville, a hospital attendant and CSEA member for three years at SUNY Downstate, works in the hospital's uniform room. At right, Margaret Walker, CSEA member for 13 years and a surgical supply technician at SUNY Downstate, prepares surgical instruments. "We make sure surgical instruments are sterile, working properly and available when doctors need them," Walker said.



Psychiatric center patient attacks two CSEA members

BRONX — Two CSEA members at Bronx Psychiatric Center sustained serious injuries from an angry patient who pummeled them with furniture and shards from a smashed window.

The two injured workers, Mental Health Therapy Aides Alex Southwell and Albert Gordaliza, were treated at a local hospital. They have also pressed criminal charges against the patient.

“My head is still killing me,” said Southwell, who received six staples on his head. His co-worker received three staples on his head and 10 staples above his right eye.

The incident occurred during the early evening. “You could see that he was going to be an issue,” Southwell said. “He was very agitated.”

When the workers attempted to enter a secure staff room, the patient would not allow them to close the door. While the two

workers attempted to forcefully close the door, the patient picked up a chair and smashed it through the door’s window. He then threw the window’s glass remains at the workers and forced them through the broken part of the door, injuring them. During the attack, the workers called for help.

“I was scared and nervous,” Gordaliza said. “I was hoping assistance would come right away.”

Despite their injuries, the workers attempted to restrain the patient while other staff and security arrived. According to the workers, management has been responsive and is investigating the incident.

“We are glad that management has responded in such a positive manner in this instance,” said Metropolitan Region President George Boncoraglio. “We hope it will continue to be a trend that

emphasizes the importance of safety to our members and the people they care for every day.”

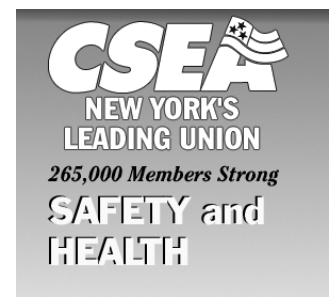
It wasn’t the first time this patient flew into a rage. Several weeks before this incident, the same patient attacked two other CSEA members who were unable to return to work for several weeks.

“These unfortunate incidents could have probably been avoided if our members had a greater say about the treatment and needs of patients on the wards,” Bronx Psychiatric Center Local President Abraham Benjamin said. “Management’s response was good in this case, but we need to take a harder look at similar situations here and at other facilities, to ensure the safety of our members.”

— David Galarza



Alex Southwell, a mental health therapy aide at Bronx Psychiatric Center, shows one of his injuries sustained during an attack by a violent patient.



State budget proposal would cut safety board

ALBANY — CSEA is taking action against Gov. George Pataki’s budget proposal to eliminate the state Hazard Abatement Board.

The HAB has funded occupational safety and health training programs for hundreds of thousands of workers, and has provided technical assistance and safety and health publications for 19 years.

Recently, the state Assembly and Senate added money to their budget proposals to save the HAB, an independent, balanced, panel that provides

governmental checks and balances.

The board’s program is totally funded by a small assessment (less than 0.3 percent) on employer-paid workers’ compensation premiums and does not contribute to the state’s deficit.

What does this mean to the safety and health of CSEA members and other workers?

- The governor has vowed to provide *less than half* of the funding that is currently available for worker training and places the money distribution to the state commissioner of labor — eliminating

the program’s checks and balances.

- The proposed language makes it the “duty” of the labor commissioner to assist *employers* in complying with safety and health standards, eroding strong enforcement.

- Placing the money in the Department of Labor’s budget opens it to budget cuts, possibly further eroding worker protection.

- The governor’s proposal is remarkably similar to the direction of the federal government that has greatly diminished worker protection laws.

CSEA honors 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 the deaths of four members who died on the job this past year.

Richard Parker, 51, a Parks and Recreation Division seasonal employee of the Black River Valley State Park, died when a road roller he was operating on a parks trail tipped over.

Dave Burroughs, 68, a part-time deliveryman at SUNY Fredonia, died in a forklift accident at the loading dock of the Faculty Student Association commissary.

Janis Avery, a senior social welfare examiner and 30-year employee of the Tompkins County Department of Social Services, died after being struck by a car while on her lunch break.

Denis Keenan, 43, a City of Poughkeepsie Department of Public Works employee, died while unloading salt from the back of a snowplow.

For details on Workers Memorial Day events, visit your region’s web page at www.csealocal1000.org or contact your local or unit president.

DPW employees save men from fire

PORT JERVIS — Bob Stempert and Chris Banghart were close to finishing their third consecutive 16-hour shift when they saw heavy smoke rising in the sky.

The men, CSEA members who work for the Port Jervis Department of Public Works, were headed from the city's snow dump when they saw a house in the city's Riverside neighborhood ablaze, and a second about to catch fire.

"We'd just come out from dumping snow when we saw the smoke," said Stempert, a CSEA member for nearly 28 years.

Stempert and Banghart swung into action and blew their snowplow's air horn to alert occupants in the houses, which are closely situated in a neighborhood near the Delaware River and Pennsylvania border.

While a neighbor said the first

house was empty, Stempert and Banghart knew the second house probably contained at least one occupant. That house belonged to a retired city public works employee who had worked with Stempert and Banghart.

Stempert kicked the front door down. "I opened the door and just started yelling. I said, 'you're house is on fire; get out,'" he said.

The empty house was engulfed and the fire in the second house was beginning to spread as the workers

woke the owner and his adult son, who were both asleep.

Banghart, an 11-year CSEA member, struggled to get the homeowner to leave. "He was scared; his house was on fire. I got him some clothes and shoes and took him out," he said.

Stempert and Banghart stayed to help the fire department and co-workers Michael Doss, Mark



Bob Stempert, left, and Chris Banghart, right, both employees of the Port Jervis Department of Public Works, rescued the two residents of this house when it caught fire during a recent snowstorm. Stempert and Banghart had just left the city's snow dump when they spotted smoke and flames.

Thorton and Steve Duryea eventually joined them. Despite a quick response from firefighters, who had been out on another call, the fire destroyed both houses.

To Joseph Ostrom, the most important thing is that his father and brother are safe. He thanked Stempert and Banghart the day after the fire. "I'm very grateful. It could have been my father and brother's lives lost," he said.

While the rescuers are rather humble about their actions, their unit president, Brian Wona, said they deserve special recognition.

"They did an excellent job," Wona said. "They put their lives at risk to go into a house on fire, not even thinking of themselves, to save others."

— Jessica Stone



CSEA activist Shana Davis, at left in photo, marches in a rally for health care reform in downtown Albany during the recent state Labor-Religion Coalition's 40-hour fast. Davis, a shop steward in the state Department of Taxation and Finance Local, participated in the fast.

CSEA participates in annual 40-hour fast

Fasting for public health care reform

ALBANY — CSEA members across the state recently participated in the New York state Labor-Religion Coalition's annual 40-hour fast.

This year's fast raised awareness about inequities in the health care system. The coalition is urging support for the renewal and improvement of the state's Health Care Reform Act, which expires later this year. CSEA is leading the fight for health care reform, a direct counter to Gov. George Pataki's proposed \$1.2 billion in budget cuts to health care and increasing Medicaid burdens.

Many of the hospitals and nursing homes that employ

CSEA members are facing fiscal crisis because of Medicaid costs and health care funding cuts.

Metropolitan Region President George Boncoraglio, commenting on the event, said CSEA proudly stands beside the Labor-Religion Coalition in the fight to reform health care. "Governor Pataki is putting our state's public hospitals and nursing homes at risk because of his cuts to health care funding. Public hospitals and nursing home in New York are among the finest health care facilities in this country. CSEA will fight to ensure their futures."



Metropolitan Region CSEA members participate in an interfaith vigil outside the Harlem Hospital Center to kick off this year's fast.



58 years ago ...

In 1947, CSEA opened membership to all local government employees in New York. That spring, Westchester County employees became the first local government entity to form what was then known as a “county chapter” of CSEA. Westchester County employees almost immediately saw an improvement in their salaries as the county adopted a sliding scale salary plan which the union supported.

Westchester County’s joining the union opened the door to other county municipal employees also organizing with CSEA, launching an extraordinary growth of membership.

CSEA also obtained straight overtime pay for state employees who worked more than 40 hours per week. In 1947, the union also won unemployment insurance for state employees.

State lawmakers also passed the Condon-Wadlin Act, which prohibited public employee strikes and served as a precursor to the state’s Taylor Law.



Two headlines from articles in the June 24, 1947 issue of the *Civil Service Leader* that reported Westchester County employees joining CSEA.

Also in 1947 ...

- ✧ Congress passes the Taft-Hartley Act, restricting union activities and prohibiting strikes by public employees. Congress overrides President Harry S. Truman’s veto of the law.
- ✧ The House of Representatives’ Un-American Activities Committee creates a blacklist of entertainers who they suspect are Communists.
- ✧ The Marshall Plan is developed to foster economic recovery in certain European nations after World War II.
- ✧ “Meet the Press” debuts on NBC.
- ✧ Jackie Robinson joins the Brooklyn Dodgers as the first African-American player to join a major league baseball team.
- ✧ The New York Yankees defeat the Brooklyn Dodgers in seven games the first televised World Series.

Howard Dean urges on Alfred CSEA members

ALFRED — CSEA members at the Alfred University's College of Ceramics met with Democratic National Committee Chairman Howard Dean last month to ask for help with their now 18-month contract battle.

Dean, visiting the school for an evening speech, privately met with CSEA beforehand for an hour.

CSEA members at the college, who were recognized as a CSEA local by university officials in 2003, have been unable to reach an agreement with the university president. CSEA activists on the campus asked Dean to support them in their stalled negotiations.

"We are extremely frustrated and angry," Western Region President Flo Tripi told Dean. "Our people work every single day, whether or not they have a contract. Yet the president has refused to give them a raise. Everyone else has received a raise, except for these workers."

Dean told CSEA he would speak with the university president and write letters to

U.S. Sens. Hillary Rodham Clinton and Charles Schumer, as well as State Assembly Speaker Sheldon Silver and other state lawmakers.

Dean also offered support and encouragement to CSEA members at Alfred, who remain committed despite the contract fight. Citing strength in numbers, Dean encouraged other university employees to organize unions.

"That would be the first choice," Dean said. "Start a union drive with everyone else. If the whole campus is organized, you can stick together and shut this campus down. What you need is leverage."

The college has not negotiated with CSEA in good faith, said Linda White, a negotiating committee member, but CSEA is not going away.

College of Ceramics employees represented by CSEA are paid with funding from the state, and money is available for raises. Yet the university president refuses to negotiate a wage increase, White said.



Democratic National Committee Chair Howard Dean, center, meets with SUNY Alfred Local members, who are in a contract fight. To the left of Dean is Western Region President Flo Tripi.

"There can't be a reason for this other than vindictiveness," Dean said. "Your choices are to keep doing what you have been doing, or to put pressure on."

He encouraged them to do everything possible — on their own time — to let the university's president know they mean business.

College of Ceramics workers have not had a raise in more than two years, and the school's current proposal would freeze wages for several more years. The proposal also jeopardizes other employee benefits.

"Alfred offers some tuition assistance programs to

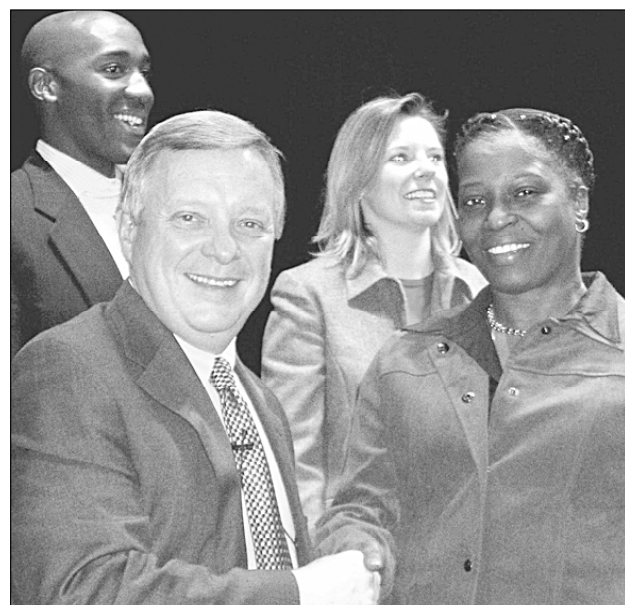
employees, but they have been pulled from this group," White said.

To show his CSEA support during his speech, Dean enthusiastically agreed to wear a "CSEA Contract Now" button on his lapel. He also promised to mention the contract battle and ask the activists to stand and be recognized during his speech.

"Hell yes!" he said, when asked if he would wear the pin.

— Lynn Miller

Social Security reform takes center stage at Metropolitan Region forum



CSEA member **Maureen Douglas, a worker at Bronx Psychiatric Center, shakes hands with Sen. Richard Durbin of Illinois during a town hall style discussion of proposed Social Security reforms. Also speaking at the event were Sens. John Kerry and Hillary Rodham Clinton.**

Health care reform topic at annual legislative conference

ALBANY — Legislators, labor activists and community leaders gathered recently to debate and address many of the issues, problems and concerns affecting New Yorkers during the 34th Annual Black and Puerto Rican Legislative Caucus.

As in previous years, CSEA was represented by staff, members and statewide President Danny Donohue and Secretary Barbara Reeves.

"This conference gives us an excellent opportunity to provide union members, legislators and members of the general public with valuable information," said Donohue.

"For instance, there are several workshops and panel discussions about the state of health care. There's also another panel on the state of Social Security and the administration's attempt to destroy it," Donohue said.

For Joe Aravena, New York State Psychiatric Institute Local president, who brought his whole family along, attending the conference is also an ideal way to show the next generation about the role of government in their lives.

"I'm taking them to workshops, introducing them to elected officials and encouraging them to pick up and read all the literature that's out there," said Aravena.

— David Galarza

2005 CSEA ELECTIONS Info

Public Sector Local, Unit elections scheduled for 2005

Elections will be conducted for all public sector local officers, delegates and unit officers

The term of office for all current public sector local officers, delegates and unit officers expires June 30, 2005. Public sector officers and delegates will be elected to four-year terms. Balloting for local officers, delegates and unit officers will be conducted between May 15 and June 15, 2005.

Each local and unit executive board must select its own election

committee and committee chairperson. The local and/or unit election committee is primarily responsible for conducting the election.

Slate petitioning and slate voting will be an option for candidates for local and unit office (see adjacent information).

Members may run as individual candidates if they wish.

Important information about slate petitioning and slate voting

Local Elections

In local elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the local's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the local constitution and by-laws. In locals that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Unit Elections

In unit elections, a slate must contain a candidate running for the offices of president, one or more vice presidents as set forth in the unit's by-laws, secretary and treasurer.

The slate may also include candidates for other offices that have been created according to the unit constitution and by-laws. In units that have created the combined position of secretary-treasurer in their by-laws, the slate must include a candidate for that office.

Candidates should know the following:

- A member cannot be a candidate for officer and for delegate on the same slate. An officer candidate must circulate a separate nominating petition in order to appear on the ballot also as a candidate for delegate. The member will appear on the ballot as a candidate for office as part of the slate and as an individual for the position of delegate.

- Candidates who run as a slate must complete a Slate Consent Form and a Slate Petition Request Form. By petitioning as a slate, candidates who appear as part of a slate need to submit only one set of the required number of signatures to qualify as a candidate. Individual petitions are not necessary for slate candidates.

- Candidates who withdraw from a slate must complete a Slate Withdrawal Form and return the form to CSEA headquarters.

More detailed information about election slates will be available from local and unit election committees.

Attention: public sector local, unit presidents Did you send Election Committee Data Form to CSEA headquarters?

During early January, members of registered election committees will receive an election package to help them carry out their election duties. As long as election committee forms continue to be received, packages will be mailed.

CSEA headquarters cannot send material and information to any

appointed election committee without first receiving the completed committee form from the local or unit president.

Inquiries concerning election materials may be directed to the CSEA Central Files Department at 1-800-342-4146, ext. 1214.

Nominating procedure for smallest CSEA locals and units: special election rules apply

The union's election rules require a minimum of 10 signatures on nominating petitions for office in all locals and units. However, this requirement causes problems in locals and units **with 10 or fewer members.**

Special election rules apply for CSEA locals and units of 10 or fewer members.

In these smaller locals and units, completion of the Application for Election to Office replaces the requirement to obtain signatures on a nominating petition.

In locals or units with 10 or fewer members, any member who submits the application and meets election requirements under the appropriate local or unit constitution will be placed on the ballot.

Break in membership affects eligibility for union office, voting privileges

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

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

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

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay status due to becoming disabled by accident, illness,

maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

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

What's In It For You?

Get money back for your prescriptions

With tax season right around the corner, we are all going through our files looking for all those receipts to take advantage of what Uncle Sam is going to be sending back to us or trying to figure out what we owe the federal government.

When going through receipts, it's important to remember that as a CSEA-represented state employee,* you

may be eligible to be reimbursed up to \$100 per family on NYSHIP prescription drug co-payments you paid for yourself and your dependents in 2004. To be eligible for this reimbursement, you must have paid at least \$300 in co-payments last year.

To get a prescription drug co-payment benefit claim form, contact the CSEA Employee Benefit Fund by mail, telephone or e-mail at the following addresses or number:

CSEA Employee Benefit Fund
P.O. Box 516
Latham, NY 12110
1-800-323-2732
www.cseabf.com

Submit your completed form with original receipts or pharmacy print-out, clearly indicating the co-payment amount, and a copy of your Empire Plan or HMO insurance card.

You will be eligible to receive the maximum reimbursement of \$100 if you paid at least \$400 in co-payments last year. If your 2004 co-payments totaled between \$300 and \$400, you are eligible to receive a partial reimbursement.

If you paid less than \$300 in co-payments in 2004, you are ineligible for the reimbursement.

Prescriptions for all of your eligible dependents can also contribute toward your meeting the \$400 maximum. This reimbursement applies only to co-payments for prescription drugs.

**New York state Canal Corporation employees are ineligible.*



Prescription changes for Empire Plan enrollees in 2005

More than 40 percent of Americans take at least one prescription drug every day,

according to a recent report by the Centers for Disease Control and Prevention.

Medicines that lower cholesterol, reduce the threat of heart disease, keep diabetes in check, and help lift people out of debilitating depression have certainly improved the quality of our lives. However, along with the increased use of prescription drugs has come an increase in the cost of the same medicines.

One way to help manage those costs and ensure that your prescription drug regimen is on track and updated is to stay informed about any changes to your health care/prescription drug program.

In accordance with the current CSEA state contract, the union's health benefits department wants to remind CSEA-represented state Empire Plan enrollees who last filled a prescription in 2004 of the following changes to the plan for 2005.

Prescription Drug Changes Effective Jan. 1, 2005:

The Empire Plan's prescription drug program benefit is based on whether the drug is a generic, a preferred brand name drug or a non-preferred brand name drug.

Up to a 30-day supply from retail pharmacy or mail order:
• generic \$5, preferred brand name \$15, non-preferred brand name \$30.



Up to a 90-day supply from retail pharmacy:
• generic \$10, preferred brand name \$30, non-preferred brand name \$60.

Up to 90-day supply through mail order:

• generic \$5, preferred brand name \$20, non-preferred brand name \$55.

When pharmacies dispense a brand-name prescription drug and an FDA-approved generic equivalent is available, members will continue to be responsible for the cost difference between the generic drug and the non-preferred brand-name drug plus the non-preferred brand-name co-payment (unless a generic appeal is approved, then the responsibility is limited to the non-preferred brand-name co-payment).

A list of the most commonly prescribed generic and brand-name drugs included on the 2005 Express Scripts national preferred drug list is available on the state Department of Civil Service's web site at www.cs.state.ny.us. On the site, click on the employee benefits link and choose Empire Plan pharmacy. The list is an incomplete list of all prescription drugs covered under the plan. For specific questions about how much your prescription will cost or information about the mail service program, please contact the Empire Plan Prescription Drug Program toll-free at 1-877-7-NYSHIP (1-877-769-7447).

An Ever Better Future

Empire Plan to mail new cards

Empire Plan enrollees will soon receive in the mail a new New York State Health Insurance Program (NYSHIP) Empire Plan identification card for themselves and their dependents.

This card replaces the existing New York government employee benefit card, and members should immediately use the new card. The cards have an improved design to help make Empire Plan enrollee identification easier for physicians, hospitals and pharmacies. The new card also has a new Empire Plan identification number, a randomly generated number that will help safeguard your personal benefit information (instead of using your Social Security number).

Important facts about the change: Your new identification number is a nine-digit number. If you have

family coverage, your dependents will have the same ID number as you.

If you have family coverage, you will receive two cards and you may order additional cards. The enrollee's name and up to five dependents' names will be listed on each card. You will receive additional cards if you have more than five dependents.

A co-payment code that helps network providers determine the correct co-payment is included on the new card.

Use the card for all covered services, including hospital, medical, mental health and prescription drugs. Show your new card to your provider each time you use your benefits. Destroy your old card(s) when you receive your new card.

Leading Edge

Cinderella Project coordinator helps teens' dreams come true

For teen-age girls, the experience of getting ready for prom often seems like a fairy tale; between shopping for the perfect dress, getting their hair and makeup done and of course, the limosine. But not all girls can afford these extravagances.

Girls in the Capital Region who need a little extra help are getting assistance from CSEA members who are acting as fairy godmothers through their support of a local non-profit, the Cinderella Project of the Capital Region.

At the Capital Region's Annual Spring Conference, held in March, the Women's Committee organized a collection drive to support the Cinderella Project.

Doris Santore, a vice president of the CSEA Teacher's Retirement System Local, coordinated the region's involvement in the fund-raiser through her role as member of the Capital Region Women's Committee.

Thanks to the committee's efforts, there will be a few more Cinderellas at the ball, or prom, this spring. Santore spoke with Communications Associate Therese Assalian about the effort.

WF: What is the Cinderella Project?

DS: The Cinderella Project is a non-profit group that makes the wish of going to prom a reality for girls who otherwise might not be able to go. They provide girls with special occasion dresses and accessories needed for special school events, like proms. They also provide financial assistance through Cinderella Sponsors, who are people or groups who pay for tickets to school events.

WF: What gave you the idea to collect items at the

Capital Region's Spring Conference?

DS: Well, we did a collection drive at work after a co-worker saw an article in the local newspaper. Right away I thought it was a great idea but wanted to first do some research to make sure they were legitimate. I was very happy with what I found out. I called them and told them I liked what they were doing and that I wanted to expand our efforts on a larger scale. There are almost 400 people at the Spring Conference.

WF: How did the Women's Committee coordinate the drive?

DS: Once we got permission to do collections at the workshop, we put together a flier. Members of the women's committee spread the word by putting the fliers at different events. We asked members to bring gently used items like dresses, purses or jewelry. We also asked for new items like stockings, and cosmetics. A week before the event, (Region President) Kathy Garrison made an announcement at the Executive Board dinner meeting to remind everyone.

WF: So, how did you do?

DS: The response was phenomenal. We collected four boxes of items. We did better than expected for a first-time effort. We also did a raffle to raise money and raised enough money to become a Cinderella Sponsor. CSEA members really opened their hearts to these girls.



Doris Santore looks on as Montgomery County DPW member Eddie Russo makes a donation to the Cinderella Project at the Capital Region's Spring Conference.



- The Cinderella Project was founded in 1999 in Los Angeles by Dana Green.
- Since its inception, The Cinderella Project has collected hundreds of dresses, as well as shoes, jewelry and handbags, helping more than 300 girls.
- Learn more about the Cinderella Project at <http://www.cinderellaproject.org>

Take the PEOPLE challenge to fight for working families

CSEA is launching the PEOPLE challenge to continue the fight for working families.

Locals and units that take the PEOPLE challenge will be paired with a similar local or unit. The local or unit in each pair that signs up the most PEOPLE members wins an award.

The challenge will allow the union to sign up more members for PEOPLE, CSEA and AFSCME's political action program. PEOPLE (Public Employees Organized to Promote Legislative Equality) allows the union to fight

proposals such as privatization of Social Security and to help elect politicians who support working families.

For more information or to sign up for the PEOPLE challenge, call PEOPLE Coordinator Cheryl Palmer at CSEA Headquarters at (800) 342-4146, ext. 1404.

You can also sign up for the challenge by filling out the pledge form below and mailing it to CSEA PEOPLE at 143 Washington Ave., Albany, N.Y. 12210.

You can also fax the form to headquarters at (518) 427-1677.



PEOPLE PLEDGE 2005-2006 CONTEST

CSEA local/unit name:

CSEA local/unit president's signature:

PEOPLE Committee Chair:

Address to send the recruitment supplies:

Send your pledge below to the following address:

CSEA PEOPLE
143 Washington Ave.
Albany, N.Y. 12210

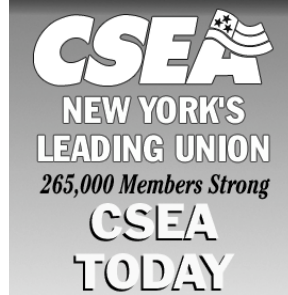
You can also fax your pledge to (518) 427-1677.

PEOPLE PERSON — The PEOPLE recruiter of the month of February is Rutha Bush of the Long Island Developmental Center Local in the Long Island Region. She recruited 17 new PEOPLE members.

PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so CSEA can effectively promote our interests at the state and federal level ...

SAVING JOBS — CSEA members employed at Rockland County's Solid Waste Management Authority will keep working during a facility management transition because of intervention by the union and local government officials. The workers were told they would be without jobs or paychecks for one month while the facility came under new management, but CSEA and local government officials worked out a plan with the authority to keep the employees working for that month at other tasks, allowing the workers to keep their incomes ...

NEW CONTRACT — CSEA members in the Town of Hempstead Local have overwhelmingly ratified their new four-year contract. The union and the town signed the successor agreement before the current contract had expired. The new contract includes raises and increased longevity payments. The Town of Hempstead Local has more than 2,200 members. The town board approved the contract shortly after the union's ratification vote ... **READY TO NEGOTIATE** — CSEA is continuing contract negotiation for state Canal Corporation employees



represented by the union. The previous contract expired June 30, 2003. The CSEA negotiating team last met with canal management in February. At that session, the parties discussed seniority

definitions for purposes of vacation scheduling, overtime and promotion. Management negotiators told CSEA it had settled contracts with canal employees represented by other unions, but CSEA continues to have several demands on the table. Union negotiators are willing to progress with negotiations, but CSEA is waiting for management responses on union proposals. At press time, more negotiating sessions were scheduled for late March. Canal management indicated it would respond to the union on seniority, night differential and sick leave incentive issues at those sessions ...

RIDE TO WORK — CSEA members in the Metropolitan Region are taking advantage of a newly negotiated transportation benefit called NYS-Ride. It allows state employees to save money on eligible transportation expenses by paying for those costs on a pre-tax basis through biweekly payroll deduction. The program began Feb. 24 and thousands have been signing up online or calling for enrollment. Eligible members who rely public transportation to get to work should take advantage of this program. Members can enroll online anytime by going to www.nysride.com or by phone at (866) 428-7781, Monday through Friday, 8 a.m. to 8 p.m. Members who are hearing impaired should call (866) 361-8017. CSEA hopes to expand the program in the future.

May 15 is deadline for submitting proposed resolutions, changes to CSEA's constitution & bylaws

Proposed resolutions and proposed amendments to the CSEA Constitution & Bylaws for consideration by CSEA delegates to the union's 2005 Annual Delegates Meeting must be submitted by May 15, 2005.

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

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

The 2005 CSEA Annual Delegates Meeting will be held Sept. 26-30 in Buffalo.

Med center to cut 144 more jobs

County Nursing Facilities Struggle

Sick Tax Ill Conceived

Contracting Out Health Care Jobs A Growing Epidemic

Care battles bottom line

CSEA SUPPORTS PLAN TO SHORE UP AILING PUBLIC HEALTH CARE

CSEA – New York’s Leading Union – supports efforts to extend indefinitely the quarter percent sales tax set to expire May 31, and apply it specifically to help shore up the finances of ailing public health care facilities statewide.



Reforming New York’s health care system is CSEA’s top priority. Our union has been mounting a statewide campaign in recent months to focus attention on the need for immediate action, particularly for public health care facilities that are providers of last resort.

There are no simple solutions to this crisis, but the sales tax extension is a significant part of the answer. CSEA will work vigorously to support this initiative in Albany and across the state and more must still be done.

It is also critical that New York move quickly to:

- Update the Health Care Reform Act to end the shortchanging of public facilities through outdated funding formulas.
- Establish a Medicaid preferred prescription drug list that could save the state and localities up to \$1 billion annually.
- Expand the use of home health care as appropriate.



CSEA is Leading The Fight To Save Health Care

CSEA represents 265,000 members in every part of New York state, including 60,000 members who work in the health care field.



Frankly Speaking: A Message from Local President Frank Forte

Title 19 Medicaid – Medical Problem – Political Cure?

Our union's statewide leadership is in a unique position to effect real changes.

CSEA-represented employees are involved in Medicaid's day-to-day operation. Our front-line workers know what's right with Medicaid and what's wrong with it, and many have a good understanding of how best to have Medicaid work effectively and efficiently without harming the needy.

CSEA-represented employees' ideas should be gathered. CSEA-represented employees' input should be valued. CSEA-represented employees' voices should be heard.

But Medicaid itself is not the issue, paying for Medicaid is.

Providing health care to medically indigent families was the initial goal of the current Medicaid system, which was an extension of the federal Medicare program. It is a noble goal that should not be abandoned.

Upon establishing Medicaid eligibility requirements, states would qualify for 50 percent reimbursement by the federal government. In New York state the remaining 50 percent would be funded as follows; 25 percent by the state and 25 percent by the counties.

You have heard me speak of the great burden placed on county taxpayers (yourself

CSEA supports the governor's plan to establish a "preferred drug list" for Medicaid recipients. This will save the state and counties millions each year without reducing benefits.

included) as we must pay our share of this huge debt via property taxes. Now, even property taxes are not enough to fund Medicaid, and sales tax increases are being passed in counties around the state.

The county with the highest sales tax of all, 9.75 percent, is our neighbor Oneida County. Last year we fought to increase our sales tax by 1 percent to 8.25 percent making Onondaga the last major county to do so. Erie County's legislature refused to increase their sales tax to cover spiraling Medicaid costs, forcing the layoff of thousands of employees and the devastation of public services.

The events unfolding in Erie County bear witness to the fact that paying for Medicaid via the most regressive tax of all, the property tax, is not sustainable.

In an effort to stop the hemorrhaging of cash from every county, including New York City, the New York State Association of Counties (NYSAC) has been very vocal in their call to Cap Medicaid Now! NYSAC's call

for a cap on local Medicaid costs to essentially stop the bleeding was addressed in Gov. George Pataki's budget.

The governor's proposal would limit the growth in the local share of Medicaid on an annual basis. The county executive's group offered no cost containment measures instead leaving that up to the state.

The governor's budget includes specific cost containment proposals. Some of the governor's proposals are indeed controversial, harmful and should be soundly rejected.

What should not be rejected is the thought that we can and must cap Medicaid and contain costs without hurting those who need Medicaid most.

CSEA opposes the governor's proposal to allow a county the option of allowing the state to takeover the administration of the Medicaid program. This would result in the need to transfer thousands of county employees to the state and create disparities in the current contract rights of employees.

Meanwhile, CSEA supports the governor's plan to establish a "preferred drug list" for Medicaid recipients. This will save the state and counties millions each year without reducing benefits.

Bringing YOUR Union to YOU!



On **April 5, 6, and 7**, Local 834 is planning a series of union Information Days throughout the Local. Over this three-day "blitz," we'll travel across the county in an effort to reach out to all our members and bring your union to you.

On hand at these "traveling road shows" will be representatives of your union staff, elected officials and your union benefit providers. We'll showcase all the benefits and services that make your CSEA membership valuable, and have information about new programs and services you can take advantage of. We'll also feature a limited number of educational workshops, and have information on how you can be more



involved in your union. We'll also have door prizes to give away and refreshments served at each location.

By now, you may have already received a postcard that details the different locations and times that we'll be available to you. Come to the event that's nearest your work site, or that fits your schedule best. We'll look forward to seeing you and answering any questions or concerns you may have. All members and agency fee payers are invited to attend.

Clip and Save — Local and Unit Officer Listing

LOCAL OFFICERS:

Frank Forte, President
Joe Alcaro, Executive VP
Fred Carlton, 1st VP
Rick Adsitt, 2nd VP
Barbara Taylor, 3rd VP
Ross Salisbury, Treasurer
Gail Pedersen, Secretary

COUNTY UNIT PRESIDENTS:

Ronald Hill, Dept. of Corrections
Joe Alcaro, Dept. of Social Services
Linda Park, Onon. Co. Health
Department
Barbara Taylor, LTC/Van Duyn Home &
Hospital
Eric Burbidge, Onon. Co. Parks &
Recreation
Mary Linnertz, Onon. Co. Probation
Department
Miles Neugent, Dept. of Transportation
Keith Webb, Dept. of Water Environment
Protection
Mitchell Tiegel, Onon. Co. Public Library
Len Foster, Combined Services
Unit/OCC

UNIT PRESIDENTS:

Connie St. Denny, Baldwinsville School
Dist.
Al Vetter, Town of Camillus
Jim DeVaul, Cicero Highway
Roseanne Barbaglia, Jordan Elbridge
School Dist.
Pamela Sprague, Liverpool Library
Suzanne Lepkowski, N. Syracuse Clerical
Gary Orzel, N. Syracuse Maintenance
Anna Sinclair, N. Syr. Teaching Aides
Fred Wilmer, N. Syr. Village DPW
Nick Kochan, Onon. Co. Water Authority
Rick Rogala, City of Syracuse
Dan Schantz, Town of Dewitt-Blue Collar
Andy Worden, Town of Dewitt-White
Collar
Dale Longden, Town of Dewitt-
Supervisory
Vacant, Syracuse Crossing Guards
Linda Campbell, Syracuse Housing
Authority
Douglas Miller, Skaneateles School
District
Tom Bell, Syracuse Schools #6 (Blue
Collar)
Donna Gavett, Syracuse Schools #9
(Clerical)
Dan Murphy, Village of Skaneateles
John Connors, Town of Manlius Highway

LOCAL 834 DELEGATES:

Tad Fundalinski, Probation Dept.
Miles Neugent, Dept. of Transportation
David MacDonald, Syracuse City Schools
Nick Kochan, Onon. Co. Water Authority
Ruth Smith, Van Duyn Home & Hospital

Lights on Lake Dazzle Local 834 Families

By: Rick Adsitt,
Lights on the Lake Committee Chairman

The 3rd annual CSEA night at *Lights on the Lake* was held on Monday, Dec. 6. Again this year we had more than 300 cars pass through the gates to enjoy the amazing display erected by our own Local 834 sisters and brothers in the Parks Department.

For those who stopped by St. Marie they were greeted by Santa and his elves and treated to some fine holiday refreshments.

The kids this year were given gift bags donated by CSEA's licensed insurance provider, JLT Group Services. A special thanks goes to JLT's Beth Muldoon and Jim Hoffman for their hard work and dedication to helping us out.

Your efforts made a lot of kids smile. I also have to thank Beak and Skiff for their generous donation. From Parks, thank you to Jon Cooley and especially Leiko Benson — it is because of her extraordinary efforts things go so smooth for us. Thank you to Barb Taylor and your Women's Committee, Mary Linnertz, Ruth Smith, Sue Lepkowski, Dave MacDonald, and Gail Pedersen.

I would also like to thank Local 834 Office Manager Robyn O'Brien and my co-chair Nick Kochan. And of course, thanks to Miles Nugent, who portrayed Santa. For the folks who missed this, keep an eye out for next year. Lastly, I would like to thank everyone for all



the cash and toy donations for the Toys for Tots program you so kindly donated to. Local 834 was able to contribute more than \$1,800 worth of toys to some very needy kids. Thanks for brightening our holidays and hope to see everyone back next year.

Report from the Board of Directors

By: Tad Fundalinski, board member, CSEA
Statewide Board of Directors

The Statewide Board of Directors is essentially the legislative body of CSEA. Our primary responsibility is overseeing the management of CSEA. We are responsible for ensuring that the CSEA Executive Board and employees of CSEA are meeting their responsibilities to all CSEA members.

We ensure that the general "housekeeping" is done. The most important part of our role is reviewing, modifying and approving the \$90 million budget that CSEA operates under. We follow statewide legislation that directly affects our members, we advocate for legislation that benefits members and we endorse and assist politicians who are friendly to our causes. We are responsible for the direction CSEA is heading.

I am currently in the first year of my second four-year term in office as your representative on the Statewide Board of Directors. I am elected by the members of CSEA Local 834. There are approximately 120 statewide board members. At this time, I am not a member of any committees, as all committees, i.e. the Budget or Political Action Committee, are filled at the discretion of CSEA President Danny Donohue.

As a member of the Board of Directors, I have asked that CSEA take a leadership role in addressing the problems with Medicaid by putting together a coalition of labor, business and political leaders who are willing to develop a reasonable solution.

Local Women's Committee Lauded for Community Outreach

Congratulations to our Local 834 Women's Committee on recently receiving a nicely framed certificate of appreciation from Vera House.

According to Local 834 Womens' Committee Chair Barb Taylor, the award certificate was presented to the committee in recognition of the work they have done on behalf of the Vera House program, which serves women who have been victims of domestic violence and operates a shelter for battered women. Our Local Women's Committee has been involved in several fund-raising efforts on behalf of Vera House, including their "White Ribbon Campaign" and their holiday gift wrapping stations.

"We're honored to have been recognized by Vera House for our efforts and we're proud of the work our committee members have done on their behalf," Taylor said. "It's a great program, and we're pleased to continue as supporters. We had a wonderful time wrapping packages at The Carousel Mall at Christmas time this year and plan on doing it again next year."



Womens' Committee Chair Barb Taylor and committee member Ruth Smith proudly display the award presented to them by Vera House.

Information for Onondaga County Employees!

New Medical Benefit Available

Gail Pedersen, Editor



In January, Onondaga County employees received their new insurance benefit card, the Medical Data Recovery Source (MDRS) card along with a Mini-CD ROM. This benefit for county employees is the first of its kind in New York state!

This card allows users to access a secure web site they can use to manage their personal records. The web site offers a wide variety of information. For example, a "Find a Doctor"

feature that lists ONpoint providers; prescription information from EHS; a direct link to Davis Vision; and the ability for members to enter their medical history. This site is available 24 hours a day. To date, more than 500 employees have registered to take advantage of this new service.

Training on the new program was conducted by Gail Pedersen for our CSEA county negotiations team. This training effort was a spinoff of the MDRS Steering Committee made up of labor representatives, management, health care providers and the CSEA Member Benefits Department.

Page 2 Article: contract negotiations update?
By: ?
Head: Union, County, Continue Negotiations
Art: ?

CSEA and Onondaga County are still in active negotiations for the contract covering our ten County Units, whose previous contract...



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Local 1000, AFSCME, AFL-CIO
 143 Washington Ave., Albany, NY 12210

Danny Donohue, President

Around the Local • Around the Local • Around the Local • Around the Local • Around the Local • Around the Local • Around the Local •

Van Duyn LTC Unit

Unit President Barb Taylor reports that meetings were held with Nick Pirro, Joe Mareane, Dale Parsons, and Frank Forte regarding the current financial situation at Van Duyn. Medicaid reform is needed immediately. It appears the last and final option would be selling the facility but Mr. Pirro has assured us that all other avenues will be explored before that happens. We have met with other union representatives and key people here at Van Duyn and will be working on teams to improve image and to do better documentation. Several of our employees will be on these teams.

We also have begun a letter writing campaign. Soon we will be sending letters to state legislators asking for Medicaid reform. We're working closely with administration and other unions to be sure we have explored all possibilities. It's a very difficult time for us all but if we all pull together we will have positive results.

County DSS Unit

Department of Social Services Unit President Joseph Alcaro reports the DSS staff continues to struggle with what appears to be insufficient staff to do the work they are being asked to do. Despite many innovations by staff to try and make their systems or processes better and more efficient, there comes a point in time that the only sensible solution is to add staff.

Unfortunately this is not happening in a timely manner. The process of requesting staff takes time, (it is done on a regular basis) and approval is sought by the management and budget office, which is truly monitoring costs. At this point in time we are not experiencing the threat of layoffs, and a great deal of the credit goes to our staff for working diligently, efficiently and very frugally, across all our divisions. Each division does the best it can with the resources it has at hand, and for that we all should be proud. DSS is truly a team effort.

During these tough economic times, we are trying to keep our jobs as secure as possible. We continue to negotiate our contract with the hope of a reasonable settlement offer, however the process is very time consuming, and at times very draining. We appreciate all of our members' patience and support as we try to work through this tough economic climate.

County Library Unit

County Library Unit President Mitch Tiegel says he's happy to report that the majority of vacant positions at the Central Library, Beauchamp and Petit Branches have now been filled. He also reports that the Unit has an active labor-management Committee that meets every two months, having met most recently in March. Some recent topics discussed were potential floating holidays and a dress code, to name a few. Mitch says that his members are looking forward to working with the library's new Executive Director Joyce Latham.

North Syracuse Schools Maintenance Unit

North Syracuse Schools Maintenance Unit President Gary Orzel reports that his unit recently held a successful union Information Day for members on Saturday, Feb. 12. On hand were union representatives and benefit providers to let everyone know why CSEA membership is beneficial to them.

County Health Department Unit

County Health Department Unit President Linda Park reports the health unit finally held their 2nd annual holiday party at Bella Domani on March 12, after being rescheduled from January. More than 100 people attended and enjoyed the dinner, dancing with a DJ, raffles and door prizes.

Syracuse Housing Authority Unit

Unit President Linda Campbell reports that SHA's management and the CSEA unit are in the midst of trying to resolve an issue of management wanting to

take back a three hour "call-in" pay benefit for our mobile crew workers who get called in on emergency repairs after hours. This benefit has been effect for more than 21 years.

We thought we had resolved this issue at a joint grievance meeting, but discovered afterward that management and the members involved had a different understanding of what the final decision was. We are, therefore, back to requesting that the state Public Employee Relations Board handle this issue.

Combined Services Unit

Congratulations to CSEA members Mary Anne Calogero and Cynthia Cieloch, dispatchers at the Onondaga County 911 Center, who both recently won awards for their dedication and good work. Calogero was the recipient of one of the Red Cross' Real Hero awards, for her efforts in figuring out the location of a victim of a brutal dog attack. At the award luncheon, she got a chance to meet the victim for an in-person "thank you." Cieloch, who has previously been honored by the Red Cross, was recognized nationally by the E-911 Institute in Washington, D.C., for her work assisting local law enforcement agencies.

Baldwinsville Schools Unit

Unit President Cynthia Russell reports that their unit has been in negotiations since December and is conducting an open negotiation process. Their current contract is set to expire on June 30, 2005.

North Syracuse Schools Clerical Unit

Unit President Sue Lepkowski reports that her negotiating team last met on Feb. 24 with a state mediator and is now continuing through the impasse process. The workers' contract expired June 30, 2004. At issue is the district's failure to offer job promotions to internal candidates before going outside the district to hire new workers. The workers are planning a

strategic contract campaign to put pressure on the district to come to a compromise.

North Syracuse Schools Teacher Aides Unit

Unit President Anne Sinclair says that her unit is pursuing a class action grievance on behalf of workers who are being asked to perform out-of-title work.

County Probation Unit

Unit President Mary Linnertz and Board Rep Tad Fundalinski are excited to report that on May 21 they held their 2nd annual Bernie Marosek Basketball tournament at the Hamilton Street Boys Club to support Vera House.

County WEP/MWB Unit

Unit Vice President Bob Riley reports there has been some progress made regarding the on-call policy. It is being thoroughly discussed as we continue our contract negotiations.

Riley said the unit would also like to thank all WEP/MWB members who donated a gift for Toys for Tots over the holiday season. Our unit had an outstanding turnout and it was greatly appreciated.

The WEP/MWB newsletter is scheduled for an April release. Anyone wishing to assist with the newsletter or would like to write an article should speak to any of the following members: Mike Argy, Jeff Smith, Kelly O'Brien, Angelo Piccitto or Bob Riley.



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Onondaga Local 834

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Barb Taylor, Van Duyn Home & Hospital
Ruth Smith, Van Duyn Home & Hospital
Bob Riley, Water Environment Protection

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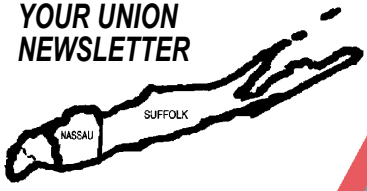
Robyn O'Brien, Local 834 Office Manager
Mark Kotzin, CSEA Communications Associate



Annual Crunch Night A Sell Out

Local 834 Social Committee Chair John Rowley is happy to report that more than 300 \$5 discount tickets were sold to CSEA members and their families to attend Local 834's 7th annual Crunch Night. In early

March, the Crunch played against Edmonton and a great time was had by all. Unfortunately, the Crunch lost to Edmonton in overtime, 2-1.



Message from CSEA Local 830 President Jane D'Amico

CSEA Wins Large Grievance Against County; NHCC Contract Items Completed; Committees Forming

ON THE COUNTY SIDE

CSEA members are already benefiting from one of the union's largest ever grievance victories against Nassau County. The county will pay \$5 million to nearly 1,000 CSEA members. The union's class action grievance relating to promotions originally affected only members promoted in 2001. CSEA also prevented the county from overturning that win. This recent victory will also correct the county's erroneous practices for all CSEA members who get promoted in the future.

The problem arose when the county used incorrect calculations in preparing the new salaries, shortchanging workers who had been promoted. Our attorneys and the county have been working in recent months at gathering information to correct the errors as well as figuring out the amount in back pay the county owed to each worker. Union members affected by the grievance have already seen adjustments to their salaries, and the county will soon pay retroactive checks to the affected members.

More than 1,000 CSEA members may receive adjusted salaries for not only the 2001 promotions, but for the county's incorrect salary calculations since that year. CSEA is still fighting for the county to adjust salaries for members who were promoted before 2001.



Nassau Local President Jane D'Amico responds to a member's question at a recent president's forum at the Department of Public Works. D'Amico has scheduled a series of regular work site meetings to meet with members, to share important information and to answer questions.

Pay equity ... is a solution to eliminating wage discrimination and closing the wage gap between men and women.

CSEA won another grievance in March when the police communications operators and supervisors overwhelmingly ratified a contract with the county that addresses long-standing salary inequities and scheduling problems. The county legislature must approve the agreement for it to become effective. The union's new contract not only includes raises and protects scheduling practices and benefits, it also includes a greater degree of pay equity for job titles predominantly held by women. Pay equity, which is evaluating and compensating jobs based on skill, effort, responsibility and working conditions as opposed to the people holding those jobs, is a solution to eliminating wage discrimination and closing the wage gap between men and women. A story on pay equity appears elsewhere in this issue.

In other county matters, the real estate consolidation story continues to be one of keeping a watchful eye on the process as it proceeds toward completion. CSEA continues to closely monitor all proposals and decisions made by the county in an effort to protect the employees who will move to the new work site. The Office of Senior Citizens Affairs and Mental Health's recent move to 60 Charles Lindbergh Blvd. went smoothly, although CSEA is still investigating some employee concerns. Union officers recently visited their new work site to stay aware of the workers' concerns.

CSEA has appeared to win our battle against the county's proposal to consolidate maintenance services by moving employees in the Police Department's building maintenance unit to the Department of Public Works. CSEA argued that this plan would not work, and the county now seems to agree. As of press time, the county has scheduled a date for the legislature to approve the workers switching back to the Police Department. We commend our building maintenance unit members for getting personally involved as a unified force in this fight. (Complete story will appear in the May issue of *The Express*.) This recent victory comes soon after our successful fight to keep the Police Department's fleet service bureau from being consolidated into the Department of

Please see President continued on Page 2

The
Work ForceCSEA Nassau County Local 830
EXPRESS

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JANE D'AMICO, PresidentTony Panzarella, Editor
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CSEA Long Island Region Communications Associate Rachel
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JEWEL WEINSTEIN, Nassau Community College
PETER WRBA, Probation
JOSEPH WHITTAKER, Fire MarshalWe welcome reader suggestions: Please address your
comments to Tony Panzarella, Editor, Nassau County
EXPRESS at CSEA Nassau Co. Local 830, 400 County
Seat Dr., Mineola, NY 11501-4137.**CitiStreet to Continue as Deferred Compensation Plan Administrator**

On Feb. 11, Nassau County signed a new contract with CitiStreet to continue as the exclusive administrator and product provider of the Nassau County deferred compensation plan.

The Deferred Compensation Board, which includes representatives from CSEA and other unions representing county employees, also retained the advice of an independent financial consulting firm in assisting in the selection process.

The major changes under the new deferred plan contract are a "Best of Class" low-cost mutual fund select portfolio and a lower fee death benefit annuity from Travelers. The Travelers death benefit annuity has been part of the Nassau deferred compensation plan and provides members with a principle guarantee feature in event of the member's death. As part of CSEA's and the compensation board's negotiations with CitiStreet, the cost of this feature has been significantly reduced.

An example of how this benefit works would be the following: An employee invests in Travelers' annuity product. Because this money is invested in stocks, it will fluctuate with the market. If the employee passes away unexpectedly and the fund is worth less than the original amount invested, CitiStreet would send the employee's beneficiary a check for the amount of money invested.

Among other items negotiated with CitiStreet by the board are improvements to the quarterly statement and the web site at www.citistreetconnect.com, and an enhanced voice response system at (877) 862-9491.

Interest rates in the Travelers GTS fixed account were set at 4.5 percent for this quarter along with a new interest rate crediting method. Under this method, both old money and new money get the same rate.

"The members of the Deferred Compensation Board worked very hard to achieve the best possible benefit

package for all union members, maintaining high levels of service and minimal fees," said Nassau Local President Jane D'Amico.

D'Amico suggested that members with questions should call CSEA deferred compensation representative, Steve Cohen at (516) 571-2919, Ext. 17.

Job Fair

CSEA Nassau Local 830 President Jane D'Amico, center, looks over a list of private sector health care jobs available to CSEA members who were laid off by the Nassau Health Care Corporation. The occasion was a Job Fair organized by Nassau County Legislator David Mejias, left, held at the County Executive Building in Mineola. Recruiters from several Long Island hospitals were on hand for the event. At right is Patricia Gomez, one of the many job-hunters who attended.

President Continued From Page 1

Public Works. The brave members of the fleet services bureau also fought along with CSEA.

ON THE NHCC SIDE

We are now completing the language in the new contract, as well as discussing details related to tuition reimbursement, dental plan improvements and other newly negotiated benefits. We are also initiating an RVU Plan investigation for attending physicians and a demand for negotiations. We are also pursuing negotiations to include domestic partners in benefit coverage at the request of employees seeking parity on this issue. I will keep you posted on the progress of these items.

I am also in the process of forming a labor-management nursing committee to address contract issues related to the newly adopted nurse scheduling

clause. This clause is intended to relieve "standby" and "mandatory overtime" situations, along with nurse recruiting efforts. We are already recruiting full-time nurses working 12-hour shifts in various departments. Nurses wishing to serve on the committee should contact Linda at the Nassau Local office at 571-2919, Ext. 19.

By the time this reaches you, you will have received your cost of living adjustment raise and retroactive pay. You should receive your signing bonus in early April, shortly after longevity checks are distributed.

An "open letter" from me to our members at the Nassau Health Care Corporation appears on page 3. Among other things, it is meant to clarify some misconceptions about the recent contract approval and to inform you about several initiatives now being

undertaken on your behalf. I invite you to read it and join us as a union activist.

Please accept my best wishes for a happy spring and a joyous Easter and Passover season.

Yours in solidarity,

Jane M. D'Amico, President
CSEA Local 830

Revlon Run/Walk Facts

On April 30, CSEA members, friends and family will join more than 40,000 other participants in New York City to kick off the 7th annual Revlon Run/Walk For Women. Adults and children are invited to share in a united effort to help eliminate cancers that affect women.

What: A 5K Run/Walk and Health Expo

Who: More than 40,000 people are expected to participate

When: Saturday, April 30 at 8:15 a.m.

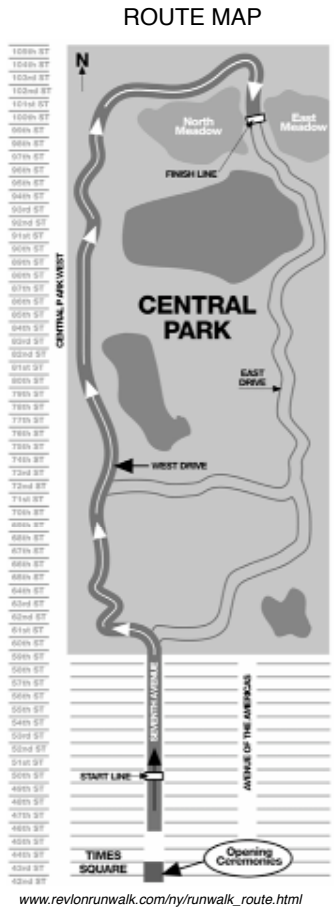
Where: Starting in Times Square, New York City, finishing in East Meadow, Central Park.

Why: To raise awareness and funding for research that will result in preventative education, early diagnostic indicators, treatments and ultimately a cure for cancers that affect women. Scientists throughout the United States who are researching cures for cancer, including local researchers, will benefit from money raised from the event. Nassau University Medical Center will be the only Long Island beneficiary.

Transportation: Round-trip bus transportation will be provided for all **REGISTERED** participants and volunteers.

Background: The Revlon Run/Walk was created through the collective efforts of the Entertainment Industry Foundation, Lily Tartikoff and Ronald O. Perelman. The event has grown to become one of the nation's most visible fund-raisers, to date raising more than \$24 million for cancer research, counseling, and outreach programs. The donations are now funding the development of new treatments, which are saving lives.

To participate as a runner or volunteer, call the Nassau University Medical Center Public Affairs Department at (516) 572-6055, or the Revlon Run/Walk for Women at (212) 379-3199.



Revlon Women's Run/Walk to Benefit Nassau University Medical Center

CSEA members at the Nassau University Medical Center are once again organizing a team for the Revlon 5K Run/Walk for Women to be held Saturday, April 30, in New York City.

The event raises funding to fight cancers that affect women.

The medical center has once again been selected as the only Long Island hospital slated to receive a grant from the proceeds. The money will be used to help underserved women who use the hospital's breast imaging services.

CSEA Nassau Local President Jane D'Amico said the hospital is looking to sign up runners/walkers and at least 60 volunteers for the event. Adults and children interested in joining the team as runners or volunteers are welcome. Transportation to and from the event will be provided for all registered participants.

Registration forms are available at area stores, restaurants, the medical center's main lobby information desk and the hospital's public affairs office on the ground floor of the Dynamic Care Building. The public affairs office can be reached at (516) 572-6055.

The medical center's team will gather April 30 for opening ceremonies at 8:15 a.m. in Times Square. The event begins on 7th Avenue and 48th Street at 9:15 a.m. The finish line and post-race ceremonies will be located between the East Meadow and North Meadow at Central Park.

More than 30,000 people participated in last year's race. The event has previously raised more than \$24 million for cancer research and treatment.

NUMC Needs Volunteers to Maintain Revlon Grant

CSEA Nassau Local President Jane D'Amico is urging members to volunteer for the Revlon/Run Walk in New York City on April 30.

Event organizers need volunteers during the morning hours.

One of the main beneficiaries of the event over the past several years has been the Breast Health Center at the Nassau University Medical Center, thanks to the participation of volunteers from the hospital.

"The medical center must provide at least 60 volunteers to work at the T-shirt table to continue receiving the grant," D'Amico said. "Our members have come through in the past and I am hoping they will continue to do so."

Members wishing to sign up as volunteers should call Shelley Lotenberg at (516) 572-6055 or Chris Mancuso at (516) 572-3300.

CSEA Reminder June 15 is Deadline to File for Compensation Time Cash

CSEA Nassau Local President Jane D'Amico said eligible county and Nassau Health Care Corporation employees wishing to convert their unused compensatory time to cash must notify their departments by June 15.

"Under the terms of both the county and Nassau Health Care Corporation contracts, employees who have a base salary at or below the final step in Grade 15 are eligible for the cash payments," D'Amico said.

D'Amico said workers who elect to cash in their compensatory time and inform their departments by the June 15 deadline will be paid in January 2006.

Compensatory time not paid to workers or used by employees will become part of an employee's termination pay upon separation from county service, subject to installment payment rules. Such payment will be made at the rate of pay in effect at the time of separation.

If you have any questions, contact your unit president or call the CSEA Nassau Local Office at (516) 571-2919.



Breland-Henry Wins CSEA Scholarship

Aisha Breland-Henry, daughter of CSEA member Michelle Breland-Henry of the Social Services department, is the winner of the annual \$500 scholarship awarded by

the Nassau Local Women's Committee. Aisha, a senior at Malverne High School, will attend Nassau Community College this fall. She will receive her award at the Women in Local Government Recognition Dinner on May 5 at Verdi's of Westbury. Aisha also received in January the Unity Committee's \$500 Martin Luther King Scholarship. In both instances, Aisha was cited for her outstanding academic record and community involvement.

April 15 Deadline

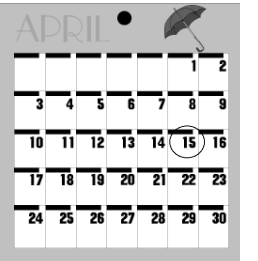
Apply for CSEA Scholarships

April 15 is the deadline to apply for CSEA scholarships. The scholarships are for children of CSEA members.

The scholarships include:

- The \$1,000 Irving Flaumenbaum Memorial Scholarship, three of which will be awarded in the CSEA Long Island Region.
- The \$2,500 JLT Scholarship Award in memory of Charles Foster that will be awarded to a high school student entering a State University of New York college or university.
- The unrestricted \$2,500 Met Life Scholarship Award in memory of Joseph D. Lochner.

All scholarships are intended for graduating high school seniors who are the children of CSEA-represented employees. Students can apply for all three scholarships on one application, available at the CSEA Nassau Local office at 400 County Seat Drive in Mineola. The office can be reached at (516) 571-2919. Also available at the local office is a booklet listing all CSEA/AFSCME scholarships including award requirements and application deadlines.



A Good Turn



The Boy Scouts of America slogan, "Do a good turn daily," was recently reversed when the CBTU Long Island Chapter and Davis Vision did a "good turn" for the boys of Cub Pack 372 in Elmont/Franklin Square. The Cubs gave their benefactors a rousing "bully" for donating 50 tickets to the pack for a New York Mets game in April. CBTU Long Island Chapter President Rudy Bruce is a CSEA Nassau Local vice president and the county Department of Public Works CSEA Unit President. Bruce thanked Davis Vision for joining CBTU in providing the tickets.



A Message From Long Island Region President Nick LaMorte

Greetings brothers and sisters,



Once again, it is time for us to come together in solidarity and brotherhood. It is time for a show of strength.

It is time for Lobby Day!

The Long Island Region is sponsoring buses to take CSEA members to Albany on

April 12. Our mission is to make state lawmakers realize that many items in Gov. George Pataki's proposed budget will have disastrous consequences for us on Long Island.

Rather than help New York's hospitals, nursing homes and home care agencies, the governor seeks to add to their burdens. Many of these public health care facilities are the providers of last resort for millions of underinsured and uninsured people.

The governor's proposed Medicaid cuts and increase in the gross receipts tax on hospitals (what we call the "sick tax" would result in public hospitals across the state, including University Hospital in Stony Brook and Nassau University Medical Center in East Meadow, *losing nearly \$1 billion in funding*. Similar proposals would cost public nursing homes like A. Holly Patterson Extended Care Facility in Uniondale more than *\$500 million*.

The governor also proposes to speed the phasing out of the temporary personal income tax surcharge, enacted in 2003. The purpose was to help the state cope with large budget deficits without cutting funding to necessary state programs. This premature phase-out will result in crippling cuts to nearly every public hospital and nursing home in New York. This is not reform, but a prescription for health care disaster!

These cuts will pull the plug on vital medical facilities that employ thousands of people and are essential to the health of millions of working families. These proposals will devastate the local economies and slash the safety net for so many of our most vulnerable people, including the needy, the elderly, and children in poor and middle-income families.

Pataki is again including language in the proposed budget to privatize SUNY's teaching hospitals, including University Hospital. It would allow the SUNY trustees to contract with private not-for-profit corporations to operate the hospitals. That

is **If left unchecked, these proposals will cause hardship, suffering, unemployment, and yank the safety net from under many people.**

disaster waiting to happen! Premier public medical facilities such as University Hospital came about because the private sector failed to adequately provide the education and quality health care the public hospitals now provide! The governor's apparent goal is privatization, regardless of the devastation to these institutions, the employees, and the people they serve.

Do you or your children use public libraries? The governor's budget under-funds public libraries by more than \$6 million. That's money that can be used to buy books, library computers, and provide educational programs for people of all ages.

CSEA is also opposed to the governor's proposal to privatize New York's roads and bridges. Providing safe roads and bridges is a fundamental role of government. To ask the people to rely on companies that care most about profits to ensure safe roads and bridges is just plain foolish.

Throughout the state and country we have seen privatization fail to deliver. Privateers promise the moon, but their wild estimates are not based in reality and taxpayers are left holding the bag. Studies have consistently shown public services, employees, and taxpayers suffer from the privatization of public services.

It is up to us to ensure state lawmakers understand that the governor's budget will have a direct impact on residents' everyday lives. If left unchecked, these proposals will cause hardship, suffering, unemployment, and yank the safety net from under many people.

If you feel, as I do, that this is unacceptable, then call the CSEA Political Action department toll free at (800) 342-4146, ext. 1404 to sign up for Lobby Day. Lunch and refreshments will be provided. We are making three convenient stops: 5:45 a.m. at the Park and Ride in Farmingville; 6 a.m. at the region office in Commack; and 6:30 a.m. at the Sears Park and Ride in Hicksville.

Remember – **it is up to us** to make the governor and state lawmakers realize that Long Island will not take a back seat!

In solidarity,

Nick LaMorte, president
Long Island Region

Honored at A. Holly Patterson

CSEA member Barbara Keipert, center, a



registered nurse at A. Holly Patterson Extended Care Facility in Uniondale, was honored as Employee of the Month for February. Keipert has worked in the facility's respiratory and ventilator units for more than 10 years. She was recognized for demonstrating high levels of ability, knowledge and compassion in managing the residents of one of the state's largest nursing homes. Keipert was also recognized for her professionalism in working with physicians, staff and visitors. On hand to congratulate Keipert are registered nurses Peggy DeFina, left, and Joan Demetriou.

Inside Reporter

CSEA DOT mechanics ...



Above, Department of Transportation Local President Bill Stodolski, right, chats with Michael Provenzale on the shop floor.



Left, CSEA members working at the state Department of Transportation's Central Islip equipment shop built two working tractors from parts from this tractor, destroyed by fire, and two other unusable tractors.



Above left, shown with one of the two tractors they rebuilt from three burned ones, saving the state \$75,000 are, from left, Nick DiNicola, Salvatore Di Quattro, a CSEA shop steward, and Chris Lyons.

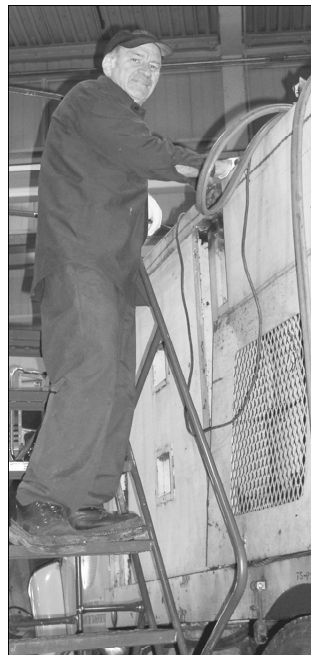
Above right, Bill Plevik drives a mobile crane on the shop floor.



Left, George Simpson is shown with a DOT sweeper, which has several parts that he must periodically replace.



Right, Pepito Noynay does some spot welding on a Department of Transportation truck.



Above, shown at the DOT's Equipment Management shop in Central Islip are, kneeling, from left, Frank Kammerer, Pepito Noynay, Nick DiNicola, George Simpson and Salvatore Di Quattro; standing, from left, are Chris Lyons, Michael Povenzale, Chris Schifine, Bill Plevick, John Rieff and Paul Auer. The patch on their shirts reads "We know, we care, we make it happen."

Left, Frank Kammerer, working on one of the state Department of Transportation's trucks, has worked around vehicles throughout his entire career.

... rebuild, repair, save taxpayers money and keep Long Island running

CENTRAL ISLIP — There are high maintenance people and there are high maintenance objects. Among the latter is the street sweeper.

"A sweeper is a high maintenance vehicle," said CSEA member and mechanic George Simpson, standing recently on the floor of the state Department of Transportation's equipment management shop in Central Islip. "It has an elevator in back that pulls the stand up. We have to replace some parts two or three times a year. The brooms need repair."

About 15 mechanics and a welder, who belong to CSEA's Department of Transportation Long Island Local, repair the sweeper and hundreds of other state vehicles in the department's equipment management shop.

During Long Island's heavy snowfalls over the last three winters, maintenance shop employees have worked long and efficiently to keep department vehicles working during snowstorms. The Department of Transportation's Long Island region director recently commended the shop workers for their efforts in keeping vehicles and equipment functioning during snowstorms.

When the snow hits, everyone in the shop works hard to get any damaged equipment fixed and out in the storm as quickly as

possible.

"We work around the clock to keep the state going," said mechanic Chris Lyons.

"It's amazing how such a small group can maintain such a large fleet to protect the motorists," said CSEA Department of Transportation Long Island Local President Bill Stodolski.

There are two or three mechanics at each of the department's six residencies on Long Island, but they have only limited space for repairing vehicles, some of which are very large. The Central Islip shop, at a significantly larger size than the residencies, instead takes the repairs.

"We are the major repair facility," said Sal Di Quattro, a construction equipment mechanic and 27-year CSEA member. The local's only shop steward on Long Island, he has earned 18 commendations from the state for, as he put it, "getting things right."

"They take care of repairs from Montauk Point to Westchester County," Stodolski said.

CSEA members also give life back to damaged and unusable equipment. Recently, Lyons, Nick DiNicola, Rajkumar Parsotan and Di Quattro dismantled three fire-damaged tractors and re-built the parts into two working tractors. Since a new

tractor costs about \$35,000, the workers saved New York state about \$70,000.

While workers are unsure of the total number of vehicles they maintain, many employees believe they maintain hundreds of vehicles. "It depends on how you count them," Di Quattro said. Shop employees service many types of construction and road equipment, including dump trucks, tractors, mobile cranes, sweepers, fork lifts, steam rollers and asphalt trucks.

"We've got specialty equipment that paints stripes on the street," Paul Auer, shop foreman and CSEA member, said.

The work also has a seasonal element. Simpson said street sweepers can't be used in snow. "They're in here now getting rebuilt," he said. "We are also rebuilding tractors with blades, because there's no grass to cut."

Experience plays an important role in the shop's success.

"Together, we have hundreds of years of experience," said Di Quattro. "I've got 35 years of experience, and the workers' average age is 50. Many of them started when they were 20 years old. There are no rookies in here."

Maintenance equipment mechanic Bill Plevik is an example of the workers' experience and the skills they have acquired. He's 59 years old and has 43 years of experience working with

vehicles. He started working for a tree company when he was about 16 years old and was soon fixing its equipment while other workers tended to the trees. He has an associate's degree in automotive technology from Franklin Institute in Boston.

Before getting his state job 11 years ago, Plevik worked at auto dealerships and private repair shops, and fixed tank turrets and howitzers in the Army.

In the Department of Transportation shop, he was driving a mobile crane with a 7-ton capacity used to lift the big hoppers that go in the back of dump trucks and tow stalled vehicles. "It does all our heavy lifting," he said.

Frank Kammerer, a maintenance equipment mechanic and 26-year CSEA member, was also asked how long he has worked around vehicles. "All of my life," he said.

Around the Region

Calendar of Upcoming Events: April 2005

- 2 - Defensive Driving — 9 a.m. - 3 p.m.
- 4 - Human Rights Committee Meeting — 6 p.m.
- 12 - PEOPLE Committee Meeting — 5 p.m.
- 13 - Local 920 General Membership Meeting — 11:15 a.m. - 3:15 p.m.
- 13 - Defensive Driving — 5:30 p.m. - 8:30 p.m.
- 14 - Defensive Driving — 5:30 p.m. - 8:30 p.m.
- 18 - Women's Committee Meeting — 5:30 p.m.
- 20 - Education and Training Committee Meeting — 5:30 p.m.



26 - Political Action Committee Meeting — 5:30 p.m.

28 - Local 430 Shop Steward Meeting — 5:30 p.m. — Ronnie Oliver 495-1802

Grievance training builds union strength

STONY BROOK — The Long Island State Veteran's Home on the SUNY Stony Brook campus recently hosted a vital union training session.

CSEA Labor Education Specialist PeggyLou Zakrzewski conducted a workshop on work place interrogations and disciplines.

Pamela Woolridge, a developmental aide employed at Long Island Developmental Center, found the session very helpful. "I learned how to help someone in the disciplinary process, and how to find the information I need to represent them."

The workshop covered topics including union rights during the disciplinary process, disciplinary procedures contained in the contract and Civil Service Law and how to file a grievance and represent an employee in a settlement.

"It was very enlightening and I learned a lot," Long Island Developmental Center employee and

CSEA member Roger Mincy said. Using workbooks, video and role-playing techniques, CSEA members completed the workshop armed with the tools necessary to help union members on the job.

Gloria Cannon, a developmental aide at Long Island Developmental Center, took the course for the first time. "I've been with the state for 23 years and was surprised to find out that I didn't know a lot of things until I took this workshop."

Many CSEA Education and Training workshops are offered throughout the year. For more information, watch for fliers posted by your local or unit, log onto the Long Island Region web page on the CSEA web site at www.csealocal1000.org/r1/region1.php and look for the calendar of upcoming events, or call the CSEA Education and Training department toll free at (800) 342-4146.



Members from the state Veteran's Home Local attend a workshop on work place interrogations and disciplines recently at the SUNY Stony Brook campus.

Village of Hempstead members worked to get out the vote

HEMPSTEAD VILLAGE — Despite the efforts of dozens of Nassau Municipal Local members and CSEA members who live in the village, Mayor James Garner was defeated in his bid for a fifth term.

Wayne Hall, a village trustee, was the winner in a five-candidate race for Village Hall on March 15.

"We appreciate all the years of service Jim Garner gave to this village since 1989," said Gary Kornova, 1st vice president of the Village of Hempstead Unit of the local. "Our union found him to be an honest person and fair. He was dedicated to the community. He was concerned with the employees of the village."

Kornova said the unit had a good relationship with Hall during his years as a village trustee and hopes to continue working well with him as mayor.



Philip Abbondandolo, left, and Gary Kornova, Village of Hempstead Unit 1st vice president, prepare literature for distribution to CSEA members in the village.



Activist Bijan Farahani, a union member who works in the village's Engineering Department, drops literature for Garner, union-endorsed candidate for re-election, at the home of a CSEA member.

Long Beach unit sponsors health fair

LONG BEACH — Dozens of members of the City of Long Beach Unit of the CSEA Nassau Municipal Local visited the 28 information booths at a recent information fair.

Health matters played an important part of the fair. The unit joined the CSEA Dental Plan in August, and many dentists who participate in the union plan attended the fair with information about their services.

Vendors also provided free vision, blood pressure and body fat testing and consultations with a nutritionist and chiropractors. Two health clubs, New York Sports Club and Long Beach Curves, also sent representatives.

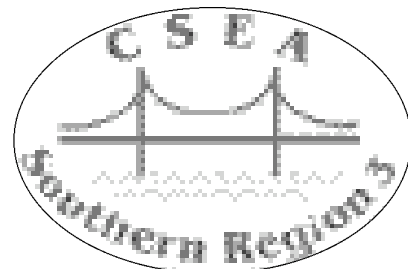
"There were lots of information, services and prizes," said Colleen Silvia, unit president and fair planner. "Members said this year's fair was very informative and had a lot more vendors than in the past."



Brothers Kevin, far left, and Billy McCarthy, second from right, and Unit President Colleen Silvia, far right, greet Long Island Region President Nick LaMorte, second from left, at the recent information fair sponsored by the City of Long Beach Unit of the Nassau Municipal Local.

Southern Region CROSSROADS

• Your Union Newsletter



• A supplement to *The Work Force* • April 2005 Vol. 9 No. 1

A Message from Southern Region President Diane Hewitt

Your Vote Makes a Difference



This edition of the *Southern Region Crossroads* reaches you at a time when we need your help.

Our public hospitals and nursing homes, which in this region include Westchester Medical Center, are in fiscal crisis. One solution, initiated by CSEA, needs your support.

CSEA supports the continuation of a one-quarter of one cent state sales tax hike, initiated in 2003 to bridge the state budget shortfall. Future proceeds could go directly to New York's public hospitals and nursing homes, places that have suffered from inadequate Medicaid reimbursements and other shortfalls.

While a tax hike wouldn't eliminate the budget losses at public health facilities such as Westchester Medical Center, it is the most logical proposal and it would be a big step toward mending the problems.

I encourage you to reach out to our elected officials on this issue. CSEA region-wide media campaign is bringing attention to this critical issue. Our ads are reminding the public that "health care needs urgent reform now." (See story on same page for more information.)

The unit's steering committee is working hard to improve communication through a new web site and newsletters to involve members and the community to support our fight.

Please See President Continued on Page 3

Region reschedules Major Weekend

Due to scheduling conflicts, the Southern Region Major Weekend will now be held Oct. 21-23. The workshop was originally scheduled for April 1-3.

The event will still be held at the Fernwood Hotel & Resort in Bushkill, Pa. Members of the region's Education and Programs Committee are already hard at work on the lineup of workshops, so mark your calendars!

CSEA fighting for future of Westchester Medical Center

VALHALLA — CSEA members employed at Westchester Medical Center are mobilizing to save the hospital from future cuts and preserve quality health care services.

To fight layoffs, other cuts and privatization at the hospital, Westchester Medical Center Unit members have formed a steering committee. Subcommittees are tackling improved communication through an updated unit web site and regular newsletters, outreach to community groups for support, and targeting which hospital areas CSEA members are working in.

Steering committee members are also working to organize a rally scheduled for April 7 a statewide "day of action." The time and location of the rally was not set at press time.

CSEA is also sending its message to save ailing hospitals and nursing homes through a statewide television and radio advertising campaign featuring President Danny Donohue. The ads are airing locally in the Hudson Valley, Westchester and New York City media markets.

In the ads, Donohue reminds the public that "health care needs urgent reform now" and urges support for health care facilities. The ad also lists a CSEA hotline for those seeking more information about the fight to save health care. That number is 1-800-342-4146, ext. 1408.

Meanwhile, CSEA is pressing state and local elected officials to join the union in its fight to save the hospital, and the union is proposing the indefinite extension of a temporary sales tax as one solution.

CSEA is leading the fight for continuing the one-quarter of one cent state sales tax as a way of aiding Westchester Medical Center and other ailing public health facilities statewide.

Please See Westchester Continued on Page 3

Members of the newly formed Westchester Medical Center Unit steering committee meet recently.



President *cont'd from Page 1*

Our public hospitals and nursing homes are open to all, even those who would be turned away from private hospitals. Someday, we may need the services at Westchester Medical Center, which specializes in services that draw patients from even beyond the Hudson Valley, we may need a bed at a county nursing home. Call, write, fax or e-mail our elected officials and let them know you support the continuation of the 4.25 percent state sales tax. Make sure they know the money should go exclusively to public health care facilities.

On another note, school board elections and school budget votes will be here shortly. Many CSEA members make up the backbone of our school districts, literally keeping our schools running. It is crucial for all of us to vote. The people who serve on our school boards are those who decide what will — and will not be — in our school district contracts. School district units may extend some influence by meeting with their local political action committees to decide whether to endorse candidates and budgets.

In other news, our members at Middletown Psychiatric Center received a letter in their March 2 paychecks from the state Office of Mental Health that their facility will close April 1, 2006. We've fought for many years to keep Middletown open. We now fight to ensure that the mental health services offered at this historic facility remain available to residents in the facility's service area of Orange and Sullivan counties. It's crucial the services remain local and be provided by the experienced public employees.

At press time CSEA remained concerned about a lack of a specific plan from the administration.

CSEA is also addressing the ongoing issues facing the Yonkers Public Schools. It goes without saying that we disagree with the recent proposal to merge the school district's finance, purchasing and information technology departments with those of the City of Yonkers. We are looking into the legality of that situation and bracing for the news that will come with the presentation of the upcoming school budget. Our brothers and sisters working in the Yonkers schools need our support!

Speaking of voting, the re-election of President George W. Bush is something that affects us all. The Bush administration's anti-union tendencies have gotten even worse in his second term. Federal employees, working as close by as West Point, are taking a hit. The governors of two states have gone so far as to eliminate state workers' right to union representation. Regardless of your political leanings, please recognize that this is a very disturbing trend. We must not let it go any further.

Westchester *cont'd from Page 1*

The tax, initiated in 2003 to fund a state budget shortfall, was set to expire this May. Keeping the state sales tax at 4.25 percent rather than 4 percent and directing proceeds to public health facilities could provide the cash needed to fund the projected \$100 million request from officials at Westchester Medical Center, the only Level 1 trauma center and specialty service provider in the Hudson Valley. The hospital employs about 1,600 CSEA members.

"Extending the state sales tax isn't the only solution needed to aid public health care facilities in New York state, but it would play a significant role in the remedy," Donohue said. "In our discussions with county and state leaders in Westchester, it has become apparent that this is the most viable solution."

CSEA members at the hospital are also signing thousands of pre-printed postcards that will be sent to the hospital's Board of Trustees Chairman Richard Berman, Westchester County Executive Andrew Spano and Westchester County legislators George Oros and William Ryan.

The postcards urge an investigation into the relationship between Pitts Management, the Louisiana-based management firm currently managing the hospital, and PHNS, a Louisiana consulting firm hired to evaluate whether outsourcing is an option for the hospital's patient accounts and information services departments. Members are also individually contacting their elected officials.

CSEA is also closely scrutinizing the trend of eliminating civil service

positions at the hospital, and outsourcing them to a private subsidiary called Matrix. Hospital CEO Mary Brown has said moving jobs to Matrix allows the hospital more flexibility in hiring.

"I find that hard to swallow," said Southern Region President Diane Hewitt. "What this really looks like is a union-busting move, which is hardly a surprise coming from a CEO who hails from a right-to-work state. Any privatization attempts will not be tolerated."

“What this really looks like is a union-busting move, which is hardly a surprise coming from a CEO who hails from a right-to-work state. Any privatization attempts will not be tolerated.”

Southern Region mourns death of Poughkeepsie Public Works employee Denis Keenan

POUGHKEEPSIE — For Workers' Memorial Day on April 28, CSEA urges Southern Region members to remember Denis Keenan, a city of Poughkeepsie Department of Public Works employee who died on the job Jan. 26.

Keenan, 43, was unloading salt from the back of a department truck when he bent down to check on its progress. A rotating shaft attached to a conveyor belt that moved the salt, grabbed onto the collar of Keenan's shirt, strangling him. A Fishkill resident, Keenan left behind a wife and two sons.

An investigation by CSEA's Occupational Safety and Health Department determined that a guard on the conveyor belt that should have protected Keenan was missing.

"It's tragic to lose anyone at such a young age, but for someone to lose their life because of something preventable is that much more distressing," said Town of Poughkeepsie Unit President Patrick Brown, who serves as chair of the Southern Region Health and Safety Committee.

"On behalf of all the members of the Southern Region, my condolences go out to Denis Keenan's family," said Southern Region President Diane Hewitt.

"Denis was a very hard worker," said Bruce Dooris, a city unit member who worked with Keenan. "He was well liked by everybody here."

A memorial fund has been set up in Keenan's name. Donations may be mailed to the Denis Keenan Memorial Fund, c/o William Foster, 8 Chester Harrison Drive, Montrose, N.Y. 10548.

Kobbe honored at retirement

NEWBURGH — Longtime Putnam County Local President Irena Kobbe was the reason for a recent night of dining and dancing when a surprise retirement party was thrown in her honor in Newburgh.

Numerous CSEA officers and members, along with other colleagues, family and friends attended the party.

CSEA President Danny Donohue, Executive Vice President Mary Sullivan and Southern Region President Diane Hewitt were just a few of many who toasted Kobbe on her decades of union dedication and 38 years of service as a Putnam County employee. A few well-meaning people didn't hesitate to roast Kobbe, either.

Weeks before the retirement party, Putnam County legislators and County Executive Robert Bondi presented Kobbe with a proclamation in her honor.

Kobbe, a seasoned traveler, said she and her husband, Ron, a former CSEA activist, are looking forward to moving soon into the home they recently bought in Florida.



Above, Southern Region Executive Board members presented Irena Kobbe, seated at right, with a beach bag full of goodies the new retiree can use at the beach near her new Florida home. Kobbe was active in CSEA on the local, region and statewide levels for nearly 40 years. From left are region officers, including Secretary Christine Mumma, 2nd Vice President Tom Murray, 1st Vice President William Riccaldo, President Diane Hewitt, Executive Vice President Gary Conley and Kobbe.



Prior to a retirement dinner held in her honor, retiring Putnam County Local President Irena Kobbe received a proclamation from members of the Putnam County Legislature. Pictured, left to right, are Putnam County Executive Robert Bondi, County Legislator Michael Semo, Kobbe, Southern Region President Diane Hewitt, and Putnam County Unit President Mark Semo.

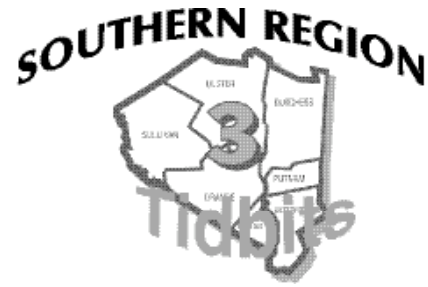
Southern Region Crossroads

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www.csealocal1000.org

Do you have an article or announcement for *Crossroads*?
Contact Jessica Stone at the above phone or fax numbers or e-mail at stone@cseainc.org



CSEA co-sponsors school funding forum

Assemblywoman Sandy Galef will present a school funding forum April 28 from 7 p.m. to 9 p.m. at the Cortlandt Town Hall at 1 Heady St. in Cortlandt Manor. CSEA is a co-sponsor of the event. The three-panelist forum will address the debate over whether New York's schools should be funded by property or income taxes.

Westchester Local offers two scholarships

WHITE PLAINS — The Westchester Local's Scholarship Committee is offering the Westchester Local 860 Scholarship and the Westchester Local 860 Grace Ann Aloisi Scholarship.

The Westchester Local 860 Scholarship will be awarded to 12 graduating high school seniors who plan to pursue higher education and are children of local members or agency shop fee payers. Each scholarship is worth \$1,000.

The Westchester Local 860 Grace Ann Aloisi Scholarship is a \$1,000, four-year renewable scholarship awarded to one graduating high school senior pursuing a degree in labor relations or another labor-related field of study, such as history, economics, law, political science, journalism, or sociology, or in public service. The recipient must be the child of a Westchester Local member or agency shop fee payer with at least one year of employment in a CSEA-represented job. The student must maintain a 3.0 grade point average or higher and to renew the scholarship each year, must remain enrolled in the same degree program.

To request an application, call the Westchester Local office at (914) 428-6452. Deadline is April 15. Candidates will be notified by May 27.

Region represented at Women's Conference

ALBANY — The Southern Region was well represented at the recent CSEA Women's Conference at the Desmond Hotel in Albany.

The conference featured workshop topics varying from domestic violence to elder care, thanks to the hard work of the CSEA Women's Committee.

Christine Mumma and Karen Pecora, pictured above in costume for a skit depicting famous women in history, are the region's representatives on the committee.



CSEA members show their generosity

WOODBURNE — Helping others isn't just the day-to-day work CSEA members perform as public and private sector employees. It's also something they do in their spare time. Members recently pitched in to help tsunami victims. The Monroe-Woodbury



School District Unit participated in a district drive that raised more than \$6,000, and CSEA members employed at the Wallkill Correctional Facility also dug into their pockets for support.

In photo above, Sullivan County Local members played Santa to a class at Sullivan County Head Start in Woodbourne, providing nearly 24 underprivileged children with holiday gifts.

Southern Region officers installed

SUFFERN — The slate of Southern Region officers elected in May 2004 was installed at a dinner held Aug. 6, 2004, at the Holiday Inn in Suffern.

The officers are Region President Diane Hewitt, Executive Vice President Gary Conley, 1st Vice President Billy Riccaldo, 2nd Vice President Tom Murray, 3rd Vice President Liz Piraino, Secretary Christine Mumma and Treasurer Diana Harris.

The only new officer on the slate is Piraino, who serves as president of the Dutchess County Unit and the Dutchess County Local. Putnam County Local President Irena Kobbe, who had served as executive vice president, opted not to seek another term because of her retirement plans.

"The installation dinner was a big success," Hewitt said. "I thank President Danny Donohue and Executive Vice President Mary Sullivan for taking time out of their busy schedules to join us."

Orange County Unit to award scholarships

GOSHEN — The Orange County Unit will award six \$500 scholarships to graduating high school seniors who have a parent as a member of the Orange County Unit.

For applications or more info, call scholarship chair Angela Murray at (845) 291-2933.



Region health and safety conference a success

CSEA members showed enthusiasm at the recent Southern Region Health and Safety Conference. More than 100 members attended the weekend conference, held at the Renaissance Hotel in White Plains.

Participants attended workshops with topics including indoor air quality, ergonomics and effects of working long hours.

John Magilton, a member of the Westchester County Unit, was the recipient of the Health and Safety Award, presented by Southern Region President Diane Hewitt. Magilton, one of several nominees for the honor, was chosen because he courageously brought attention to numerous safety hazards at his county Department of Public Works work site in Valhalla.



Maureen Cox of state Public Employment Safety & Health explained to CSEA members the safety issues the agency can and cannot



rights in the work place.

Assemblywoman Sandra Galef, whose district covers portions Westchester and Putnam counties, addressed current state issues pertaining to health and safety.



address.

CSEA Industrial Hygienist Mark Stipano opened the plenary session, which addressed employees' safety



Tony Straka of NYCOSH was one of several presenters. His workshop highlighted the effects and hazards of shift work and working long hours, and he offered suggestions to make such work situations more manageable.



Med center to cut 144 more jobs

County Nursing Facilities Struggle

Sick Tax Ill Conceived

Contracting Out Health Care Jobs A Growing Epidemic

Care battles bottom line

CSEA SUPPORTS PLAN TO HELP WESTCHESTER MEDICAL CENTER

CSEA — New York’s Leading Union — supports efforts to extend indefinitely the quarter percent sales tax set to expire May 31, and apply it specifically to help shore up the finances of Westchester Medical Center and ailing public health care facilities statewide.

Reforming New York’s health care system is CSEA’s top priority. The situation at Westchester Medical Center is a prime reason why: It’s a first rate facility providing some of the area’s most important medical services and serving a unique mission.

But the fiscal situation at Westchester Medical Center is extremely serious.

There are no simple solutions to this crisis, but the sales tax extension is a significant part of the answer. CSEA will work vigorously to support this initiative in Albany and across the state and more must still be done.

It is also critical that New York move quickly to:

- Update the Health Care Reform Act to end the shortchanging of public facilities through outdated funding formulas.
- Establish a Medicaid preferred prescription drug list that could save the state and localities up to \$1 billion annually.
- Expand the use of home health care as appropriate.



CSEA will fight for a better future for Westchester Medical Center, our members and the services they provide.

CSEA is Leading The Fight To Save Health Care



LOCAL 1000 AFSCME, AFL-CIO

Benefit for CSEA members
and their families ...

SAVE 10%
ON YOUR CAR INSURANCE
FOR 3 YEARS



PLUS
REDUCE UP TO 4 POINTS ON YOUR DRIVING RECORD

- The Point and Insurance Reduction Program is a 6-hour course in Accident Reduction and can be scheduled for you at any time and anywhere.
- Initial cost is \$19 – offset many times over by a reduction in insurance premiums.

Take the Point and Insurance Reduction Program – The money you save is yours; the life you save could be yours or someone you love.

Ask your Local President to schedule a class by calling Jim McGuirk at 518-369-5443.



Calling all CSEA veterans

Are you a veteran? If so, then the CSEA Standing Veterans Committee would like to hear from you! Please fill out this coupon below, cut it out and mail it to CSEA headquarters at the following address:

CSEA, Inc.
ATTN: Standing Veterans Committee
143 Washington Ave.
Albany, NY 12210



V E T E R A N S	NAME _____ SOC. SEC. # _____	V E T E R A N S
	ADDRESS _____	
	PHONE () _____ LOCAL _____ REGION _____	
	BRANCH OF THE MILITARY _____	

Payroll deduction enables increased PEOPLE giving

WHITE PLAINS — Israel Rosa may spend his days working as a caseworker for the Westchester County Department of Social Services Yonkers office, but he's also contributing to change in our nation's capital.

Rosa doesn't work in Washington, D.C., but he is one of the many CSEA members statewide contributing to PEOPLE, AFSCME's legislative, political and fund-raising program. The Westchester County Unit, to which Rosa belongs, secured in its new contract last year payroll deduction for PEOPLE.

Those deductions will make a difference. Among the concerns PEOPLE is tackling is the proposed privatization of Social Security by the Bush administration, a matter that concerns Rosa. It's also a priority for Scherna Sutton, an eligibility examiner for the Department of Social Services' White Plains office who recently signed up for PEOPLE.

"I don't like the plan for Social Security because there isn't one," Sutton, a 13-year CSEA member, said. "Each individual taking care of their own [retirement fund] does not work."

When Pedro Baez, the unit's political action chair, wasn't busy recruiting new PEOPLE members, he was reflecting on his own concerns.

In addition to worrying about the future of Social Security, he's glad to see PEOPLE fighting the privatization of public sector jobs, a move he thinks accommodates union busting.

"We have to make sure they don't destroy the union as we know it," he said.

Because the Westchester County Unit has about 4,000 members, PEOPLE should get a big boost. PEOPLE Coordinator Cheryl Palmer said she hopes to have a significant number of unit members signed up for PEOPLE by this summer.

"We're going to try to hit every county work site," Palmer said.

Members seem to prefer payroll deduction to writing a check, Palmer said. A few dollars are deducted from a paycheck rather than the membership lump sum, plus, "It's just easy. They don't have to remember to write a check every year."

And thanks to people such as Rosa, the small amount deducted from his paycheck is going to fight some big battles.

"I know it's a great cause and we have to make sure we have a voice in Washington," he said.



Scherna Sutton, left, a member of the Westchester County unit, examines her PEOPLE enrollment form while members Israel Rosa, center, and Pedro Baez, right, look on. The unit successfully negotiated PEOPLE payroll deduction into its latest contract with the county which was settled in June.

Welcome to our new locals and units!

BEACON — The Southern Region has welcomed several new locals and units recently. We hope to see many new activists coming out of their ranks!

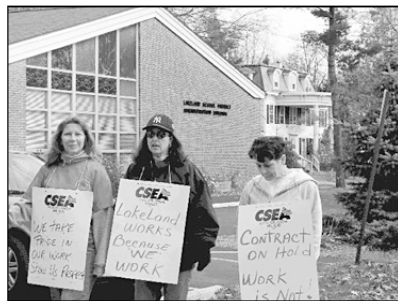


SUNY Purchase Food Service/Chartwells Local
 Westchester Medical Center Food Service/Sodexo Local
 Orange County Sheriff's Office Superior Officers Unit
 The Eastern/Ulster Corrections Local has split: the two correctional facilities now have their own locals. Welcome to the Eastern Correctional Facility Local and the Ulster Correctional Facility Local.

Contract victories

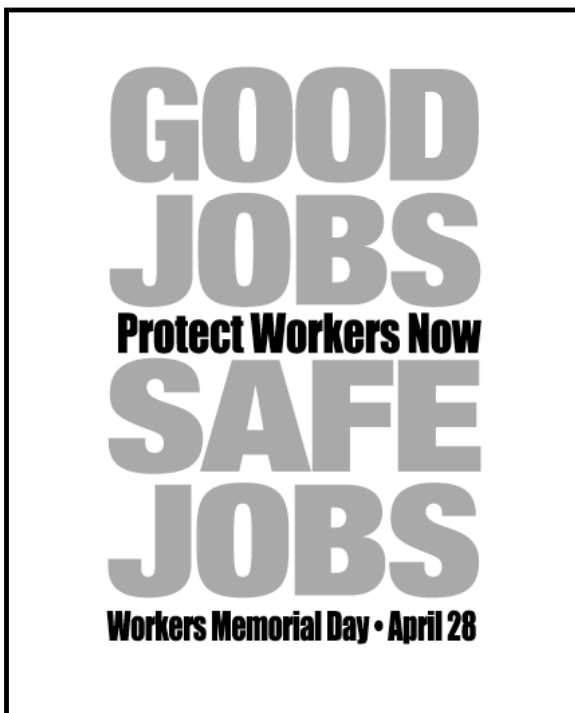
BEACON — Some contracts are resolved quickly, and then there are negotiations that take many months or several years. Here are a few of the Southern Region's recent contract victories:


- City of White Plains
- Monroe-Woodbury School District
- Port Jervis Schools Unit
- Morrison-Crothall Local
- Westchester County Unit




There are also contracts that have yet to be settled:

- Rockland County Unit (at impasse)
- Lakeland Schools Unit
- Westchester Medical Center Unit







Elder Law

Workers' Compensation and Social Security Disability Matters

Personal Injury Matters


MEMBERS ONLY PROGRAM INFORMATION

1-800-342-4146

or

Go to the CSEA website at www.csealocal1000.org where you will find the link for the Legal Services Program.

Quality legal representation at little or no cost for injury/illness related matters. Also, representation is available at special "CSEA rate" for Elder Law matters as well as other personal legal matters.



Local 1000, AFSCME, AFL-CIO
 143 Washington Ave., Albany, NY 12210
 Danny Donohue, President