



# THE Work Force

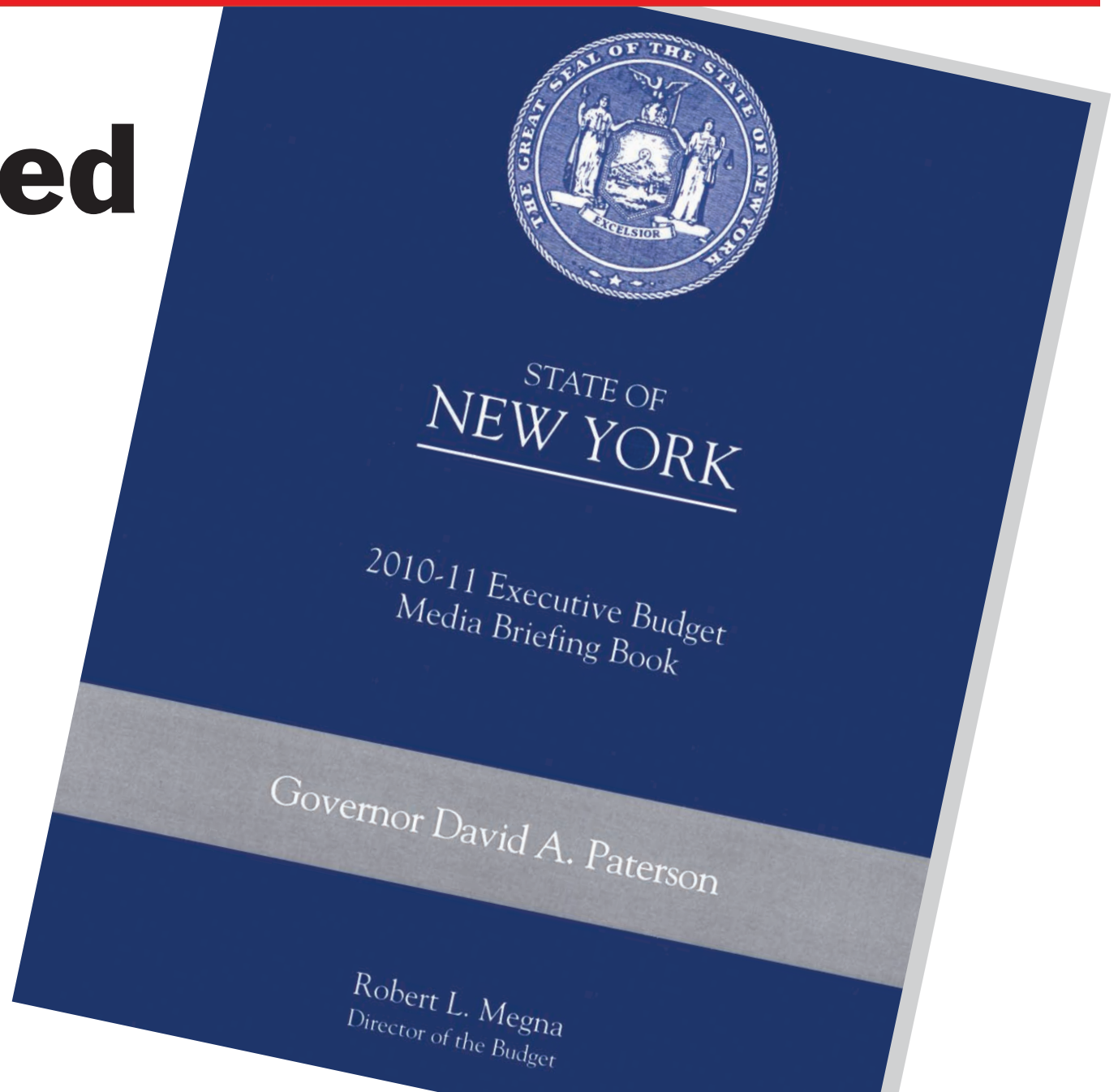
July-August 2010

Vol. 13 No. 7

## Unsettled

*New York  
budget,  
services  
remain in  
flux*

*See story, page 2*



1910-2010

New York's Leading Union

## Photo of the Month



Photo by David Galarza

**CSEA member Thomas Rosa, a filter plant operator at Riverbank State Park in Manhattan, uses the large skimmer to clean and maintain the park's pool for thousands of visitors. Despite a threat from Gov. David Paterson to close state parks over the state's budget situation, the parks have remained open. The popularity of New York's parks continues to rise, and more funding is needed to protect this valuable resource.**

### State Fair labor situation unresolved

As this edition went to press, it was unclear whether several labor situations at the New York State Fair involving the Greater Syracuse Labor Council and other labor groups, including CSEA-represented employees had been resolved. Discount coupons for the fair are available on Page 17, but CSEA members should check the CSEA Central Region web page at: <http://www.csealocal1000.org/region5.php> for updates on the situation before using the coupons.

From the Office of President Danny Donohue

**CSEA**  
NEW YORK'S  
LEADING UNION  
Local 1000, AFSCME, AFL-CIO

# ALERT



### CSEA President Danny Donohue to meet Central Region members Aug. 24

CSEA President Danny Donohue will visit the CSEA Central Region August 24 to meet with members. The meetings will be held at the Holiday Inn, Oneonta. Donohue will meet with union members from 1 to 7 p.m. Please call the Central Region office at (315) 433-0050 or 1-800-559-7975 for an appointment and directions.

# State budget situation unsettled

ALBANY — Facing Gov. David Paterson's threat of having to pass his final budget extender or shutting down government, legislative leaders negotiated their own budget.

Lawmakers have passed the education, health care, legislature and judiciary budget bills, but not the budget's revenue portion. Paterson vowed to veto all of the additional spending that the legislature added to his budget. Paterson has already vetoed \$419 million in extra education aid. He is in the process of striking out another 6,900 separate spending items using his line-item veto powers.

### SUNY flexibility

The Senate did not have enough votes to pass the revenue portion of the budget because two senators are holding out for the New York State Public Higher Education Empowerment and Innovation Act.

Democratic Conference Leader John Sampson stated that he will continue to negotiate and that they would be back at some point in the future.

While the state Assembly passed the revenue portion, the state Senate is withholding the revenue portion for The New York State Public Higher Education

Empowerment and Innovation Act, which CSEA opposes.

The legislation would make it easier for SUNY to contract out work that is now done by CSEA members.

"Members of the state legislature should be more concerned with the future of their constituents and their children than further empowering a top heavy SUNY bureaucracy and its too-cozy relationship with self-serving private contractors and vendors," said CSEA President Danny Donohue.

### Federal aid remains in jeopardy

Paterson traveled to Washington, D.C., to pressure Congress to approve additional federal Medicaid assistance for states to maintain jobs and public services.

Without assurances of receiving this funding, Paterson wants to negotiate a contingency plan to deal with an anticipated loss of federal Medicaid assistance that could be \$1 billion for New York state.

Paterson has threatened to lay off workers and cut 1 percent to all services across the board if the federal funding is not appropriated.

### CSEA lauds DiNapoli for standing strong against pension fund raids

ALBANY — CSEA is applauding state Comptroller Tom DiNapoli for his clear rejection of attempts to pressure him into using the state pension fund to help balance the state budget.

"CSEA fully supports New York State Comptroller Tom DiNapoli's position against any attempt to undermine the integrity of the New York State Retirement Fund," CSEA President Danny Donohue said. "There are few, if any, issues of greater concern to CSEA members than protecting the retirement system.

"CSEA is proud that Comptroller

DiNapoli has demonstrated strength and character in clearly and forcefully rejecting pressure to let the fund be used for political purposes," Donohue said.

"There have been a number of outrageous and unfounded rumors and erroneous press reports that I will allow a raid of the pension fund to balance the state budget," DiNapoli said in a statement.

"Let me be very clear: The pension fund will not be used to balance the budget."



# Ready to fight, ready to lead

BOSTON — CSEA delegates made it clear they are “Ready to Fight, Ready to Lead,” as AFSCME held its 39<sup>th</sup> International convention June 28 to July 2. The gathering highlighted the national attack on public employees faced by AFSCME members across the country and the ways to fight back.

A belligerent AFSCME President Gerald McEntee told delegates, “We are rising up to defend, during this time of challenges, the public services we provide and the ideals in which we believe.”

Retiring AFSCME Secretary-Treasurer William Lucy received a warm farewell from delegates after 57 years as an activist and tenure as international leader since 1972.

“We’ve always known that there’s a crisis,” Lucy told delegates. “It



CSEA delegates join thousands of others for a rally on the historic Boston Common in support of Massachusetts AFSCME members who are facing severe cuts in support to state and local services throughout the state. From left are Fred Gerloff, Linda Steifel, Jeff Colburn, Tammy Witteman, Shane Barber and David Lee.



An enthusiastic group of CSEA delegates make their point during proceedings at AFSCME’s 39th international convention in Boston. CSEA voices were among those heard loud and clear over the need for a more effective and responsive AFSCME.

may be more intense now, but there’s always been a crisis for millions of people not as lucky as we are in this room. There’s a daily crisis in their lives, as they struggle to put bread on their tables, to put clothes on their backs, to have a roof over their heads – we have a responsibility to help them out.”

“We have an obligation to make AFSCME a better union moving forward because there is too much at stake for working people,” said CSEA President Danny Donohue, who was a candidate to succeed Lucy as AFSCME secretary-treasurer. AFSCME staff member Lee Saunders was elected by fewer than 4,000 votes out of more than 1.3 million weighted votes cast by delegates.

Delegates also heard inspiring presentations by AFL-CIO President Richard Trumka, political consultant and commentator Donna Brazile, and media personality Ed Schultz.

Thousands of delegates also supported a Boston Common rally on behalf of AFSCME members in Massachusetts who face unprecedented cuts in state and local services.

At right, retiring AFSCME International Secretary-Treasurer Bill Lucy received a warm farewell from delegates attending the convention. Lucy, seated, surrounded by CSEA delegates, has served in the post since 1972. He has been a leading voice for worker rights and social justice throughout the world.



CSEA President Danny Donohue addressed the AFSCME convention on the need for moving forward in solidarity to better represent the needs of working people. Donohue is joined from left by Long Island President Nick LaMorte, CSEA Statewide Secretary Denise Berkley, Executive Vice President Mary Sullivan, Southern Region President Billy Riccaldo, CSEA Statewide Treasurer Joe McMullen and Capital Region President Kathy Garrison (partially obscured), and Central Region President Colleen Wheaton.



# THE WORK FORCE

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1220M



# Work Force

IN TOUCH WITH THE  
CSEA President Danny Donohue

## CSEA has a long record of achievement and a lot that we've done lately

In this era of 24/7 electronic media with continuous updating, it seems like things that happened an hour ago are considered old news. Couple that with the current dynamics of New York politics and it's not surprising that people need to keep being reminded about the facts.

CSEA has been around for nearly 100 years now and we are still true to our founding principles: Ensuring fairness and respect for working people as we try to make New York a better place.

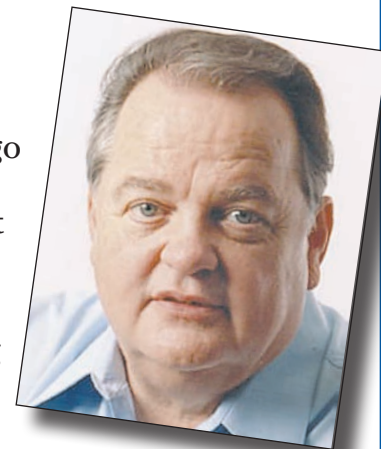
No one should ignore our history and our resolve. The events of the past two years demonstrate that clearly. CSEA stood strong as state and local administrations have tried to run roughshod over your rights. We have not reopened contracts, we have turned back furloughs and we have fought against layoffs. We have succeeded by using the rule of law, the court of public opinion and the solidarity of our members.

What the public needs to better understand is that if politicians can simply break the law and ignore contracts, then everyone and everything is at risk.

We still have enormous challenges ahead and no shortage of self-serving politicians trying to scapegoat public employees. CSEA didn't survive for a century without having lots of good ideas when management acts in good faith and the lesson here is that it's far more productive to work with us than against us.

**P.S.** In addition to the great member mobilization, I want to recognize the outstanding work of CSEA staff – particularly our Legal Department – in turning back Gov. David Paterson's ill-conceived attempt to impose furloughs. They presented a compelling case to the federal court and the outcome is a great victory not only for all CSEA members but for New Yorkers too.

I have often said that CSEA has the most talented and dedicated staff you will find anywhere. This was more proof positive.



This cartoon, by CSEA cartoonist Ralph Distin, originally appeared in the May 2006 edition of *The Work Force*. The cartoon addresses CSEA's fight for workplace violence legislation at public work sites. The law was enacted in June of that year. Under the law, all public employers are required to regularly assess risks and take steps to address them. The law has helped make many workplaces much safer, but the article below is a sad reminder that workplace violence still happens.



**“Much more needs to be done”**

## Workplace violence claims CSEA member

EAST MEADOW — Workplace violence once again came to the forefront of CSEA concerns after the June 16 death of Nassau County Local member Stacie Williams, who worked at Nassau University Medical Center as a patient care assistant in the hospital's maternity ward.



**Williams**

Williams, a 45-year-old single mother of three children, was shot several times outside the hospital's main entrance during the early morning hours. Charged

in her death is Kim Wolfe, a county corrections officer who is accused of shooting Williams as the two apparently argued over what police are calling a “domestic dispute.” Wolfe is also accused of going on a shooting spree against several members of her own family, leaving one man dead.

“Stacie was an excellent health care professional with an exceptional work ethic,” Nassau County Local President Jerry Laricchiuta said. “She was a credit to CSEA and Nassau University Medical Center. Our support and sympathy goes out to her family and friends in this difficult time.”

Williams' death is a shocking reminder about the continued

need for workplace violence awareness. CSEA led the fight to pass the state Workplace Violence Prevention Law in 2006 and many of New York's public workplaces are safer today, but the law is only as good as its enforcement.

In the union's investigation of the incident, CSEA found that Nassau University Medical Center was not in full compliance with the workplace violence law. A risk evaluation was conducted, but not in conjunction with CSEA and, as a result, union members working at the medical center were not made aware of the findings.

Other findings included inadequate lighting in numerous locations, an insufficient number

of security personnel throughout the facility and general access to the vestibule adjoining the main entrance.

CSEA will continue to follow up to ensure the hospital is in full compliance.

— Richard Impagliazzo

**Learn more about CSEA's efforts to end workplace violence:**

[www.csealocal1000.org/osh/workplace\\_violence\\_prevention.php](http://www.csealocal1000.org/osh/workplace_violence_prevention.php)



# SUNY Canton workers gain first-ever contract benefits

**The private sector workers began their campaign in August 2008. Ten months later, the workers overwhelmingly won a National Labor Relations Board (NLRB) election and joined CSEA.**

CANTON — Newly organized food service and campus store workers at SUNY Canton can now rest easier because their work has been defined by a contract.

The workers voted overwhelmingly in favor of the new contract, which covers 41 employees of the campus' College Association, Inc.

In addition to maintaining the association benefits that were already in

place, highlights of the agreement include improvements for:

- **Earnings:** including increases in wages and a healthy signing bonus for each employee. Also, management proposed that employees pay higher contributions toward health care premiums and this was avoided.

- **Clarity in scheduling:** the contract put an end to "open ended scheduling," defined summer work and how it will be assigned (since conditions change when school is not in session) and provided new rules that ensure uninterrupted breaks and lunch periods.

- **Seniority in promotions:** There's also now a job posting and bidding procedure that entitles qualified current employees with the opportunity to bid on any open job. The most qualified senior employee will now get the job offer first. The contract also



**New CSEA members Jim Rogers and Michelle Johnson of the College Association Inc. of SUNY Canton Local tally the votes ratifying their first contract.**

adds a clearly defined layoff and recall procedure based on seniority.

- **Representation and a voice:** Employees now have the right to union representation at every step of any investigation or discipline with a strong grievance and binding arbitration clause.

A labor/management committee with equal numbers of CSEA College Association Inc. of SUNY Canton Local members and management was put in place to address

problems that may arise in the future. The contract also gives the new CSEA local seats on the college association's Safety Committee.

The private sector workers began their campaign in August 2008. Ten months later, the workers overwhelmingly won a National Labor Relations Board (NLRB) election and joined CSEA.

SUNY Canton State Local President Joe Kelly and local Vice President Chris Ormsbee, who served as volunteer member organizers, were instrumental in the success of the campaign leading up to negotiations. They met with workers, attended meetings and offered their experience and support on campus, which opened the door for these successful negotiations.

— **Jill Asencio**

**“**They were there for us from the beginning of our campaign all the way to the day we won our election. It would have been extremely difficult to form our union without their help. I am grateful there are CSEA members who care enough and take the extra time to help us fight to get the job done.”



— **James Fletcher, new member, College Association Inc. of SUNY Canton Local**

## Bus drivers quickly ratify first contract

ODESSA — Bus drivers in the Odessa-Montour School District recently entered negotiations and unanimously ratified their first contract.

The workers, who are employed by the private sector First Student, became CSEA members in late 2009 after organizing with the help of CSEA members. They have similar

job duties and share a manager with the Watkins Glen School District Bus Drivers Local, yet did not share the benefits of CSEA. The Odessa-Montour drivers had lower wages, fewer rights on the job (no seniority) and fewer benefits.

Two CSEA members were instrumental in leading the way to identifying this

inequity and remedying the situation. Paula Wallenbeck, president of the Watkins Glen School District Bus Drivers Local and other bus drivers in the local had been talking to bus drivers in the district.

Wyatt Kelly Cain who works part-time as a bus driver and full time in the district, talked to his co-workers, organized

meetings and answered questions.

They understood that by organizing the unorganized in similar positions to their own that it not only benefits the new members with better working conditions, wages and benefits but it also raises standards for everyone, adding strength to their own negotiations.

— **Jill Asencio**

# Letting Congress hear our voice

**“From health care reform to tax fairness, CSEA needs to stay engaged in issues at the federal level.”**

ALBANY — From health care reform to financial reform to the recovery package and stimulus bill it has been an active year in Congress.

Last year, CSEA and AFSCME secured money that helped create and save thousands of jobs. This year's priority is to secure more federal fiscal relief to protect our jobs and prevent layoffs in our schools, local governments and the state.

Helping CSEA reach its goals are the union's federal Political Action Liaisons (PALs), CSEA members who serve as the union's liaison to our congressional representatives.

“From health care reform to tax fairness, CSEA needs to stay engaged in issues at the federal level,” said CSEA Federal Issues Committee Chair and Western Region



**U.S. Rep. Paul Tonko addresses CSEA's federal PALs about the importance of staying on top of elected officials in Washington.**

President Flo Tripi at the union's recent federal PAL conference in Albany, where CSEA PALs brushed up on their lobbying skills and learned some new ones.

“Good lobbying skills are crucial to the job, but it takes more than just good lobbying skills to be a CSEA PAL, you also have to be armed with the facts,” said CSEA Executive Vice

President Mary Sullivan in her opening remarks.

The weekend conference, sponsored by the CSEA PEOPLE program, focused on the need to secure money to help the states deal with record deficits.

“The taxpayers bailed out Wall Street which not only recovered but made record profits,” CSEA President Danny Donohue said. “Now it's time to step up and help the states recover.”

U.S. Rep. Paul Tonko addressed the PALs and spoke about the importance of staying on top of elected officials in Washington. Tonko also pointed to the success of the recovery package in creating and saving 640,000 jobs and the need to continue to invest in our infrastructure.

## CSEA seeks entries for the Nadra Floyd Award

CSEA is seeking entries for the Nadra Floyd Award, which the union will present during the



**Floyd**

Annual Delegates Meeting in October to a member who has made an extraordinary contribution to the growth of CSEA's membership.

Floyd, who was serving as CSEA's Organizing director when she passed away in November 2001, was a dedicated trade unionist committed to her union, her family and the

civil rights movement.

She spent most of her career with AFSCME, beginning in California, where she served as executive director of AFSCME Council 10, representing University of California Employees. In 1995, Floyd moved to Washington, D.C. to become AFSCME's International Union Assistant Area Director.

In 1997, she went to work at the AFL-CIO as the director of the federation's Community Service and Community Action. During this time, Floyd won a battle against lymphoma after undergoing rigorous

treatment.

In August 2000, Floyd became CSEA's Organizing director and was working to grow the union's membership and transform CSEA's organizing program before she passed away.

Floyd brought vision, leadership and a team-building spirit to every position she held.

CSEA created the award to honor Floyd's commitment to labor and union growth.

— Jill Asencio

## CALL FOR ENTRIES

**D**o you know a member, committee or local that has worked to grow CSEA's membership or has made a significant contribution to a CSEA organizing campaign?

Please read the nomination guidelines found on the official nomination form on CSEA's website at **[www.csealocal1000.org](http://www.csealocal1000.org)**.

All nominations must be submitted by Aug. 20, 2010, to the:

**CSEA Membership Committee  
 c/o CSEA Organizing Department  
 143 Washington Avenue  
 Albany, NY 12210**



# Arbitrators to decide Monroe County probation understaffing case

**“Without a full staff of probation officers, we fear that a serious offender may slip through the cracks and that public safety could be in jeopardy as a result.”**

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**Visit today!**

ROCHESTER

— Public safety is threatened and crime is likely to increase if Monroe County officials do not fully staff and appropriately distribute cases in the Probation Department.

That's the argument CSEA hopes to prove in arbitration. A hearing was held in late June, and additional hearings are scheduled Aug. 3 and 4.

#### Understaffing an issue

CSEA, which represents Monroe County probation officers, filed a grievance against the county stating that the department is understaffed and that cases are not distributed in an equitable manner.



Zaffuto

The potential result is that probationers will not be adequately supervised, placing the public at increased risk.

“We are calling on Monroe County to fully staff the probation department so that each probation case can receive the time and attention necessary to keep the public safe,” said CSEA Western Region President Flo Tripi. “Crime cannot be controlled without a properly staffed department.”

While staffing has dwindled, officers have seen their workloads rise to impossible levels. Caseloads include violent offenders, gang members, high-risk sex offenders, DWI repeat offenders, and persons with significant mental health and substance abuse problems.

“Without a full staff of probation officers, we fear

that a serious offender may slip through the cracks and that public safety could be in jeopardy as a result,” said CSEA Monroe County Local President Bess Watts.

#### Alarming statistics

Probationers have been linked to other crimes during their probation period. In the three years from 2006-2009, Monroe County had 153 homicide cases. Of these cases, 128 involved individuals with a probation history. Nineteen people were named as suspects in homicides while on probation. Fourteen people were victims of homicide while on probation.

“These stats on their own are very alarming,” said CSEA Monroe County Unit President Cris Zaffuto. “More importantly, they illustrate that more probation officers need

to be hired in the county to appropriately conduct probationer supervision and keep the public safe.”

The county has for years attempted to keep costs in the department artificially low through the hiring of probation officer trainees instead of full probation officers. The problem is the trainees are required to have reduced caseloads. The end result is a short-staffed department and, ultimately, an increased danger for the public.

“Monroe County probation officers are calling on public officials to correct these staffing inadequacies so we can fully serve the public and provide the highest possible level of safety”, said CSEA Probation Section President Todd Wersinger.

— Lynn Miller

## Child care bill a win for providers, families and the state

**N**ew York state recently approved child care legislation that could mean a dramatic income increase for many providers and millions of dollars saved for the state.

The bill, which was born of VOICE/CSEA contract negotiations, allows for providers to increase capacity and provides more flexibility in enrollment for family and group family child care programs. It also extends the licensing renewal period from two to four years, saving the state millions of dollars in

costs related to processing applications without lowering standards for inspections and training requirements.

Providers could see an increase in business income that could be as high as \$7,000 per year and many families who have been on waiting lists will finally be able to enter daycare. Many parents with more than one child will also get the chance to bring together siblings who were placed apart because of lack of openings.

#### VOICE/CSEA persistence

Since the late 1990s, home-based child care providers across New York have been working toward securing the changes that are included in this bill. Providers made these items a top priority in negotiations with the state Office of Children and Family Services.

Since the bill's introduction into the Senate, which happened several times, and the Assembly, VOICE/CSEA providers mobilized repeatedly, conducting

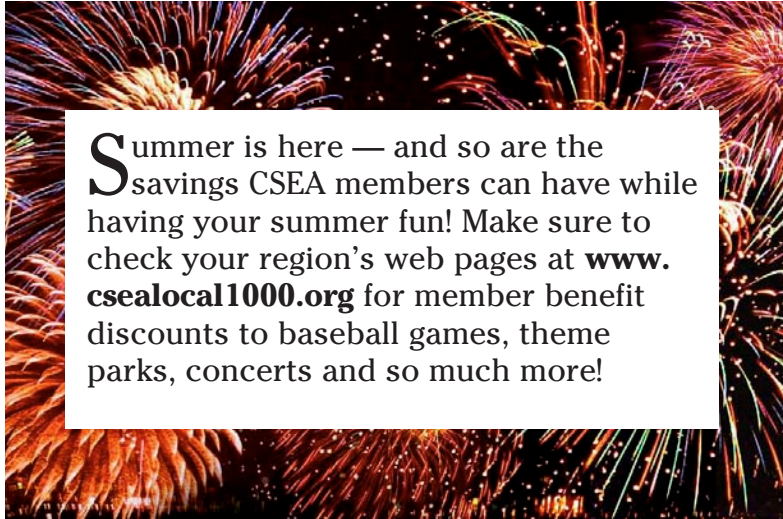
phone, e-mail and letter-writing campaigns. CSEA political action, along with the providers' persistence despite tough challenges, paid off.

Though the changes will not be made instantly, as OCFS has strict guidelines providers have to follow before they can make any changes to ensure health, safety and quality standards, providers have been waiting a long time to make this happen and they say it feels good to have some closure on this issue.

— Jill Asencio



# Summer fun — and savings — with CSEA!



Summer is here — and so are the savings CSEA members can have while having your summer fun! Make sure to check your region's web pages at [www.csealocal1000.org](http://www.csealocal1000.org) for member benefit discounts to baseball games, theme parks, concerts and so much more!

## CSEA Member Appreciation Days!

Aug. 15 to Sept. 6, 2010

More than a 50 percent discount!

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plus tax, per  
person.




### How to order:

1. Visit [www.sixflags.com/greatescape](http://www.sixflags.com/greatescape)
2. Enter promo code: CSEA1000 in the upper right hand corner of your screen and hit "GO."
3. Choose your quantity of tickets and follow the prompts.

### Bonus:

Upgrade your ticket to a season pass for an additional \$34.99 + tax!  
(Season pass upgrade must be done on visit date only.)  
For more information, contact the Great Escape Group Sales Department at 518-792-3500, ext. 3361.



## 2010 SEASON TICKETS AVAILABLE NOW

**ATTENTION CSEA MEMBERS:**  
By ordering new season tickets through this offer you will be invited to an exclusive behind the scenes tour of Ralph Wilson Stadium including the locker room, field and press box (date and time to be determined).


To order, call James Zielinski at 716.312.8931 or 1.877.228.4257 ext.8931  
[james.zielinski@bills.nfl.net](mailto:james.zielinski@bills.nfl.net)

Please Mention Promo Code: SPCSEA100

### 2010 Ralph Wilson Stadium HOME SCHEDULE

Preseason Schedule		
Saturday, August 28	6:30	CINCINNATI <b>BENGALS</b>
Regular Season Schedule		
Sunday, September 12	1:00	DENVER <b>JETS</b>
Sunday, October 3	1:00	JETS
Sunday, October 10	1:00	JAGUARS
Sunday, November 14	1:00	LIONS
Sunday, November 28	1:00*	Steelers
Sunday, December 12	1:00*	BROWNS
Sunday, December 26	1:00*	PATRIOTS

All dates and times subject to change. \*Games Subject to Flex Scheduling.




### SEASON TICKET BENEFITS

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- ★ Purchase individual game tickets before they go on sale to the general public.
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- ★ \$5 off parking coupons for each game.


LEVEL & AREA	SEASON TICKET PRICE
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Lower Level Sidelines II Upper Level Center Rows 1-20	\$560
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Tunnel Endzone Upper Level Center - Rows 21-38	\$400
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# CSEA's 2010 Spring Workshop: Bigger, better, bolder

Nearly 700 CSEA members recently gathered in Manhattan for CSEA's Annual Spring Workshop, working to help make the union bigger, better and bolder.

Sessions on topics such as being a successful union leader, planning for power, strengthening the public sector membership base and union activism helped activists and members sharpen their union skills and bring new ideas to rank-and-file members about making the union stronger.

Workshops also included information about civil service law, occupational safety and health, and diversity.

Workshops were divided in four categories: Union Leadership, designed to assist leaders in basic leadership skills, and/or the basics of setting up an active local or unit; Union Building, designed for leaders to explore ways of building a local or unit that encourages member participation and activism; Representing Workers, designed to



CSEA members, including New York City State Employees Local activist Dawn Francis, visit information tables to learn the latest benefits and programs available to union members. *Photo by Pat Arnow.*

empower leaders in various aspects of representing members in the workplace, and Social and Economic Justice, designed for leaders to explore issues of worker equality and democracy in society.

## Mission Achievement Awards

Each year, CSEA awards its Mission Achievement Award to a local government, state and private sector activist who exemplifies the CSEA Mission Statement spirit: "to represent our members as best we can in any way we can; and to continue our role as a leader among labor unions."

The following are the 2010 Mission Achievement Award winners:

### Private Sector

Health Research Inc. Local President Deb Hanna won the Private Sector award for her leadership in occupational safety and health issues her members have faced in the Metropolitan Region.

"Deb demonstrated her leadership in handling a series of challenges in the aftermath of the Sept. 11 tragedy. She mobilized her members around a number of health concerns following the collapse of the nearby Twin Towers and got real results for her members. She continues to mobilize and agitate and plays a leading role in helping to move our private sector division forward," said CSEA President Danny Donohue.

### Local Government

Wayne County Local President Paul Peters was noted for his tireless advocacy on behalf of his members, taking over a troubled local and building it through inclusiveness and communication.

"He led a fight to save the county



From left, Western Region President Flo Tripi; Long Island Region President Nick LaMorte; SUNY Stony Brook Local activist Maryann Phelps, recipient of the State Division Mission Achievement Award; CSEA Executive Vice President Mary Sullivan; Wayne County Local activist Paul Peters, recipient of the Local Government Division Mission Achievement Award; CSEA President Danny Donohue; Deb Hanna, recipient of the Private Sector Division Mission Achievement Award and Metropolitan Region President George Boncoraglio. *Photo by Pat Arnow.*

nursing home and was the glue that held his membership together in a 700-plus day contract fight with a county that was trying to bust the union. On top of everything he does for his own local, Paul can be counted on throughout his 14-county region, whenever his help is needed," Donohue said.

### State Division

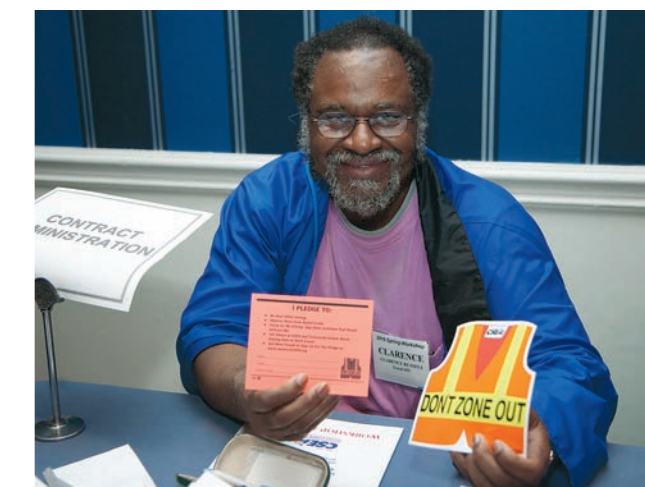
One of the union's most visible activists is SUNY Stony Brook Local Recording

Secretary Maryann Phelps, who is often seen at rallies, demonstrations, contract campaigns and other union events and fundraisers.

"On top of all that, she also serves as chair of the Long Island Region Veterans Committee, where she conducts food drives, organizes donations to our troops during the holidays, and participates in Veterans Day, Memorial Day and Flag Day ceremonies," Donohue said.



CSEA President Danny Donohue, Special Olympics New York CEO Neal Johnson and Central Region President Colleen Wheaton pose with the first President's Polar Cap Award. Wheaton accepted the award on behalf of the Central Region, which raised more than \$17,000 for the Special Olympics through Polar Plunge events, the highest total among CSEA's six regions. *Photo by Pat Arnow.*



State Audit and Control Local activist Clarence Russell urges members to sign the Work Zone Safety Pledge. See Page 12 for more information about CSEA's Don't Zone Out campaign, or visit [www.csealocal1000.org](http://www.csealocal1000.org). *Photo by Pat Arnow.*





# Don't Zone Out!

Don't Zone Out!

That's the advice from CSEA to motorists everywhere, especially in New York. CSEA's new occupational safety and health campaign is raising safety awareness around the state with a simple message: be careful driving through roadway work zones.

Help spread the word and help save lives. Your CSEA brothers and sisters working in roadways and highways will appreciate it.

Take the pledge online:  
**[www.csealocal1000.org](http://www.csealocal1000.org)**  
*You can also sign the form at right, clip it out and mail it in.*

## Take the CSEA Work Zone Safety Pledge

CSEA is asking members to sign a Work Zone Safety Pledge, which states:

### I pledge to:

- Be Alert While Driving
- Observe Work Zone Speed Limits
- Focus On My Driving ... Not Other Activities That Would Distract Me
- Tell Others at CSEA and Community Events About Staying Alert in Work Zones
- Get More People to Sign Up for the Pledge at [www.csealocal1000.org/osh/work\\_zone\\_pledge.pdf](http://www.csealocal1000.org/osh/work_zone_pledge.pdf)

### Signature:

Mail to: CSEA Occupational Safety and Health Department,  
143 Washington Ave., Albany, N.Y. 12210

## Learn more about issues facing working women — subscribe to *Essentially Women* today

Get the latest on issues that concern women in CSEA and the labor movement! Subscribe today to *Essentially Women*, a quarterly publication dedicated to working women.

Fill out the coupon at right, cut it out of the paper and mail to the address listed below. You can also subscribe to *Essentially Women* online at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org).

**Please mail the form to:**

**CSEA Women's Committee  
Attn: Membership Department  
143 Washington Ave.  
Albany, N.Y. 12210**

**YES**, I want to be kept informed about women's issues.  
Put me on your mailing list.

10-DIGIT CSEA ID NUMBER: \_\_\_\_\_ DATE OF BIRTH: \_\_\_\_\_

NAME: (please print clearly) \_\_\_\_\_

HOME ADDRESS: \_\_\_\_\_

WORK ADDRESS: \_\_\_\_\_

PHONE NUMBER: WORK: (\_\_\_\_) \_\_\_\_\_ HOME: (\_\_\_\_) \_\_\_\_\_

CSEA Local/Unit Name \_\_\_\_\_ No. \_\_\_\_\_ Region \_\_\_\_\_

EMPLOYEE OF: \_\_\_\_\_ STATE \_\_\_\_\_ LOCAL GOV'T \_\_\_\_\_ SCHOOL DISTRICT \_\_\_\_\_ RETIREE  
\_\_\_\_\_ PRIVATE SECTOR \_\_\_\_\_ VOICE/CCPT

E-MAIL ADDRESS: \_\_\_\_\_

Are you a registered voter? \_\_\_\_ Yes \_\_\_\_ No

# CSEA slams shameless OCFS commissioner, outrageous policies

**“The youth in OCFS charge should have a system that offers them structure and hope.”**

ALBANY— CSEA representatives recently presented a detailed and often-graphic account of deteriorating conditions in state operated juvenile detention facilities under embattled State Office of Children and Family Services (OCFS) Commissioner Gladys Carrion.

Testifying before the Senate Task Force on Juvenile Justice, union representatives detailed the growing danger and lack of support in facilities under Carrion's misguided and permissive policies. Carrion has inexplicably retained the support of Gov. David Paterson despite her

sanctioning of social events for youth in detention, including one event that turned into a sex party at the Goshen Secure facility last year involving an alleged prostitute and a 15 year-old girl.

“CSEA believes Commissioner Carrion should long ago have been removed from her position,” said CSEA Deputy Director of Contract Administration Mary Rubilotta. “Obviously neither Commissioner Carrion nor Governor Paterson has any shame or standard of decency.”

Rubilotta presented the following evidence to show lawmakers that Commissioner Carrion has shown complete disregard for the safety of her staff and the community:

- Last year, the OCFS workplace injury and illness incident rate increased from 14.7 percent to 19.6 percent. The agency's injury costs increased more than any other agency in the state executive branch, up 61 percent over the previous year from \$1.6 million to \$2.5 million;
- The death of direct care worker Rene Greco in Lockport last year and the shooting of police

## HOOKER & TEEN AT JUVIE JAIL 'ORGY'



Office of Children & Family Services Commissioner, Gladys Carrion

“...Gladys Carrion supported social dances for hard-core convicted youth ‘as part of our way of incentivizing good behavior’.”

-Susan Steele, OCFS spokeswoman, New York Post 5/24

## Paterson offers sanctuary to chief

Times Union 5/27

“I think she's actually done an excellent job”, Paterson said.

Times Union 5/27

Governor David Paterson



## SOME PEOPLE OBVIOUSLY DON'T KNOW THE BOUNDS OF DECENCY

officer Anthony DiPonzio in Rochester are prime examples of OCFS disregard for public safety; and

• Carrion has created a myth of empty facilities - facility populations have been run down because the commissioner has manipulated the transfer

of youth to other facilities. The commissioner has also engaged in inappropriate communication with Family Court judges last year when she urged them to avoid the OCFS system - action that represents a dangerous breach of her authority.

**Visit CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for more information.**

### What CSEA members at OCFS say

In addition to CSEA-represented OCFS employees providing testimony to the Task Force, Rubilotta presented some perspective from CSEA employees at facilities across the state:

*“Commissioner Carrion is attempting to change the entire model that our system is built upon, but we do not have the resources to implement that model. They cut staffing and they don't want to fund more mental health professionals, and the current staff are not getting any more mental health training to deal with these kids.*

*The impact is that the kids are not getting what they need with her new program and it makes the place dangerous, because the kids have no control and we have no control over them, because she doesn't want them restrained.”*

*“Before the sanctuary model, there used to be some control and consequences to bad behavior. Kids would move in line and get their food, orderly. Now, if a kid throws juice at you and calls you an “f-in bitch,” it's OK. There are no consequences.”*

*“These kids are leaving here worse because they realize there is zero accountability. The kids are smart. They know they can cause a staffer to be indicted in child abuse, it will take years to clear their name. What the kids say is gospel. We have to fight to clear our name.”*

### OMRDD to change agency name

The state Office of Mental Retardation and Developmental Disabilities will soon have a new name.

The state Assembly and Senate recently passed name change bills to allow the agency to become the New York State Office for People With Developmental Disabilities (OPWDD). The change becomes official once Gov. David Paterson signs the bills into law.

This legislation specifically removes the words “mental retardation” from the name of the agency, as well as from state statute and regulations, excluding clinical references.

The name change also shows support of individuals with developmental disabilities and their families. Individuals with developmental disabilities, their families, advocates and providers have been working toward the name change.

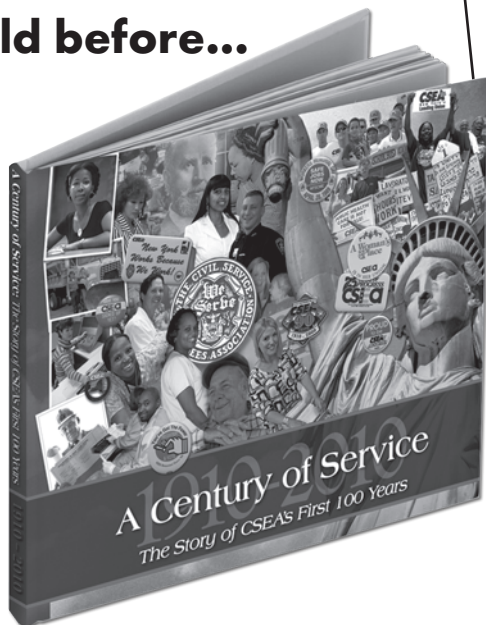


## A page from our history ...



Throughout 2010, The Work Force will be marking CSEA's 100th anniversary taking a look back at CSEA's history.

Your story as it has never been told before...



Order your copy today while supplies last!

[www.csealocal1000.org](http://www.csealocal1000.org)

Dear Danny,

I would like to tell you how pleased I was to receive a copy today in the mail of "A Century of Service," the story of CSEA's first 100 years! What a wonderful achievement and tribute to all in CSEA, both activists and staff. Those responsible for the production of the book have done themselves proud.

I looked through the book briefly from cover to cover, seeing people I knew; remembering some of the events noted; and then put it aside. I want to continue going through it when I have enough time to go through it thoroughly and learn all about how we came to be. The book reminded me of how I got involved in CSEA.

I had three prominent motivators when I became involved as an activist in CSEA. I joined CSEA back in the late 60s because of a grievance filed on my behalf by my first motivator, a very strong willed woman named Mary Jarocki. The outcome wasn't what I had initially asked for, but it was one that leaned heavily in my favor. Once the grievance was over, she went on to explain to me the importance of the union in helping people like me take a stand for themselves.

My other motivator was the famous Irene Carr. Her strength, friendship and leadership were a driving force in my involvement with women's issues and service to the region and statewide Women's Committees, the service that is most dear to my heart. She made me feel like I could do anything I wanted to, and you know, I did. When I said, "Oh, I can't do that," she said, "Oh yes you can!" She gave me the confidence to move women's issues to the forefront and do all the things I did in CSEA and beyond and for that I will be eternally grateful.

And my third motivator was Past Region 4 officer Joan Tobin. Her intense role play in a steward workshop I attended when I was a new officer, where she played management and I played a union rep was so realistic and magnificently orchestrated, it solidified my ability to be a union activist and face management with confidence.

Over the years, I served CSEA at the local, region and state levels. I made many friends and I raised my children on that watch. Throughout my years as a CSEA member and activist, I was provided a job; health insurance, dental and vision care for me and for my family, and now a great retirement. And sure, I know, the State of New York paid that salary and provided me with much of these benefits BUT, if weren't for CSEA, I am sure I would not have had half of what I did and do now. CSEA was, is and will continue to grow and be a wonderful organization for its workers and I am proud to have been a part of it for some 35 years of its first 100 years!

Sincerely,

Ellen R. Burke, Retiree and Longtime CSEA Activist  
Past Local 691 officer  
Past Chair of the Region 4 Women's Committee  
Past Member of the Statewide Women's Committee  
Union Worker and Mom



**C**SEA retiree and longtime activist Ellen Burke was excited to receive her copy of **A Century of Service: The Story of CSEA's First 100 Years**. Her letter to President Danny Donohue brought some timeless lessons about activism into perspective.

## NYSHIP state enrollees: state legislation requires additional premium contribution

Under the New York State Health Insurance Program (NYSHIP),



their current premium. Many NYSHIP HMOs have premiums in excess of the Empire

when a plan participant or dependent becomes eligible for "Medicare primary" coverage, they are required to enroll in Medicare and pay the applicable Medicare Part B premium for such coverage.

The state is responsible for the full cost of Medicare Part B premium reimbursement, according to Civil Service Law Section 167-a.

As a result of the recently passed budget extender bill, effective April 1, 2010, Civil Service Law Section 167-a is amended to provide that the state and NYSHIP enrollees share in the cost of reimbursing the Medicare Part B premiums.

NYSHIP state enrollees (active and retiree) will see an adjustment to their health insurance premium contribution as a result of this legislation. Empire Plan enrollees will see a nine-month cost adjustment (April 1 — Dec. 31, 2010) of about \$29 for individual coverage and \$72 for family coverage. The additional premium will be spread across several pay periods later this year.

The impact on NYSHIP HMO enrollees is based upon

Plan. Due to the employer-share capping formula, many HMOs will see a premium decrease while others will see a total increase of about \$20 for individual coverage and \$48 for family coverage for the nine-month period, to be spread across several pay periods.

The state Department of Civil Service, which administers NYSHIP, will release revised NYSHIP rates when they are available.

This change does not affect the state "reimbursement" of the Medicare Part B premium. The state will continue to reimburse Medicare primary enrollees for their Medicare Part B monthly premium, either through

their pension checks or a reimbursement directly to the individual.

We are awaiting more information regarding this new legislation. The CSEA Health Benefits Department will continue to monitor and work with the state to ensure appropriate communication is completed. We will post more information on CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) when it is available.

**NYSHIP state enrollees (active and retiree) will see an adjustment to their health insurance premium contribution as a result of this legislation.**

## Summary of April 2010 CSEA Board of Directors meeting

**Editor's Note:** *The Work Force publishes a summary of actions taken by CSEA's Board of Directors. The summary is prepared by CSEA Statewide Secretary Denise Berkley for union members.*



**Berkley**

ALBANY — CSEA's statewide board of directors met April 29. In official business, the board:

- Designated "Identity Theft 911" as a member benefit to be offered members;
- Renewed contract with Clarity Publishing Co. for printing and mailing the union's official newspaper, *The Work Force*, as well as assorted other publications;
- Endorsed President Danny Donohue's candidacy for AFSCME Secretary/Treasurer;
- Authorized Local 425 to purchase real estate for office space

at 7 Willowdale Ave., West Seneca with the union holding the mortgage balance to be repaid with interest at the current prime rate plus 1 percent over a 15-year term;

- Authorized lease agreements for Local 507 (748 Freedom Plains Rd., Poughkeepsie), Local 836 Unit 7900/7902 (30 Matthews St., Suite 305, Goshen), Local 856 (256 Clinton Ave., Kingston) and Local 865 (2545 Hempstead Turnpike, East Meadow);
- Retained the services of PricewaterhouseCoopers for the union's 2010 fiscal year audit;
- Created Local 874 (Onondaga County Educational Employees);
- Approved appointments of Matthew Hattorff and Maria Navarro to the Long Island Region Political Action Committee, Scott Brown, Bea Johnson, Manuel Steele and Basil Townsend to the Southern Region Political Action Committee, and Susan Randall and George Smith to the Central Region Political Action Committee.

*Questions concerning the summary should be directed to Statewide Secretary Denise Berkley, CSEA Headquarters, 143 Washington Ave., Albany, NY 12210 (800) 342-4146 or (518) 257-1253.*

## Confirmation letters sent in place of delayed Empire Plan benefit cards

**A**s a result of a change in the Empire Plan benefit card vendor, the Department of Civil Service is unable to issue Empire Plan benefit cards for a limited period of time.

This will apply to any new or replacement benefit cards ordered on or after May 27, 2010.

A personalized letter will be mailed to Empire Plan enrollees, who have requested a new or replacement benefit card, with a list of covered dependents. Dependents at a separate address will receive their own letter. Empire Plan enrollees should use the letters until new cards are issued to access their benefits at the pharmacy or provider's office.

Enrollees are directed to call The Empire Plan toll-free telephone number (1-877-7-NYSHIP) if they have trouble accessing their benefits using the letter. Enrollees who receive a letter will automatically receive their cards as soon as card production resumes.



## School's out for summer — what you need to know

The school year is over and what does this mean for CSEA Employee Benefit Fund (EBF) members?

Let's start by taking a look at some things everyone should know about their dental and vision benefits, specifically for those who have eligible, dependent children.

For many with school-age children, the beginning of summer is a time when parents bring their children for dental and vision checkups after school lets out for the year. The questions you should ask yourself before scheduling an appointment are:

**Does my child qualify as a dependent on my benefits?** The CSEA EBF covers dependents who meet certain criteria. Dependent children include:

- Your unmarried children, including stepchildren who permanently reside with you and legally adopted children, under age 19;
- Your legal ward under age 19

who permanently reside with you pursuant to a court order awarding legal guardianship to you;

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

- Any child or ward described above under the age of 25 who is a full-time student (minimum of 12 undergraduate or six graduate credit hours) enrolled in a regionally accredited college or university working toward an associate's, bachelor's or master's degree. Technical courses of short duration do not qualify, even if a diploma is awarded.

**EBF requires that current proof of student status be provided annually.** Proof is considered to be a letter or statement from the



college's registrar's office with the EBF Member ID Number attached or a fully completed Student Status Form available from the Fund.

Student proof forms can be downloaded from the EBF website at [www.cseabf.com](http://www.cseabf.com).

**Have I enrolled my child under my benefits?** If you have one of our plans with family coverage, it is simply done by completing and submitting an enrollment form to the EBF. Enrollment forms can be downloaded on our website.

**Is my child eligible to receive dental treatment?** If your child has never been to a dentist before or if you're unsure of which EBF dental

benefit you have, please contact the Dental Unit at 1-800-323-2732 and press 2 when prompted to find out their eligibility status. If you have already seen a dentist in the past and feel comfortable using your plan, contact the dental office when you're ready to schedule an appointment. They should have a record of your last visit and what services were performed.

**Is my child eligible to receive vision services?** CSEA EBF's plans are available on either a 12 or 24-month benefit basis, based upon what has been negotiated in your collective bargaining agreement. If you are unsure of what vision program you belong to or when the last time the benefit was provided, please contact our Member Services Department at 1-800-323-2732.

**For any questions, please call EBF at 1-800-323-2732 and have a GREAT summer!**

## That's the CSEA Employee Benefit Fund.

### ***NYSHIP Dependent Eligibility Verification Project enters final stage***

Over the past year, the New York State Health Insurance Program (NYSHIP) has conducted the Dependent Eligibility Verification Project to ensure any dependents covered under NYSHIP met the state's definition of a qualified dependent.

Enrollees who did not respond to the Dependent Eligibility Verification request or dependents that were found to be ineligible under NYSHIP, the dependent's coverage was retroactively terminated to Feb. 1, 2009.

The final stage of the Dependent

Eligibility Verification Project has begun. Enrollees who had

an "ineligible dependent" removed during the project's verification period are responsible to repay claims incurred from Feb. 1, 2009 to present. Repayment of claims does not affect enrollees who voluntarily removed dependents during the special "amnesty period," as they are held harmless from claims incurred prior to removal of their dependent.

The Empire Plan carriers have



begun sending initial recoupment letters to enrollees. The recoupment letters

provide the enrollee with one last chance to submit documents to prove the eligibility of their dependents before formal claims recovery is initiated against the member and/or participating provider, who will bill the enrollee.

During this final stage, if an enrollee submits acceptable documentation to prove the eligibility of their dependent, the dependent's coverage will

be reinstated retroactive to Feb. 1, 2009 and claims recovery will cease immediately.

Enrollees with questions about the recoupment amounts should be directed to the appropriate carrier at 1-877-769-7447.

Enrollees looking to submit acceptable documentation to prove the eligibility of their dependent should be directed to the NYSHIP Dependent Eligibility Project Service Center at 1-800-409-9059.

Join CSEA in celebrating our  
Centennial.

Come to the New York State Fair on Sept.  
4 and 5, 2010, during CSEA Weekend when  
CSEA members save \$4.00 off admission.



Syracuse, NY • Aug. 26-Sept. 6, 2010

The New York State Fair is at the Empire Expo  
Center located off Exit 7 of I-690, 3 miles  
west of Syracuse.  
Hours of operation are 10 a.m. to 10 p.m.  
daily.

Clip one coupon at right for each CSEA member  
and family member and bring coupon(s) to any  
fair gate to get \$4 off the price of admission on  
Saturday and Sunday, Sept. 4 and 5, 2010, only.

Saturday, Sept. 4 and Sunday, Sept. 5, 2010, is CSEA  
WEEKEND at the New York State Fair in Syracuse. CSEA  
members and their family members will receive \$4.00  
off admission that weekend, compliments of CSEA and  
the New York State Fair.

Find CSEA and view our 100-year history display during  
the entire fair at our new booth location along the front  
wall to the left of the center doors in the Americraft  
Center of Progress Building. Stop by and visit the CSEA  
booth any day, 10 a.m. to 10 p.m.  
The coupons for \$4.00 off admission, however, are only  
good during CSEA weekend, Saturday and Sunday,  
Sept. 4 and 5, 2010.

SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE SAVE  
**CSEA member admission \$6.00\***

**SAVE \$4.00**

**CSEA**

Local 1000 AFSCME, AFL-CIO  
Danny Donohue, President

Coupon is valid for CSEA weekend only –  
Saturday and Sunday Sept. 4 and 5, 2010.

CSEA members and family members each get  
one admission for \$6.00 when purchased at  
any gate with coupon. One coupon per person.  
\*Adult admission.  
Children 12 and under admitted free.

NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
PHONE \_\_\_\_\_  
CSEA LOCAL \_\_\_\_\_

**SAVE \$4.00**

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NAME \_\_\_\_\_  
ADDRESS \_\_\_\_\_  
PHONE \_\_\_\_\_  
CSEA LOCAL \_\_\_\_\_

**SAVE \$4.00**

Reproduced coupons will not be accepted. Additional coupons will be available at your CSEA region office.

Due to ongoing concerns about several labor disputes with the New York State Fair, please check the CSEA website for updates before using the coupons.



# Leading Edge



## Julyan spreads healthy message

**Editor's note:** During CSEA's centennial year, the *Work Force's Leading Edge* will profile union members who are helping to make the union stronger through their actions in the union, in their communities, or in other ways that reflect the spirit and solidarity in CSEA.

This month features a profile on Erika Julyan, a senior occupational therapist at Erie County Medical Center, who has made a complete lifestyle change, transforming herself into a fit, strong woman better able to care for her family and her patients. The editors of *Self* magazine recently included her story in a feature article.

The *Work Force's* Lynn Miller recently sat with Julyan to talk about her transformation.

**Work Force:** In two years, you've worked to reach your goal weight. What made you decide to get serious about your health?

**Julyan:** Working at the hospital, I have seen the health consequences of having an unhealthy lifestyle. I have seen the effects of diabetes, of dialysis, of strokes. With each of my three children, I put on more weight. I didn't have the energy I used to have. I just didn't feel well. I decided to make a lifestyle change. I realized if I didn't start now I would have much more weight to take off later. I've lost 33 pounds. I'm only 5-foot-2-inches, so that's a lot.

**WF: What worked for you?**

**Julyan:** My job is very physical, but it wasn't enough. I started working out. At first I could do only a couple flights of stairs before I would be out of breath. Now I can run up the stairs (to the eighth floor). This has helped me tremendously at work. My abs and back muscles are very strong. At one time I didn't know what a core was; now I have a strong one.

**WF: With three children and a full-time job, obviously you're very busy. How do you stay on track and make wise food choices?**

**Julyan:** It really is a lifestyle change. Your system gets used to things that are high in sugar and fat and craves them. For a good four months, I was craving bad foods. Now, my body craves good things. Planning is important. It really doesn't take long to prepare healthy foods, but you need to plan in advance.

Before, I didn't really know what was in food. My diet was low in fiber and without a lot of fruits and vegetables. Now I eat a lot of fruit and vegetables and lean protein, I avoid processed foods and high fructose corn syrup. I drink skim milk and water. It makes a difference. This is the best I have ever felt.

It's important to remember you can have what you want at a restaurant, but you have to ask for the right things. You have to ask how things are prepared and what ingredients are included. Once I realized what was in food, it became easier.

**WF: What would you say to someone who is just getting started with weight loss and fitness?**

**Julyan:** Be patient and be proud of every step you take. I started with lifting 2-pound weights. I couldn't handle any more, but I stayed with it and now I can. I started working out in my living room. I like Jillian Michaels. I couldn't get through one of her workouts, but now I can.

No matter what, be proud of what you do. There is a light at the end of the tunnel. Keep moving toward it one step at a time. I was in my 30s and had no cardiovascular stamina. Now, I do. Don't give up. Keep plugging away and you will get there.



**Erika Julyan, shown demonstrating part of her new fitness routine, wants to educate others about health.**

**WF: You mentioned teaching yourself about nutrition. How did you do it?**

**Julyan:** I try to follow Dr. Oz's book "You: The Owner's Manual," but you can also check out health magazines and books on nutrition from the library. That really helped me to know what is good and what isn't. This has been a huge educational process. Even though I work in health care, I was clueless about what I should put into my body.

**WF: Now that you've reached your goal weight, what's next for you?**

**Julyan:** The American society is in trouble. We have a serious problem. We need to educate our children about what is healthy. Now, my children understand the importance of being fit and eating in a healthy way.

I would like to do personal training on the side or be an advocate for children in the school lunchroom. I would like to advise them on what kinds of food they should serve.

— Lynn Miller

## Flaherty is PEOPLE Recruiter of the Month

**M**ike Flaherty of the Rochester Area Retirees Local in the Western Region is the PEOPLE Recruiter of the Month for May. He recruited 36 new PEOPLE members, including 34 at the MVP level.



**Flaherty**

Flaherty, a top PEOPLE recruiter while he was employed by Finger Lakes DDSO, is still urging active members and retirees to join the program.

"The biggest concern members have is the cost," he said. "But when you break it down, it is just

28 cents per day. You can't buy a cup of coffee or a newspaper for 28 cents. But that small amount of money helps secure your destiny. You almost can't afford not to join PEOPLE."

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

— Lynn Miller



**HINCHEY VISIT** — U.S. Rep. Maurice Hinchey recently attended a

Southern Region Political Action Committee meeting as a special guest. Southern Region President Billy Riccaldo said Hinchey was there to hear union leaders' views on the issues. Hinchey spoke candidly about his humble beginnings and past union membership. Members were engaged and asked questions about the recently passed health care reform bill, the jobs program, how to repair economic damage that NAFTA has caused and the U.S. labor movement. Hinchey is a longtime friend to labor who truly understands working families' plight. His 22<sup>nd</sup> Congressional District spans parts of the Southern and Central regions ... **VILLAGE SAVED** — Village of Brockport residents recently voted to retain their village government. A small group of landlords had sought to dissolve the Monroe County village, reportedly so they could skirt around code enforcement



# TODAY

officers. CSEA and the Pro Brockport citizens group fought back, contacting

registered voters via mailings, literature drops and phone calls and encouraging them to learn the facts and vote to keep the village. Several other CSEA units in the Western Region are also fighting village dissolution, as detailed in the June Work Force ... **NEW CONTRACT** — CSEA has reached a tentative agreement with Monroe Community College. The two-year deal contains annual wage increases, maintains a free health insurance option, health insurance at retirement and raises the longevity and shift differential rates ... **LIBRARY CONTRACT** — Members of the Rockville Centre Library Unit unanimously ratified a new five year contract that provides for annual salary percentage increases with significant one-time payments in the first two years and the opportunity to negotiate another in the third year.

## CSEA presents statewide scholarships

**C**SEA recently presented college scholarships to the children of union members from across the state. CSEA wishes the students good luck in their academic endeavors. To see this year's recipients, visit:

[www.csealocal1000.org/scholarship\\_winners.php](http://www.csealocal1000.org/scholarship_winners.php)

## July-August CSEA calendar of events

### Statewide:

- Aug. 26-Sept. 6: Visit **CSEA's 20th annual booth at the New York State Fair**, Center of Progress Building, State Fairgrounds, Syracuse

### Long Island Region:

- July 20: **An Overview of the Family and Medical Leave Act**, Sign-in: 5:30-6 p.m., Workshop: 6-9 p.m., Glen Cove Firehouse, Glen Cove
- July 24: **Defensive Driving**, 9 a.m. - 3 p.m., Long Island Region Office, Commack. Call the New York Safety Program at 800-942-6874 to register.

### Metropolitan Region:

- Visit the Metropolitan Region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for upcoming events.

### Southern Region:

- July 27-28: **Steward Workshop**, Sign-in: 5:30-6 p.m., Workshop: 6-9 p.m., Westchester County Local Office, White Plains

### Capital Region:

- Aug. 17-18: **State Government Discipline and Interrogation: Representing Members Under Article 33 workshop**, Sign-in:

5:30-6 p.m.; Workshop: 6-9 p.m., Bricklayers Local 2 Office, Albany

### Central Region:

- July 27-28: **Local Government/Private Sector Grievance Representation Workshop**, Sign-in: 5:30-6 p.m., Workshop: 6-9 p.m., Ontario County Local Office, Geneva. *This workshop is open to Central and Western Region members. Please call the Western Region Office at (716) 691-6555 or (866) 568-7734 to register.*

### Western Region:

- July 27-28: **Local Government/**

### Private Sector Grievance

**Representation Workshop**, Sign-in: 5:30-6 p.m., Workshop: 6-9 p.m., Ontario County Local Office, Geneva. *This workshop is open to Central and Western Region members. Please call the Western Region Office at (716) 691-6555 or (866) 568-7734 to register.*

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



# THE Work Force

[www.csealocal1000.org](http://www.csealocal1000.org)

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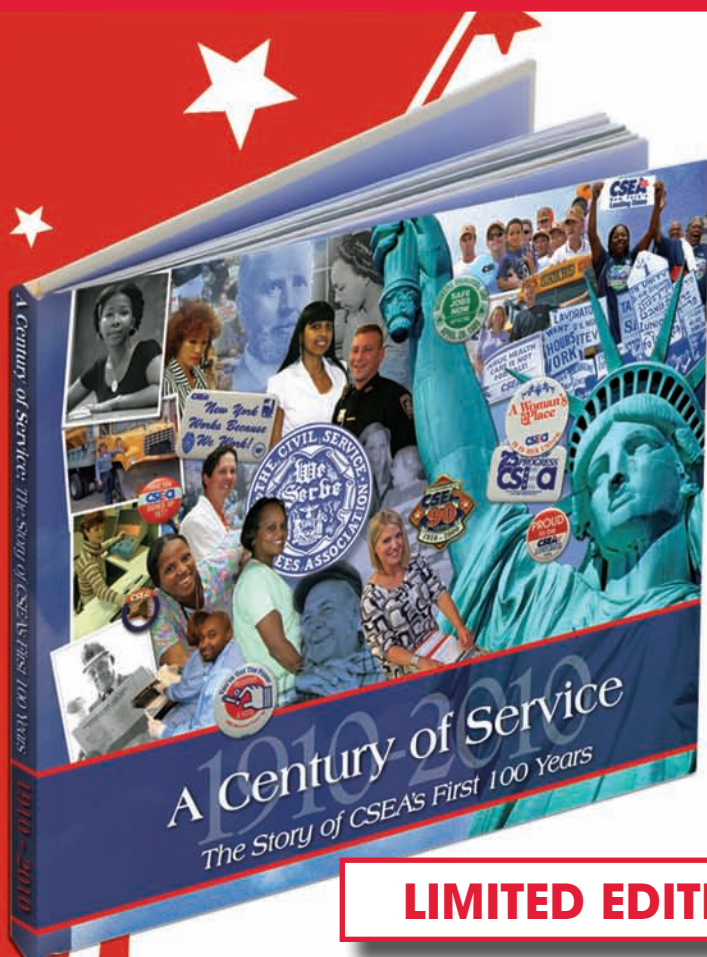
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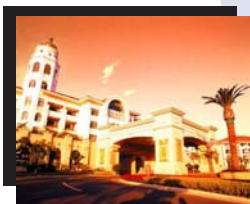
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The Buyer's Edge is a consumer buying service that guarantees the lowest prices on most major purchases. This includes every member of CSEA at no cost to you. CSEA Group # 1811 www.BuyersEdgeInc.com Username: 1811, Password: member1



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"These pages cover just some of the many ways CSEA members can save money by taking advantage of the member benefits available to them. Looking to save money? Check here first."

**Danny Donohue**  
CSEA President



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\* Questions: 1-866-936-0484

Enroll Today at [www.for-our-members.org/enroll.html](http://www.for-our-members.org/enroll.html)  
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## SCHOLARSHIPS AND COLLEGE SAVING GRANTS

Education improves the lives of our members and their families.

CSEA offers Statewide Scholarship programs, as well as, awards available through CSEA locals and units.

Members can also apply for scholarships available nationally through AFSCME and the AFL-CIO.

Visit [www.csealocal1000.org](http://www.csealocal1000.org) for details or call 1-800-342-4146, ext. 1359.

*\*This program is grant funded and will end when funds are exhausted.*



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**IMPORTANT NUMBERS**

**CSEA MEMBER BENEFITS DEPARTMENT** 800-342-4146

### CSEA/AFSCME ADVANTAGE MEMBER PROGRAMS

AFSCME Advantage Mastercard (Union Plus)	800-522-4000
Secured Credit Card	800-622-2580
Entertainment Discounts/Working Advantage (ID# 744387769)	800-565-3712
Budget (ID# V816100)	800-455-2848
Avis (ID# B723700)	800-698-5685
Hertz (ID# 67969)	800-654-2200
Union Member Flower Service	888-667-7779
Union YES Checks and Return Address Labels	888-864-6625
CSEA/AFSCME Scholarship Programs & Awards	800-342-4146
Union Plus Moving Van Discounts: self service — Budget; full service — Allied and NorthAmerican	800-593-2526
Education Services	877-881-1022
New York Safety Program	800-942-6874

### CSEA MEMBERS-ONLY PROGRAMS

AT&T Wireless	888-444-4410
AT&T Union Discount FAN Number is 3508840	
Buyer's Edge	800-342-4146 x1359
Consumer Credit Counseling Service of Central New York (CCCS)	800-479-6026

### EMPLOYEE BENEFIT FUND

1 Lear Jet Lane, Latham, NY 12110	518-782-1500
	800-323-2732

### PEARL CARROLL & ASSOCIATES

CSEA Security Life Plan, Hospital Income Insurance Plan & Family Protection Plan	877-847-2732
Auto Insurance and Homeowner/Renters Insurance	800-833-4657
VPI Pet Insurance	866-880-4721
<a href="http://www.petinsurance.com/affiliates/pearlcarroll_pr">http://www.petinsurance.com/affiliates/pearlcarroll_pr</a>	
Payroll Deduction Questions	800-760-3848
Customer Service/Policy Questions	800-833-9041
CSEA Disability Income Insurance Claims	877-847-2732
CSEA Long Term Health Care Program	877-847-2732
Retirement Counseling Service	877-847-2732
Critical Illness	877-847-2732

### LEGAL SERVICES PROGRAM

Legal Services Plan (for personal matters)	800-342-4146 press 3
Workers Comp./SS Disability/Personal Injury	800-342-4146 press 5

### NEW YORK STATE & LOCAL RETIREMENT SYSTEM

<b>(public employees only)</b> 110 State St., Albany, NY 12244	
General Member Info (outside Capital District area)	866-805-0990
General Member Info (inside Capital District area)	518-474-7736
Member Registration Inquiries	518-474-3524
Member Accounts	518-474-2987
Loans	518-474-4608

### CAREER ADVANCEMENT TRAINING

CSEA provides members with the training, resources and advice necessary to advance their careers in civil service and the private sector. While many of the programs are only for union members, there is also information and materials to help just about anyone looking to advance their career.

Visit [http://www.csealocal1000.org/career\\_resources.php](http://www.csealocal1000.org/career_resources.php) for complete information about civil service test preparation, the New York State Partnership for Education and Training, civil service job listings and scholarship information.



*"As a unit president, I encourage my members to take advantage of CSEA's wide range of benefits and have vendors attend membership meetings to share all of the details."*

**Reuben Simmons**  
**City of Beacon Unit President**

### CSEA LEGAL SERVICES PROGRAM (LSP)



#### WORKERS' COMPENSATION

If you are injured at work or you have a work-related medical condition (such as carpal tunnel syndrome), notify your employer, see a physician who accepts Workers' Compensation and file for Workers' Compensation.

#### SOCIAL SECURITY DISABILITY BENEFITS

If your physician says you cannot work for at least a year due to medical conditions that prevent you from working, and you are under ages 65-67, even if you are collecting a pension or ready to retire, you may be eligible for Social Security Disability Benefits.

#### PERSONAL INJURY CLAIM

If you have been injured in an auto accident outside of work, from a dog bite, from a non-work-related slip and fall or due to a malfunctioning product, you may have a Personal Injury Claim.

#### TAKING CARE OF BUSINESS PLAN

If you are interested in protecting your assets and life savings and you want to plan for the future if you become ill or disabled requiring long term care, a will, health care proxy, power of attorney, or special needs trust for a child or other loved one, you should take advantage of the Taking Care of Business Plan.

#### PERSONAL LEGAL SERVICES PLAN

If you need legal assistance for traffic infractions, real estate matters, criminal matters, adoption, divorce, custody case or family matters, or other personal legal matters to insure your legal rights are protected, you should take advantage of the Personal Legal Services Plan.

*The LSP provides affordability, accountability and quality of service to CSEA members and their families*

The CSEA Legal Department oversees the Program and the attorneys who were specially selected for their expertise and their commitment to you and to CSEA Program standards. CSEA has endorsed the statewide law firm of **Fine, Olin & Anderman, LLP** to administer the Workers' Compensation, Social Security Disability Benefits and other Injury related matters.

#### For More Information

Call CSEA Headquarters at 1 (800) 342-4146. Select menu option for Legal then follow prompts for Injury Related matters and/or Non-Injury Related matter.

CSEA Website: [www.csealocal1000.org](http://www.csealocal1000.org) through the CSEA Members-Only area