

THE Work Force

April 2012

Vol. 15 No. 4

Politics before people

**Cuomo, legislators
put self-interest first**



See pages 2, 3, 4, 5, 10, 11

Photo of the Month



Photo by E. Molitor

An AFSCME activist dressed as “Monopoly Man” and an inflatable corporate pig hand out fliers in front of the state Capitol recently, urging people to tell state lawmakers to say “No” to Tier 6. See related stories, pages 3, 4, 10, 11.

Cuomo, legislators took care of political cronies in pension scheme

A BOONDOGGLE provision approved in the dark of night in the recently enacted pension legislation in Albany provides quite a perk for legislators and highly paid politically appointees at taxpayer expense.

The expanded 401(k) type defined contribution program for non-union employees earning more than \$75,000 will be open to state legislators and political appointees.

Under Gov. Andrew Cuomo’s highly touted provision, state taxpayers will have to cough up 8 percent of salary – that’s thousands of dollars – annually, for the individual investment funds of the highly paid political cronies. This after Cuomo and lawmakers claimed that New York can’t afford decent pensions for low and middle income front line state workers any more.

Making it even worse, front line workers now need 10 years of service to vest in their pension program.

But the politically favored few can literally take the money and run after just one year of service, so it’s like getting a cash bonus windfall they didn’t earn.

“This is a disgrace and the governor and legislators ought to

“Not only did they act in the dark of night on a political deal that put their self interest ahead of people, but it’s now clear they enacted a giveaway deal for themselves and their political cronies at taxpayer expense.”

be ashamed of themselves,” said CSEA President Danny Donohue. “Not only did they act in the dark of night on a political deal that put their self interest

ahead of people, but it’s now clear they enacted a giveaway deal for themselves and their political cronies at taxpayer expense.”

CSEA is mounting a campaign to push back against the bonus political giveaway. (See page 20.)

Online option available for leadership mailing!

Attention CSEA activists and leaders: The CSEA leadership mailing is now available online. No more paper, if you choose this option! Go to www.csealocal1000.org, log into the members only area, and select the Leadership Mailing application from My APPS.

CSEA President Danny Donohue is on Facebook

Visit — and like — President Danny Donohue’s Facebook page. Stay up-to-date on issues that affect your union and your life!

Visit and like President Danny Donohue’s page on Facebook today! Go to: <http://www.facebook.com/pages/Danny-Donohue/>



Update your information online

CSEA is improving its ability to send you critical information. Log in to www.csealocal1000.org, and select “APPS” and “My CSEA” from to make sure your contact information is up to date.

Tier 6 political deal has serious consequences

ALBANY — CSEA slammed Gov. Andrew Cuomo and the state legislative leadership, Senate Republicans and Assembly Democrats for a politically expedient deal that trades the future retirement security of working New Yorkers for legislative redistricting lines.

Lawmakers voted to approve a modified Tier 6 pension “reform” proposal, which CSEA vehemently opposed, in exchange for the governor dropping his opposition to their new legislative district proposal, required as a result of the 2010 Census.

“Tier 6 shoved down the throat of state legislators fixated on their own self-preservation, will be devastating to 99 percent of New Yorkers,” Donohue said.

“This deal is about politicians standing with the 1 percent — the wealthiest New Yorkers — to give them a better break while telling nurses, bus drivers, teachers, secretaries, and laborers to put up and shut up.”

Last December, Cuomo pushed for a tax break for the wealthiest New Yorkers that exceeds the pensions of most working people.

Union suspends endorsements, contributions

CSEA has suspended all state political endorsements and contributions. This unprecedented action is a direct result of the political deal between Cuomo and the state legislature.

“This action is necessary to give our union the opportunity to re-evaluate our political relationships and make judgments about the criteria we use in determining who has earned and deserves our support. It is also important to consider how our support is valued,” Donohue said. (See President’s Column, page 4)

“CSEA will also use this time to consult with our brother and sister unions and other allied community organizations

“This deal is about politicians standing with the 1 percent — the wealthiest New Yorkers — to give them a better break while telling nurses, bus drivers, teachers, secretaries, and laborers to put up and shut up.”

Learn how your elected officials voted on Tier 6 at:
http://www.csealocal1000.org/pac_index.php



CSEA activists, including Retiree Division activist Dorothy Dutton, left, join other CSEA members and Public Employee Federation (PEF) members at a rally at the State Capitol recently to let the governor and state legislators know that their political deal for Tier 6 will not be forgotten.

about how we can collectively address the disrespect and disenfranchisement of working people by our state’s elected officials,” Donohue said.

No immediate savings

There are no immediate savings from the Cuomo Tier 6 plan. Potential savings over decades will only come at the expense of working people.

While hard-pressed localities will see no relief in the short term from Tier 6, they will be affected by loss of state services, downsizing and consolidation of vital facilities, along with other aid reductions and a further erosion of their middle

class as workers get squeezed or have their jobs eliminated. CSEA pointed out that facts had little bearing on the governor’s agenda.

Donohue criticized the governor’s scorched earth pursuit of his political ambition for giving new meaning to the term “bully pulpit.”

“Regardless of the governor’s glib talking points, New Yorkers should understand that this deal did not result from meaningful debate and good judgment — it resulted from political expediency — and it will have harmful consequences to people and communities now and for a long time to come,” Donohue said. “No good will come from this.”

— Additional coverage, pages 4, 5, 10, 11, 20

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IN TOUCH WITH THE Work Force

CSEA President Danny Donohue

Tier 6 political deal has serious consequences

It's a whole new world at the State Capitol in Albany — and not in a good way.

CSEA will immediately suspend all state political endorsements and contributions. This unprecedented action is a direct result of the political deal between Gov. Andrew Cuomo and the state legislative leadership, state Senate Republicans and Assembly Democrats, who all traded the future retirement security of working New Yorkers for legislative redistricting lines.



This action is necessary to give our union the opportunity to re-evaluate our political relationships and make judgments about the criteria we use in determining who has earned and deserves our support. It is also important to consider how our support is valued.

CSEA will also use this time to consult with our brother and sister unions and other allied community organizations about how we can collectively address how working people are being disrespected and deprived of their voice by our state's elected officials.

New Yorkers should understand that lawmakers' actions did not result from meaningful debate and good judgment — it resulted from political expediency — and it will have harmful consequences to people and communities now and for a long time to come.

CSEA will seek better ways to hold elected officials accountable and ensure that the voices of working people will be heard and addressed in New York state.



Income inequality: children are among our poorest citizens

Children in the United States are among the poorest people in the nation and the world. Nearly one out of every five American children is now poor, making children twice as likely to be poor as adults in the U.S. About 15 million children (21 percent) live in families with incomes below the Federal Poverty Level, which is set at \$22,050 per year for a family of four.

Income inequality has been recognized as escalating the problem for our nation's children. Low wages and unstable employment leaves families struggling. As the rich get richer, our children are suffering.

New research proves families need an income of about twice the Federal Poverty Level to cover basic expenses and lead healthy lives. Considering this research, about 42 percent of children are actually living in poverty.

Learning, social, emotional and behavioral problems due to lack of nutritious food, adequate health care and access to quality child care subsequently plagues millions of families.

CSEA has addressed this issue head on in New York.

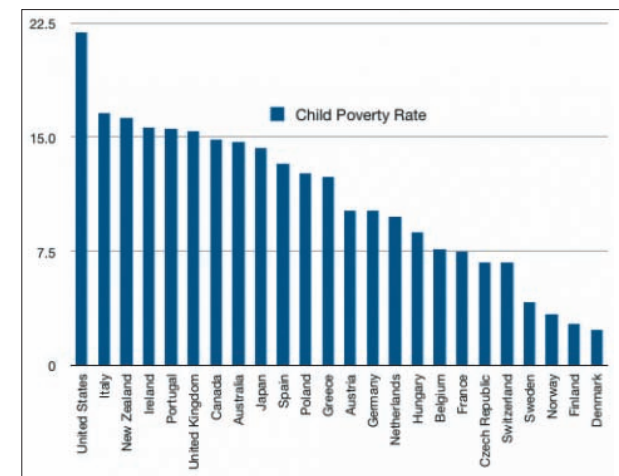
In May 2011, hundreds of CSEA members in VOICE/CSEA, the union's family child care local, decided to make fighting for greater investment in children and families a priority of their work.

Providers are successfully advocating at the local and state levels preserving child care subsidies for working families.

A new study released by the Economic Policy Institute and Keystone Research Center reports that investing in child care is a key component to turning our economy around. The report states, "Inadequate funding translates into an early childhood care and education system that is fragmented and highly uneven in quality." The study proposes policies that value increased investment in early education for a "path toward more middle-class jobs and higher program quality."

Effective public policies that promote access to high quality early learning and care are critical to working families as we address income inequality and begin to recover.

— Jill Asencio



In the book "Ill Fares the Land," author Tony Judt writes, "[In] 1968, the CEO of General Motors took home, in pay and benefits, about 60 times the amount paid to a typical GM worker. Today, the CEO of Walmart earns 900 times the wages of his average employee.... Economic disadvantage translates into ill health, missed educational opportunity and increasingly the familiar symptoms of depression." Note in the graph that Scandinavian countries are at the opposite end of the spectrum because of a much more progressive social system, the least income disparity of the world and low child poverty.

CSEA complaints lead to safer environment at Taberg

EDITOR'S NOTE: As reported in the February Work Force, a CSEA press release got widespread media attention over the high injury rate at the state Office of Children and Family Services' Taberg Residential Center, a juvenile justice facility for girls in northern Oneida County. CSEA officials pointed that more than half the facility's workers were or had recently been on leave due to injuries sustained on the job, some caused by resident attacks upon staff. The union also filed an official complaint with the state Department of Labor over the high injury rate. This article follows up on CSEA's concerns.

TABERG — Worker safety appears to be improving at Taberg Residential Center, after CSEA highlighted the facility's extreme injury rate, which prompted investigations by state and elected officials.

Following the union's

complaint to the state Department of Labor's Public Employee Safety and Health (PESH) Bureau, a PESH inspector conducted a walk-through investigation of the facility and several area state legislators did their own

facility tour to determine why the workers were getting injured.

While CSEA is still awaiting the results of the PESH inspection, **Wheaton** conditions appear to be improving at the facility following the union complaints. Additional management staff were temporarily brought in from OCFS, and the facility's director and assistant director were replaced. Workers say there has been an increase in worker training, which seems to be having a positive impact.

One worker, who refused to



be identified due to fears of retribution, said that "things are getting better." The important statistic, however, is that since the management shake-up, no CSEA members have reported being injured on the job.

It's news that pleased CSEA Central Region President Colleen Wheaton.

"We had too many workers getting hurt to allow this to continue unchallenged," she said. "When we shined the media spotlight on what was happening, suddenly things started to improve. It shows how we can make a difference when it comes to worker safety."

— Mark M. Kotzin

CSEA, AFSCME accepting scholarship applications; deadline is April 30

CSEA is accepting applications for the Irving Flaumenbaum Memorial Scholarship, which is open to dependents of CSEA members who are graduating from high school and are pursuing further education. Three of these \$1,000 scholarships will be awarded in each region.

Visit CSEA's website at www.csealocal1000.org for more information or to download an application. Applications are due NO LATER than **April 30, 2012**.

AFSCME is accepting applications for the 2012

Jerry Clark Memorial Award. Scholarships will be awarded to two children of AFSCME members who are currently college sophomores majoring in the social sciences.

Each recipient will receive \$5,000 per year for their junior and senior years of study and an opportunity to intern in AFSCME's Political Action Department.

Applications are due NO LATER than **April 30, 2012**. To learn more or to download an application, visit AFSCME's website at www.afscme.org.

Smith is PEOPLE Recruiter of the Month

A.J. Smith of the Town of Hempstead Local in the Long Island Region is the PEOPLE Recruiter of the Month for February. He recruited 29 new PEOPLE members.

"By joining the PEOPLE program, CSEA members help pro-labor candidates take their message to the public and get elected," said Smith. "We need legislators in Albany who share our commitment to the causes of organized labor and must therefore do all we can to boost enrollment in the PEOPLE program."

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



Smith

— Rich Impagliazzo

Sullivan honored for leadership, advocacy

ALBANY — CSEA Executive Vice President Mary E. Sullivan has long fought to advance working women and men in CSEA and across the labor movement.

For her accomplishments, Eleanor's Legacy recently honored Sullivan with its prestigious Frances Perkins Award. Eleanor's Legacy, a statewide organization named for Eleanor Roosevelt, is dedicated to building a new generation of New York Democratic women leaders, whether as elected officials, political organizers or informed voters. Perkins was the first woman to serve in the U.S. Cabinet as Secretary of

Labor under Roosevelt's husband, President Franklin D. Roosevelt.

The Frances Perkins award was established to recognize the leadership of a New Yorker active in the organized labor movement and dedicated to improving the quality of life, both in and out of the workplace, for New Yorkers, said Brette McSweeney, executive director of Eleanor's Legacy.

"The award was established because we felt it was important to recognize that to make government work for all the people, women need to be represented in all aspects of government and public life," McSweeney said.

CSEA Statewide Secretary Denise Berkley and Western Region President Flo Tripi spoke about Perkins as they presented the award to Sullivan.

"Frances Perkins was a central part of President Roosevelt's New Deal — at the forefront of child labor protections, Social Security, fire safety codes, the establishment of minimum wage and working hour laws and the federal right for workers to form unions," Tripi said.

Nearly 80 years after Perkins' historic appointment, Sullivan is dedicated to fighting to maintain many of the gains that union activists in Perkins' era helped win for workers.

Sullivan is also determined to



CSEA Statewide Secretary Denise Berkley, left, and Western Region President Flo Tripi, right, congratulate Executive Vice President Mary E. Sullivan, center, on receiving the Frances Perkins Award from Eleanor's Legacy. (Photo by Kevin Eitzmann)

build the leadership skills of CSEA's women, who make up a majority of the union's membership.

"There's a lot of progressive women in the labor movement," Sullivan said. "Eleanor's Legacy does a lot of things that we need to do to increase the number of women in elective political office."

In addition to serving in CSEA's second highest office, Sullivan is the officer liaison to CSEA's Standing Women's Committee and helps

CSEA leaders across the state strengthen their skills to build the labor movement through the union's Leadership Education and Development (LEAD) Program.

Sullivan also serves as president of the Capital Region Area Labor Federation and is a member of the Coalition of Labor Union Women (CLUW), among numerous labor and community organizations.

— Janice Gavin

The award recognizes Sullivan for her:

- leadership in the Capital District and throughout New York state to fight for fairness for New York women in the work force;

- demonstrating the power in mobilizing a group of concerned individuals into informed citizens empowered by their collective voice and vote;

- dedication to creating jobs with justice and (her) belief in the dignity of the worker."

CSEA pressure leads to removal of Triborough language from resolution

WEST SENECA — CSEA members in the West Seneca Central School District Unit filled a school board meeting recently to demand the Board of Education rescind a resolution supporting the abolition of the Triborough Amendment.

The unit took action after board members hastily passed a "Let NY Work" resolution that called for mandate relief, including the freezing of step increases when union contracts expire.

While CSEA pressure led to board members agreeing to remove the Triborough Amendment language from the resolution, the board refused to rescind its support for Tier 6.

"The board needed the facts about the Triborough Amendment," said CSEA West Seneca Schools Unit President Kathy Rupert. "The board needed to hear that instead of lobbying New York state to cut benefits and reduce wages, they

should join us in the fight to grow New York's economy."

West Seneca Unit members have worked closely with the district in the past to work more efficiently and cut costs, Rupert said.

"The board realized in their haste they may have offended us and they apologized, Rupert said. "We really love where we work and want to keep the incredible working relationship we have here."

"The workers of this school

district are not here just for the income," Rupert said. "We're here for the outcome: helping to create a strong community through a strong education. We believe in public education. We believe in this school. We believe in being good partners to our fellow parents, fellow taxpayers, community members, administration and school board."

— Lynn Miller

Kingsboro, SUNY Downstate workers rally to prevent hospital closures

BROOKLYN — CSEA members and hundreds of other union workers at Kingsboro Psychiatric Center and SUNY Downstate University Hospital recently rallied against plans to eliminate the psychiatric center and relocate the hospital's inpatient services out of central Brooklyn.

The workers rallied and marched down Clarkson Avenue in Brooklyn from Downstate University Hospital to Kingsboro Psychiatric Center.

“Brooklyn is New York’s largest borough and it is unacceptable that the Cuomo administration thinks they can get away with eliminating inpatient psychiatric services for the 2.5 million people who live there,” said CSEA President Danny Donohue.

“At a time when we should be improving the quality of health and mental health care our communities need and deserve, these draconian decisions will only serve to inflict more pain and suffering,” said CSEA Metropolitan Region President Lester Crockett. “The workers at SUNY Downstate and Kingsboro are also members of this vibrant community, a community that will be devastated if Kingsboro is closed and SUNY loses its inpatient facilities.”

“This proposal shows a gross lack of respect and understanding for communities of color who receive culturally competent care from

professionals at these facilities they have grown to trust over the years,” Kingsboro Psychiatric Center Local President Fitzroy Wilson said. “These decisions cannot be made with a calculator. They must be made with compassion.”

Union activists questioned why state leaders were relying on the advice of investment banker Stephen Berger in deciding to eliminate and relocate services in Brooklyn.

Kingsboro Psychiatric Center and SUNY Downstate serve a community in which more than one in five residents live below the poverty line. Brooklyn is the state’s largest consumer of mental health services.

Closing Kingsboro Psychiatric Center would leave this community with no local state operated inpatient mental health care provider.

SUNY Downstate is one of the few financially stable hospitals in the Brooklyn and has been serving the East Flatbush section since 1967.

Their emergency room handles approximately 80,000 visits annually. Existing capacity at nearby hospitals cannot accommodate the shift in patient load.

This could mean the diversion to other more distant emergency departments and substantial delay in potentially life-saving treatment for many patients.

— David Galarza



Above, CSEA Metropolitan Region members, including workers from Kingsboro Psychiatric Center and SUNY Downstate University Hospital, demonstrate recently against proposals to eliminate the psychiatric center and relocate the hospital's inpatient services out of central Brooklyn. Below, demonstrators line Clarkson Avenue in Brooklyn.



CSEA wins Utica residency case

UTICA — After passing a “new” residency law in 2008 which was only supposed to affect future workers, it seemed like the Utica administration at the time had a sudden change of heart.



Price

law, city officials announced they intended to apply the new residency law to current employees.

Having already been promised current workers would be “grandfathered in” and thus not affected, CSEA fought back against the change, filing an Improper Practice charge against the city in 2009 for unilaterally instituting the requirement.

After nearly three years of working its way through the

process, CSEA finally had its case heard and walked out with a strong victory that puts an end to applying the residency requirement to workers hired before 2009.

For CSEA City of Utica Unit President Steve Price, the victory was an important symbol. “Because they weren’t enforcing it due to our challenge, there really wasn’t any harm to our members over this, but it was the principle that they couldn’t just go

back on what they promised,” he said. “Our members were ecstatic over the ruling against the previous city administration and they were pleased we went to bat for them over this.”

Price said that the city’s other unions are hoping for similar outcomes to their challenges of the residency requirement.

— Mark M. Kotzin

Stay up-to-date with your region

Be sure to stay up to date between Work Force editions by checking your region’s web page and Facebook page. Members in the Central and Western regions can also follow their regions on Twitter.

Long Island Region:

<http://www.csealocal1000.org/r1>
<http://www.facebook.com/csealongisland>

Metropolitan Region:

<http://www.csealocal1000.org/r2>
<http://www.facebook.com/csearegion2>

Southern Region:

<http://www.csealocal1000.org/r3>
<http://www.facebook.com/csearegion3>

Capital Region:

<http://www.csealocal1000.org/r4>
<http://www.facebook.com/csearegion4>

Central Region:

<http://www.csealocal1000.org/r5>
<http://www.facebook.com/csearegion5>
http://twitter.com/#!/CSEA_Regio5

Western Region:

<http://www.csealocal1000.org/r6>
<http://www.facebook.com/cseawesternregion6>
<http://twitter.com/#!/@csearegion6>



An international union lesson



Kumiko Asao, far right, assistant director of the Compensation Division of the National Personnel Authority in Chiyoda-ku, Tokyo, Japan, listens as CSEA Director of Contract Administration Ross Hanna, far left, explains how public sector labor relations works in New York state. Asao visited CSEA Headquarters in Albany to learn more about public employee labor relations. Japan does not currently provide public sector workers the right to collectively bargain. Japan’s legislative body, the DIET, is looking into allowing Japanese public sector workers collective bargaining rights. From left are Hanna, CSEA Director of Research Don Kelly, CSEA Legislative and Political Action Representative Joshua Terry, CSEA Executive Vice President Mary E. Sullivan and Asao.

Fighting the good fight

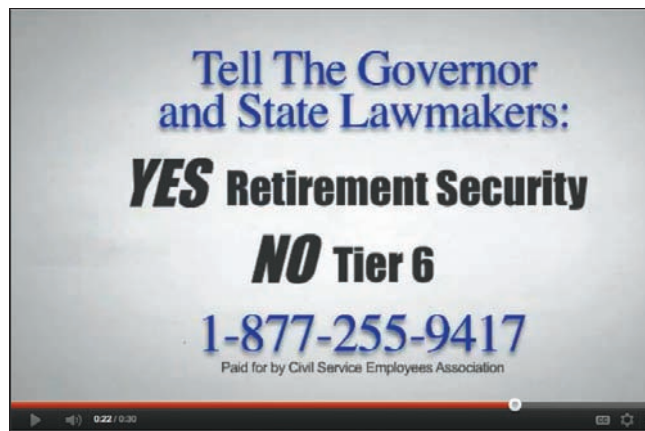
CSEA activists pulled out all the stops against Cuomo's Tier 6

CSEA members did their all in rising against Gov. Andrew Cuomo's ill-conceived Tier 6 pension proposal. CSEA fought hard statewide advocating for retirement security for future generations of workers.

The original proposal would have cut workers' benefits by 40 percent and provided a bonanza to Wall Street.

Whether it was calling, emailing and meeting with their state legislators, participating in rallies, educating other union members, the media and the public on the facts about our pensions or even spreading the word through social media, CSEA members jumped in front to stop this devastating proposal.

A modified version of the pension reform was approved by lawmakers in a shortsighted political move, trading support in exchange for the governor going along with legislators' redistricting plans —selling out CSEA members and all New Yorkers.



Left, a screen shot from the video "Stop Tier 6," which aired on television stations across the state. Southern Region activist Reuben Simmons, shown in image at right, is among the members who appear in this ad.

CSEA Pension Alert!!

Click here to email your legislators!

The governor's proposed Tier 6 will force people into a 401(k) and will cause YOUR Pension FUND to go under.

The constitutional guarantee is useless if the PENSION FUND IS BROKE!

This happened in Rhode Island - current retirees had to take as much as a 50 percent loss in their pensions.

- Oppose Tier 6
- Tell Your State Legislators: "Don't put my retirement at risk - oppose Tier 6"

• Call 1-877-255-9417

Go to: tinyurl.com/stoptier6

Continued on CSEA Local 1000 website.

Why
do the 1%
dump everything
on us and get away
without paying
their fair share?

"I work hard every day, pay my taxes and contribute...I saw what Wall Street did to the economy but they got bailed out at taxpayer expense...I'm told to give up my rights and benefits and pay more because times are hard."

"It's just not right to take away the future security of young people — Cutting pensions won't improve the quality of life in our communities."

CSEA member — Reuben Simmons, Jr.

Corporate CEOs, who have their own million dollar benefits, want to slash the modest pensions of future nurses, teachers, public safety officers, school bus drivers, highway crews, mental health workers and others.

The Tier 6 plan would reduce pension benefits 40 percent.

SAY NO to TIER 6!
Tell the governor and state lawmakers.
1-877-255-9417

Since 1950
CSEA
New York's LEADING Union
LOCAL 1000 AFSCME, AFL-CIO
DANNY DONOHUE, PRESIDENT

Southern Region activist Reuben Simmons appears in this print ad urging CSEA members and the public to call their state legislators and say no to Tier 6.

Left, an image of one of the splash screens that appeared on CSEA's website urging members to contact their state legislators to tell them to oppose Tier 6. The splash screens generated more than 10,000 member calls and emails.



CSEA State Education Department Local President Sally Bywater, black jacket; and CSEA Albany County Department of Social Services Local Secretary Vicky Miller (partially hidden) demonstrate in Albany for retirement security while corporate think tank head E.J.McMahon was speaking.



Central New York DDSO Local activist Kathy Kelly, Syracuse State Employees Local President King Davis and Central New York DDSO Local activist Peter Jacobs meet with Assemblyman Samuel Roberts, far right, during AFSCME Lobby Day. Roberts voted against Tier 6 the following week.



CSEA Capitol Region activist Shana Davis appears in the AFSCME video "Fair Share." She is shown here in a scene from the video.



CSEA members and retirees from the Southern Tier, pictured with Southern Region Political Action Coordinator Chris Ludlow, lobby state Sen. John Bonacic on Tier 6. Bonacic voted the next week in favor of Tier 6, along with his Republican colleagues in the Senate. Pictured are Binghamton Retiree Local Secretary Jean Alverson, Binghamton Retiree Treasurer Cheryl Nolf, Delaware County Local President Ken Nydam and Binghamton Retiree Local activist Richard Terpak.



Left, CSEA Western Region activists, including Western Region Political Action Committee Chair Tim Finnigan, far left, Finger Lakes DDSO Local President Kathy Button, second from left, and Cattaraugus County Unit activist Sheri Ambuske, second from right, meet with State Sen. Catharine Young, center, on AFSCME Lobby Day. Young voted in favor of Tier 6 along with other Senate Republicans.

CSEA fights city worker demotions

LONG BEACH — More than two dozen CSEA members employed by the City of Long Beach Unit were demoted to titles with lower pay grades in an apparent case of union animus.

CSEA filed an Improper Practice charge with the state Public Employment Relations



Mooney

Board (PERB) against city officials after the workers were demoted because the union endorsed candidates from the opposition party in the last election.

CSEA City of Long Beach Unit President John Mooney quickly helped launch a “Show Some Respect” campaign in response to this action by City Manager Jack Schnirman and city council members.

Unit officers and activists attended two consecutive city council meetings with CSEA shirts, hats, signs and buttons

to support Mooney, who made statements in both instances on behalf of the affected employees. He spoke about the strength of CSEA and noted the city council’s lack of transparency. The meeting room was filled with union members who applauded each point he made and walked out in unison when he finished speaking.

The downgraded employees possess a combined total of 300 years of service to the city. They are the people who pick up the garbage, repair the beach and boardwalk, dispatch 911

calls, handle sewer and water maintenance tasks, work with local children, plow the streets in the snow and repair the potholes.

“One of these workers was named employee of the month for January and then told he was going to be demoted soon after the announcement,” said Mooney. “We will sustain the pressure in an effort to restore our members to their rightful ranks.”

— Rich Impagliazzo

Long Island, Southern Region members take Polar Plunge

Long Island Region members plunge at Bar Beach



Long Island Region members, many from the Nassau Educational and Town of Oyster Bay locals, recently took the Polar Plunge at Bar Beach in Port Washington, raising more than \$2,000 at press time, adding to the more than \$1,000 Brookhaven White Collar Unit members raised at the Polar Plunge at Cedar Beach last fall.

Left, Nassau Educational Local President Monica Berkowitz speaks on behalf of CSEA at the Polar Plunge at Bar Beach.

Below, the “plungers” make their way toward the chilly waters of the Long Island Sound.



Fund-raising reaches “all-time high” in Southern Region



A team of more than 30 Southern Region participants, including Putnam County Unit members, from left, Linda Amicucci, Mark Semo and Cindy Kenworthy, took part in the Fishkill Polar Plunge on Feb. 25. Proceeds from the plunge benefit the athletes of Special Olympics New York. At press time, the team had raised \$11,851. Team members had unseasonably warm weather for the plunge, which took place at the Fresh Air Fund-run Camp Mariah. Southern Region President Billy Riccaldo credited team co-captains Guy Bilyou, Scott Rajczi, Jane Meunier-Gorman and Semo for their hard work in getting the team fund-raising totals to an all-time high.

Westchester County Executive attempts to undermine Triborough

WHITE PLAINS — Now that his attempt to force concessions on CSEA's Westchester County Unit has failed, County Executive Rob Astorino is showing shades of Wisconsin Gov. Scott Walker by pushing to change the rules of collective bargaining in New York state.

While CSEA officials have been busy preparing for mediation following a joint declaration of impasse in negotiations, Astorino has been appearing on news programs, speaking to community groups and even shooting an "Ask Astorino" video for the county website. In these forums, Astorino has been calling for state legislators to repeal the Triborough Amendment to the state's Taylor Law, which allows most of the terms of an expired contract to remain in place until a new agreement is negotiated.

"His bullying didn't get him what he wanted, so now he wants to change the rules," said Southern Region President Billy Riccaldo.

"Snubbing" the rules

CSEA representatives went into negotiations armed with many proposals that could save the county substantial money, Westchester County Local President John Staino said. Instead of agreeing to discuss contractual changes that could result in major savings for the county, the county negotiator followed a directive from Astorino to refuse discussion on any other items until concessions on health insurance premiums were reached.

"CSEA has negotiated contracts with Westchester County since long before Rob Astorino was even born, yet this is the first time we've encountered such a blatant snubbing of the basic rules of negotiations," Staino said. "We're hopeful that the assistance of the mediator will allow us to finally make some progress."

CSEA tells facts on Triborough

Westchester County Unit President Karen Pecora recently set the record straight on Astorino's Triborough attacks, submitting an op-ed to the Journal News explaining how the Triborough Amendment leveled the playing field for public sector collective bargaining in New York. Pecora's article ran above a submission from Astorino defending his stance on Triborough.

"One of the things we find particularly insulting is that Astorino continues to tout the fact that he is a union member because of his career in broadcasting, yet he is lobbying for a return to the days when management could go in and gut the terms of a collective bargaining agreement as soon as it expired," Pecora said.

— Jessica Ladlee

CSEA members play key role in turning town "green"

HEMPSTEAD — Thanks to CSEA members, the Town of Hempstead is going green.

CSEA members employed by the town are playing a key role in several renewable energy projects that are part of an energy park managed by the town's Department of Conservation and Waterways.

Among the park's features are a solar house, a solar and wind-powered shellfish nursery, a solar carport capable of charging electric vehicles and a wind turbine.



Hempstead Local President Charlie Sellitto and Conservation and Waterways Commissioner Ronald Masters show off the hydrogen fuel station.

These environmentally friendly initiatives have allowed the town to use solar energy at three municipal buildings, use electric cars in several town departments, introduce a fleet of natural gas taxis and open a hydrogen fuel station powered by the wind turbine.

The solar house is a self-relying "green" energy building that functions as a working administrative office for Conservation and Waterways and shows the potential of alternative energy.

The shellfish nursery uses alternative energy to grow clams, which benefits the ecosystem and local shellfish economy.

"We expect the solar and wind powered shellfish nursery to increase production to 8 million hard clams per year," said CSEA member Ronald Master, commissioner of the town Department of Conservation and Waterways.

The wind turbine uses Atlantic coastal winds to generate a nearly continuous source of energy from water to hydrogen, which fuels the nearby hydrogen fuel station.

"The wind turbine is a key element of our clean and renewable energy agenda," said Masters. "It will help to make the planet cleaner for future generations."

Along with Masters, CSEA members Jim Miller,



Biologist Tara Schneider poses at the base of the wind turbine.

Bob Johnson and Tara Schneider are key to helping the town develop its alternative energy projects. Much of the projects' funding is through grants, which minimizes the cost to taxpayers.

"The work of our members on this front is another positive step toward reducing the carbon footprint. They are making real progress and developing new ways to produce energy," said Hempstead Local President Charlie Sellitto.

— Rich Impagliazzo

2012 CSEA Election

2012 Special Board of Directors Election

Uncontested Board of Directors Seats

Local Government Division:

Delaware County: Sharon Radtke

Fulton County: Richard Stahl

Herkimer County: Beth Hall

Monroe County: Donna Miller

Niagara County: Larry Kuebler

Ontario County: Stephen Healy

Rensselaer County: Todd Smith

Local Government Educational Capital Region 4:

Gerald Weatherwax

Local Government Educational Central Region 5:

Theresa Reagan

Contested Board of Directors Races

Local Government Division:

Ulster County:

Todd A. Schmidt, Ulster County Probation Department

Kathryn Bayer, Wallkill Central School District

In addition to the Board of Director's Special Election, there will be a re-run election for the Rockland County board seat, which will run concurrent with the special election (see schedule below). The candidates are: P.T. Thomas, Rockland County Department of Social Services, and Thomas Ninan, Rockland County Department of Social Services.

2012 Special Board of Directors Election Schedule

DATE

Wednesday, April 4
Wednesday, April 11

Wednesday, April 25

Ten (10) days after SEC
Certification of Results

May 2012

EVENT

Ballots Mailed
Replacement Ballots Available (contact CSEA Headquarters, 1-800-342-4146, ext. 1447)
Ballots Due/9:00 a.m./Tally commences/9:30 a.m.

Close of Protest Period
Results Printed in The Work Force

Lottery workers demand and secure promotional work

CSEA members who work for the state Lottery Division scored a victory recently when management reversed a decision to outsource their promotional events.

Many workers feared it was the beginning of a trend to outsource other Lottery jobs. The promotional assignments mostly involved booths at activities like street fairs and sporting events throughout New York City.

"We are grateful for the assistance and support from our elected officials, including state Sen. Eric Adams, in restoring these duties for our members," said Taxation and Finance activist John O'Brien. "Our members are trained professionals who do a competent job of promoting the Lottery and serving our customers."

During these promotional events, Lottery personnel can sell literally tens of thousands of dollars worth of lottery tickets. They also answer questions about the various products.

"This particular job is in our job description," said O'Brien who

complained to management but was initially told that Lottery agents were needed to "get on ladders to scrape old promotional ads and drills holes to install new ones. That's not in our job description nor is it something that many of our agents can safely do."

At a recent meeting with Adams, Taxation and Finance President Patricia Metzger and Region Political Action coordinator Matt D'Amico, the senator who is the Ranking Member on the Racing, Gambling and Wagering committee, said he would speak with his colleagues and also with officials at the Taxation and Finance Department.

"I was thrilled to hear that these workers would once again do the jobs they were meant to perform," said Adams. "I will continue to work with my colleagues to make sure the state preserves good, professional union jobs in New York City and throughout the state."

— David Galarza



Taxation and Finance Local President Patricia Metzger, left, and Lottery Division activist John O'Brien, right, meet with State Sen. Eric Adams to discuss outsourcing of Lottery jobs.

Albany participants sought for American Cancer Society study

ALBANY — A large-scale cancer study seeks to enroll CSEA members, other state workers and the Albany community at large at a two-day enrollment event at the Empire State Convention Center May 2-3, 2012.

The American Cancer Society's Cancer Prevention Study, or CPS-3, will attempt to better understand the factors that cause or prevent cancer. The study's ultimate goal is to eliminate cancer as a major health concern for future generations.

The study is currently focusing on enrollment with a goal to enroll 300,000 adults from various racial/ethnic backgrounds from across the United States. Participants will be followed for 20 to 30 years.

You are eligible to become a CPS-3 study participant if you:

- are between the ages of 30 and 65
- have never been diagnosed with cancer (excluding basal or squamous cell skin cancer)
- are willing to commit to the study long term.

Beginning in March, those interested in enrolling at the Albany event are encouraged to visit the study's website at: www.cps3albany.org

From the site, you will select an appointment time and fill out a comprehensive base-line survey online. On the day of the enrollment, participants will complete a very short survey, have their waist circumference measured and will provide a small blood sample (seven teaspoons). The blood sample will be drawn by a trained, certified phlebotomist, and the samples will be stored.

Following the enrollment, an individual's participation involves completing surveys sent to their homes every two to three years.

For more information about the CPS-3 study, visit www.cancer.org/cps3

— **Therese Assalian**

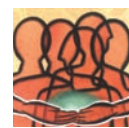
May 15 is deadline for submitting proposed resolutions, changes to CSEA's Constitution & Bylaws

Proposed resolutions and proposed amendments to the CSEA Constitution & By-Laws for consideration by CSEA delegates to the union's 2012 Annual Delegates Meeting must be submitted by May 15, 2012.

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

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

The 2012 CSEA Annual Delegates Meeting will be held Oct. 15-19 in Washington, D.C.



You can help
create a world
with less cancer and more
birthdays.

By enrolling in the American Cancer Society's Cancer Prevention Study (CPS-3), you can help us understand how to prevent cancer, which will save lives and create a world with more birthdays for everyone.

Enrollment in CPS-3 will take place on May 2-3, 2012 at the Empire State Convention Center in Albany.

For more information about enrolling or volunteering, please visit cancer.org or call **1-888-604-5888**.

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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.

Mourn for the dead ... Fight for the living!

CSEA to mark Workers Memorial Day

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

- **Stephan Mueller**, 47, a laborer at the City of Glen Cove, passed away Sept. 17, 2011, from injuries sustained from being repeatedly stung by hornets;
- **John Lattimore**, 62, a state Department of Transportation worker in the Capital Region, passed away Oct. 20, 2011, from injuries sustained during a bridge inspection. *(Photo unavailable)*;
- **Robert DelVecchio Jr.**, 35, a highway worker at the Town of Mamaroneck, passed away Nov. 11, 2011, after being struck by a recycling truck at the town's sanitation and recycling center.

Mueller, Lattimore and DelVecchio will be honored along with other fallen CSEA members (see sidebar) at the union's Statewide Conference on Occupational Safety and Health, which will be held in Lake Placid April 27-29.



Mueller



DelVecchio Jr.

The remembrance will be held April 28, known as an international day of remembrance for fallen workers.

Workers' Memorial Day, first observed in 1989, is also an opportunity to continue the ongoing fight for workplace safety and health.

CSEA has long led the way nationally in ensuring safer, healthier workplaces, but there is still more work to do. We still wait for the time when everyone can go to work safely.

Learn more about the conference at www.csealocal1000.org/osh_conference_2012.php.

Also to be remembered ...

- **Stacie Williams**, 45, a patient care assistant at Nassau University Medical Center, passed away June 16, 2010, due to workplace violence stemming from a domestic incident;
- **Anthony Ruggiero Jr.**, 48, a Village of Tarrytown Department of Public Works employee, passed away Sept. 6, 2010, while working in a village manhole;
- **John P. Kelly**, 51, a state Department of Transportation worker at the department's Region 8 Eastview Residency in Westchester County, passed away Sept. 6, 2010, while responding as a volunteer firefighter to the Tarrytown village manhole incident that also claimed Ruggiero, and
- **Sandra A. Marasco**, 49, a program coordinator at the Roswell Park Cancer Institute in Buffalo and a member of CSEA's Health Research, Inc. Local, passed away Jan. 27, 2011, from injuries sustained in an automobile accident while on the job.

Employee Benefit Fund enhances state dental plan

As part of a continuing effort to improve benefits to our members and on behalf of CSEA President and Employee Benefit Fund Chairman Danny Donohue and the Employee Benefit Fund Board of Trustees, the EBF is pleased to announce important enhancements to the State Dental Plan.

The enhancements have increased plan allowances for many procedures and



come as a result of extensive research by EBF staff with recommendations from our members, providers, and the fund's actuaries and plan advisers.

The increases and changes will assist members in paying for dental treatment and should help attract and retain quality dental providers to the EBF's growing dental panel.

The enhancements will take effect April 1, 2012. The new state booklets were mailed out to members Feb. 29, 2012. Please refer to the new books to see these enhancements and other important changes. The new booklets will also be

available on the EBF website at www.cseabf.com as of April 1, 2012.

If you have any questions regarding these changes, please contact EBF at (800) 323-2732. The website also offers a convenient Live Chat feature for member questions.

The EBF is committed to serving our hardworking members and their families and is pleased to have been able to enhance this plan.

The Empire Plan expands provider network in Pennsylvania as of April 1

Beginning April 1, 2012, United Healthcare will be expanding its network of Empire Plan participating providers in Pennsylvania.

The total number of providers being added to the network in Pennsylvania is about 33,000.

Empire Plan enrollees may use the physicians in the United Healthcare Options Preferred Provider Organization (PPO) network in Pennsylvania, as of April 1, 2012.

Enrollees may search for participating providers in Pennsylvania online via the New York State Health Insurance

Program (NYSHIP) website at www.cs.ny.gov starting on April

1. Click on benefit programs, then follow the prompts to the NYSHIP online home page and select find a provider. Or, you can call The Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447); select the medical program from the main menu and ask a customer service representative to assist you in finding a provider.

As always, please confirm that a provider participates before



you receive services. When you use a participating physician,

tell the provider that you are covered by United Healthcare and the Empire Plan and show them the back of your identification card that references United Healthcare.

Your Empire Plan benefits have not changed. The expanded

network in Pennsylvania will help to ensure easy access to participating providers for you and your family. When you use a participating provider, you keep your out-of-pocket costs down.

If you have questions about the Participating Provider Program and the expanded network of providers, please call the Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447).

2012 Opt-Out Program incentive payments for New York state active enrollees

The New York State Health Insurance Program (NYSHIP) held its first annual health insurance opt-out period in December 2011. This program allowed eligible CSEA-represented New York state employees who have other employer-sponsored group health insurance to opt out of their NYSHIP coverage in 2012 in exchange for an incentive payment.

The contractual payment amount for opting out of NYSHIP coverage for 2012 is \$1,000 annually (\$38.47 biweekly) for individual coverage, or \$3,000 annually (\$115.39 biweekly) for family coverage.

The New York State Department of Civil Service advised earlier this year that it experienced programming issues that resulted in a delay of the

reimbursement to enrollees who had chosen the opt-out benefit for 2012.

We have received updated information that the programming issues have been fixed. Eligible enrollees who were approved for the opt-out for 2012 will receive opt-out payments retroactive to the beginning of the year. Enrollees should expect to see the opt-out payments on March 28, 2012 (for Administrative Lag payroll) or on April 5, 2012 (for Institutional Lag payroll).

After the retroactive payment, eligible enrollees should begin to see the regular biweekly opt-out payments for the remainder of 2012. Enrollees should contact their agency health benefits administrator with specific questions regarding their opt-out payments.

Empire Plan claim deadline for calendar year 2011 is April 30

Empire Plan enrollees have until **April 30, 2012** (120 days after the end of the calendar year) in which to submit medical expenses which were incurred during the 2011 plan year to:

United HealthCare Service Corp.
P.O. Box 1600
Kingston, N.Y. 12402-1600

For the Empire Plan Basic Medical Program, the Home Care Advocacy Program (HCAP) and for non-network physical therapy or chiropractic services.

Empire Blue Cross and Blue Shield
NYS Service Center (Code YLS)
P.O. Box 1407 – Church Street Station
New York, N.Y. 10008-1407

For Empire Plan and non-network Inpatient or Outpatient hospital services.

OptumHealth Behavioral Solutions
P.O. Box 5190
Kingston, N.Y. 12402-5190
For non-network mental health and substance abuse services.

Medco Health Solutions
P.O. Box 14711
Lexington, K.Y. 40512

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

Enrollees can call the Empire Plan at 1-877-7NYSHIP (1-877-769-7447) with questions or to obtain claim forms. As a reminder, when using the Empire Plan's toll-free telephone number, please pay extra attention to the choices offered by the automated system.

Network providers/pharmacies will submit claims directly to the appropriate insurance carrier on your behalf when provided with all necessary information. If you have a non-network claim submission, make sure you complete the requested subscriber information on the claim form, include the original billing or receipt (if requested), and don't forget to sign the claim form.

STRETCH YOUR DOLLARS!



Danny Donohue, President

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State, local government and private sector members: Skills for Success courses offered

CSEA members employed by New York state, local government agencies and the private sector have opportunities to take Skills for Success training courses offered by the NYS & CSEA Partnership for Education and Training (Partnership).

Course participation, as space permits, by CSEA-represented employees in local government agencies, school districts, state authorities and the private sector is sponsored by the CSEA WORK Institute.

Skills for Success courses help employees prepare for the challenges and demands of current and future jobs.

Over 90 classes in 36 course topic areas are scheduled statewide between January and June 2012. The training is available at no cost to employees or agencies.

All courses are held at conveniently located training sites. In order to increase participation in courses while eliminating time away from the office, the Partnership is offering a select number of courses using webinar formats.

Eligibility

Employees are eligible to participate in Partnership courses if they are:

- A CSEA-represented New York State employee (ASU/02, OSU/03, ISU/04, or DMNA/47).
- A CSEA-represented employee working in local government, school districts, state authorities, or the private sector employee, as space permits.

Available courses

Choose from job-related and personal development courses under the following topics:

- Individual Development
- Interpersonal Communication
- Language Skills
- Math Skills
- Trades, Operations, and Maintenance

The graphic features the NYS & CSEA Partnership logo at the top left, with the tagline 'for Education and Training'. To the right is a starburst graphic that says 'Apply today! Classes fill quickly.' Below this is the title 'Skills for Success' in a large, elegant font, followed by the subtitle 'Courses for CSEA-represented employees'. The center of the graphic contains three small images: a construction worker, a woman on a phone, and a group of people in a meeting. At the bottom, there is a Facebook logo with the text 'Follow Us on Facebook' and the website address 'www.nyscseapartnership.org'. A note at the bottom states 'Courses available January - June 2012'.

- Work Management
- Writing Skills

Employees may take any of the courses offered, not just courses that typically reflect the work they perform. Employees can directly apply for these courses. However, supervisory approval and signature are necessary to attend without charge to leave credits. Applications should be sent to the Partnership as soon as possible as classes fill quickly.

For more information

A web catalog of the Skills for Success courses is available on the Partnership's website at www.nyscseapartnership.org. The catalog contains course descriptions, course schedules, training locations and an application form that can be downloaded and printed.

For more information about Skills for Success courses, call 518-486-7814 or, for areas outside the Capital Region, call 800-253-4332, or email at learning@nyscseapartnership.org.

Almost time to retire?

Your local may pay the first year of CSEA retiree dues, which is only \$24!



CSEA retiree members enjoy many of the benefits and discounts of belonging to a union. In return, you get access to a wide variety of money-saving benefits such as:

- Access to insurance plans at CSEA's low group rates.
- Travel discounts.
- A discounted consumer items buying service.
- Discounted dental and vision care programs.
- A personal legal services referral network.
- The Retiree News quarterly.

Being a CSEA retiree member also makes you part of a growing statewide body that can effectively advocate on your behalf:

- Legislative and political action programs designed to enhance and protect retiree pension and health benefits.
- Participation in a CSEA Retiree Local.
- Effective lobbying against Social Security reform.
- Three informative publications.

For more information, visit www.csealocal1000.org and select "CSEA Retiree Members" from the "For CSEA Members" menu.

THE Work Force

www.csealocal1000.org

Published by CSEA

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Danny Donohue, President

(518) 257-1000 • (800) 342-4146

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Governor Cuomo, State Senators and Assembly members vote a perk for themselves... at your expense...in the dead of night.

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Taxpayers are on the hook for 8 percent of the political employee’s salary. **Every year!** All this, done in the dark.

While frontline workers are required to work ten years to vest in their pension program, these politically favored few can skip out overnight, taking plenty of taxpayers’ money after just one year of service – it’s an extra cash bonus they did not earn.

Call Governor Cuomo and your State Senator and Assembly member:

1-877-255-9417

Tell them to fix this political boondoggle now!

Since 1910
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New York's LEADING Union
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DANNY DONOHUE, PRESIDENT