

# THE WORK FORCE



Photo by Mark M. Kotzin

***A president  
to make us  
proud***

***CSEA leads the way on Clinton endorsement***

***See Page 3***

## Photo of the Month



Photo by Jessica Ladlee

**CSEA New York State Bridge Authority Local member David Morgan performs maintenance on the Mid-Hudson Bridge in Highlands. September is Disaster Preparedness Month but CSEA members across the state are constantly prepared for emergencies and are making sure drinking water is safe, bridges are strong and roads are clear. (See Pages 4, 6, 14)**

# State contract talks renewed

CSEA and New York state went back to the bargaining table in early August as both sides try to hammer a new agreement for about 75,000 CSEA-represented state employees. The state contracts expired April 1.

The renewed negotiations followed CSEA's expression of frustration and disappointment with the Spitzer administration's lack of response and direction at the negotiations. The state returned to the table with promises of fresh direction and a commitment to move the talks forward.

At press time, it was too soon to

tell how the discussions were progressing although both sides were having intense and detailed discussion about a number of issues.

CSEA members can stay up to date on the progress of talks through the CSEA website at [www.csealocal1000.org](http://www.csealocal1000.org). By signing up in the members-only area of the website, you can receive updates as information becomes available. (You must use a personal e-mail address, not a work e-mail address, in the members only sign-in to activate your account and receive the updates.)

## CSEA makes two key county endorsements

CSEA recently made two key endorsements for county executive races in Erie and Onondaga counties, where both candidates are facing primary elections on Sept. 11.

In Erie County, CSEA endorsed James Keane for Erie county executive. "Jim Keane and CSEA both believe that strong economic development partnered with a strong county work force will help revitalize our community," Erie County Local President Joan Bender said.

"We are proud that our CSEA members provide services to those in need. Jim has pledged to treat the

county work force with the dignity and respect our workers deserve. He realizes that Erie County works because we work."

In Onondaga County, CSEA endorsed Bill Magnarelli for county executive. Magnarelli thanked CSEA for our endorsement and said that among other issues, he'd push to get a timely and fair contract for the county workers, who are currently struggling to make progress in negotiations.



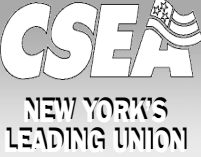
CSEA Region President Ginger Sheffey and Onondaga County Local president Phil Graham made the announcement.

## Empire Plan awards prescription drug contract

New York State has awarded **United HealthCare and Medco** the contract to manage the Empire Plan prescription drug program.

The contract has been awarded for a three-year period and will become effective on Jan. 1, 2008. Until such time, the current Empire Plan prescription drug administrator, Empire Blue Cross/Blue Shield and Caremark will remain in place.

The CSEA Health Benefits Department is following this change in vendors closely and will report on any new or updated information in future editions of *The Work Force*.



**CSEA President Danny Donohue to meet Southern Region members on Oct. 25**

CSEA President Danny Donohue will visit the CSEA Southern Region on Oct. 25 to meet with members. The meetings will be held at the Southern Region office, 568 State Route 52, Beacon. Donohue will meet with union members from 1 to 7 p.m. Please call the Southern Region office at ((845) 831-1000 or 1-800-757-CSEA for an appointment and directions.

# Hillary for president

ALBANY — Saying “she is the right candidate at a moment of great need,” CSEA has endorsed Hillary Clinton for president of the United States.

“Hillary Clinton has the overwhelming support of the vast majority of CSEA members and

we are proud to join with her in her historic campaign,” said CSEA President Danny Donohue. “CSEA and its 265,000 members will work hard to help elect her and it will be a better day for the American people.”

“I am honored to receive the support of the men and women

of CSEA,” Clinton said. “When I’m president, America’s working families will again have an advocate in the White House.”

**“When I’m president, America’s working families will again have an advocate in the White House.”**

The CSEA endorsement comes after extensive polling of and other outreach to CSEA’s rank and file and leadership ranks seeking input about the presidential candidates of both parties.

“CSEA members, like other Americans, want a president who will restore respect for America in the world while working to address the growing inequality for working



Sen. Hillary Clinton signs an autograph for a CSEA supporter.



CSEA President Danny Donohue introduces Sen. Hillary Clinton at CSEA’s endorsement of Clinton for U.S. president.

Americans,” Donohue said. “We know that Hillary Clinton will provide that leadership.”

CSEA was the first major union in the United States to support Bill Clinton’s fledgling presidential campaign in December 1991.

— Photos by Colleen Brescia and Mark Kotzin



Above left Assembly Speaker Sheldon Silver, left, with Sen. Hillary Clinton and President Danny Donohue at the CSEA announcement. At right, an enthusiastic supporter.



# THE WORK FORCE

ISSN 1522-1091

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

STEPHEN A. MADARASZ  
Communications Director & Publisher  
STANLEY HORNAK  
Deputy Director of Communications

LOU HMIELESKI  
Executive Editor  
JANICE MARRA  
Associate Editor  
CATHLEEN FEBBRAIO  
Graphic Production Specialist  
JANICE M. KUCSKAR  
Graphic Production Specialist  
BETH McINTYRE  
Communications Assistant

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

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

#### Readers:

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

#### COMMUNICATIONS ASSOCIATES

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

#### The Publications Committee

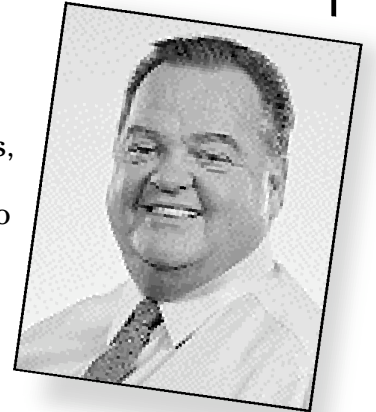
Jane D'Amico  
Annie Campbell  
Ellen Lennon  
Doreen Gilbert  
Mary Jo Tubbs



## CSEA members should know the importance of being prepared for disaster

The recent tragedy of the Minnesota bridge collapse should make all of us sit up and take notice in a lot of different ways.

It should serve as a reminder about why the work that we perform every day as CSEA members is so important. Many of us are directly involved in jobs responsible for inspecting and maintaining bridges, roads, buildings and other infrastructure. It is essential that we have the help, equipment, training and other resources to do the job right. That's true whether we're identifying imminent danger or providing routine maintenance.



CSEA members are also the first responders in so many different circumstances — responding to the crisis, often at great personal risk or sacrifice, and protecting the public safety. It is another example of why preparation, training and experience are so important when crisis strikes.

The work of other CSEA members is often just as important in other ways and no one should take the value of a capable work force for granted. But none of us should take the idea of being prepared for crisis for granted either.

September is Disaster Preparedness Month. It is an opportunity for all of us to think about what it means to be prepared. Do you have the simple things covered, such as working batteries in your flashlights or fresh drinking water supplies in your homes in the event of power outages or natural disasters? Do you have basic first aid or CPR training so that you'd know what to do in an emergency? Have you practiced a fire escape from your house or would you know how to connect with your family members if phone service went out?

These are matters you should think and do something about. If you're not sure about the answers contact agencies such as the American Red Cross for more information and ideas. The lesson of what happened in Minnesota is that disaster can often strike without warning.

# Pilgrim workers demand: stop employee abuse

WEST BRENTWOOD — CSEA members at Pilgrim Psychiatric Center are fighting on-the-job violence, overtime issues and short staffing and they recently took their fight to the street.

The union workers held a demonstration, themed “Stop Employee Abuse,” to draw attention to problems in the workplace, specifically last-minute requests from management to work overtime and ongoing troubles with employee retention and workplace violence.

“It’s negatively affecting quality of life for our employees,” said Pilgrim Psychiatric Center Local President Manny Mangual.

Keeping employees at the center is also a problem.

“We offer an educational training program for mental hygiene therapy aides not available at other state-operated psychiatric



**Pilgrim Psychiatric Center workers demonstrate outside the facility with the CSEA rat in the background.**

centers reasonably near us,” Mangual said. “While we recognize the organizational value of this type of training, we have noticed a pattern of people from the Bronx, Brooklyn or Queens starting out with us here at Pilgrim Psychiatric Center and then transferring to state facilities closer to their homes as soon as they are

able. This leaves us shorthanded and we lose people we took the time to train to other facilities.”

CSEA is fighting to soon resolve the violence, staffing and overtime issues, to ensure employees are treated fairly and to continue to provide quality care.

— Richard Impagliazzo

## Lawmakers lend support

State Assembly Committee on Mental Health Chairman Peter Rivera and Assemblyman Philip Ramos recently visited Pilgrim Psychiatric Center in West Brentwood to meet with CSEA members and discuss the high level of violence and injuries at the facility, as well as other concerns such as staffing and overtime.

“We were gratified that Assemblymen Rivera and Ramos took the time to visit our facility and listen to the concerns of our members,” said Pilgrim Psychiatric Center Local President Manny Mangual. “It is vital these problems not be allowed to fester since this could further erode employee morale.”



**“When we have this much overtime needed, it is obvious we need to have more people working here.”**

**CSEA** Voices



## Audit confirms astonishing overtime claims

POUGHKEEPSIE — An audit released by State Comptroller Thomas P. DiNapoli supports a claim CSEA has made for years — that more consistent staffing at Hudson River Psychiatric Center would create a safer environment for workers and patients.

The audit, ordered to investigate the use of overtime at the center, mentions three Hudson River employees who each worked an astonishing 2,000 hours of voluntary overtime that year. In 2005, Hudson River employees worked a total of 58,000 hours of overtime.

“While I support our members’ efforts to supplement their income, 58,000 hours of overtime being

worked in one year is ridiculous,” said Hudson River Psychiatric Center Local President Micki Thoms.

Thoms has long argued the state must fill jobs at a quicker pace rather than letting vacancies linger in an effort to save money.

“When we have this much overtime needed, it is obvious we need to have more people working here,” she said.

In addition to those workers who volunteer for overtime, Hudson River’s understaffing has led to constant mandatory overtime, also a major safety risk.

“The quality of care is impacted,” Thoms said. “There is the potential for medication errors; there are

disciplines being handed out because workers are nodding off to sleep. On top of that, our (patient) population has changed, so the risk to workers is definitely greater.”

Southern Region President Diane Hewitt said CSEA will lobby for increased hiring at Hudson River.

“Nonstop overtime is a risk to the worker and a risk to the patients,” said Hewitt, who worked many years in direct care at a state psychiatric center. “While we would never deny our members the right to make extra money, an effort must be made to bring staffing up. Safety on the job is our top priority.”

— Jessica Ladlee

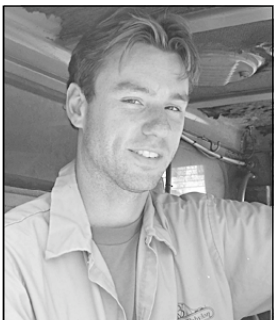
**“The country needs to move in a new direction, resolve the conflict in Iraq and rebuild America’s infrastructure. Bush has failed this country miserably and I believe Hillary can guide the country back onto the right path.”**

— Paul Peters  
Wayne County Political Action Committee Chair, on his support of Sen. Hillary Clinton for U.S. President.  
(More on pages 1 and 3.)



**“Natural events such as a flu pandemic can have a devastating effect on the population. Everyone needs to realize that this is a possibility.”**

## CSEA Voices



**“The CSEA endorsement of Hillary Clinton for president sits very well with me. She is bright, articulate, and pro-labor. Her performances in the various debates have been impressive and she seems to easily handle any question that comes her way. I think she will win the Democratic nomination and probably the presidency as well.”**

**—Bob Schmitt, street sweeper operator, Village of Babylon, on his support for U.S. Sen. Hillary Clinton for president. (See Pages 1 and 3)**

# Ready for the worst

**A**cross the state, CSEA members are working every day to make sure our roads are safe, our drinking water is clean and our state and local governments deliver vital services.

Despite all this, tragedy can strike quickly and without warning, as residents in the Minnesota area recently discovered after a highway bridge plunged into the Mississippi River.

September is Disaster Preparedness Month, and *The Work Force* is highlighting three areas that represent work CSEA members do across the state to prevent situations like that in Minnesota from happening and to be prepared when they do.

### Prepared for pandemic

In Orleans County, Emergency Preparedness Coordinator Peg Wiley focuses on “communicable disease events,” such as the possibility of influenza pandemic.

“Natural events such as a flu pandemic can have a devastating effect on the population,” she said. “Everyone needs to realize that this is a possibility.”

Wiley and Orleans County are part of the eight-county Western New York



**Webster highway department maintenance mechanic Sue Trottier and Foreman Joe Herbst, along with co-workers, have taken Federal Emergency Management Administration (FEMA) training as part of the town’s disaster preparedness.**



**CSEA New York State Bridge Authority Local member David Hawkins works on bridge maintenance recently. CSEA members across the state perform similar work keeping New York’s bridges safe.**

Public Health Alliance. Through the alliance, rural counties are able to strengthen their response capabilities and prepare for fallout from a disaster in a city, which could impact rural areas as city residents flee.

“This is a part of life,” Wiley said. “You have to realize that. The best thing you can do is be as prepared as you can.”

### Keeping roads clear

Highway crews in the Town of Webster prepare for severe weather events and nuclear power emergencies.

Every member of the highway

department, sewer department and town police force has taken extensive emergency response training.

Town workers used that training at least five times last year when heavy rains flooded roads and homes.

“You don’t know the magnitude of a storm until it is actually raining and the calls start coming in. The key to any emergency is communication” said Foreman Joe Herbst.

### Hudson River crossings

New York State Bridge Authority Local President Frank Gentilquore said CSEA members working on the six Hudson River crossings the Bridge Authority covers do their part to maintain safe bridges.

“We have some of the safest bridges in existence,” said Gentilquore. “Any issues that pop up are taken care of almost immediately.”

Gentilquore said the Bridge Authority contracts with a private engineering firm that regularly performs detailed bridge inspections. Being so proactive has allowed the Bridge Authority to prevent major structural problems.

**— Lynn Miller and Jessica Ladlee**

## Mayor subcontracted CSEA members' jobs

# CSEA blasts village for hiring undocumented workers

SPRING VALLEY — CSEA members' jobs have been in the spotlight recently after Spring Valley Mayor George O. Darden hired several undocumented immigrants to perform cleanup work that would normally be performed by the Rockland County village workers.

Photographers from a local newspaper snapped photos of the immigrants clearing out a building included in an urban renewal project. The men, who confirmed to reporters they were in the country illegally, were paid \$10 per hour in cash for the work, which Darden confirmed in press reports.

Darden told the newspaper he paid the workers out of his own pocket, then requested reimbursement from the village treasurer.

### Arrogance astonishing

The hiring of undocumented immigrants is illegal under federal law. In this case, it also violates CSEA's right to exclusivity in bargaining unit work. CSEA represents most Spring Valley village employees.

### What Darden violated

- CSEA's right to exclusivity under the union's contract with the village. Only public employees represented by CSEA have the right to do the jobs the undocumented workers were hired to perform.
- The federal Immigration Reform Control Act of 1986, which requires employers to verify their employees' immigration status before hiring.

"Not only has Mayor Darden subcontracted work that belonged to union members, we believe he has also exploited an extremely vulnerable population of workers desperate to make ends meet," said Rockland County Local President Billy Riccaldo. "Had one of these workers been injured on the job, he would have been ineligible for Workers' Compensation, paid sick time, or any of the other benefits we fought hard to negotiate. The mayor's arrogance is astonishing."

### Village must pay

The state Department of Labor investigated the charges of Darden's use of undocumented workers and ruled the mayor had not paid the prevailing wage for this

type of labor, which a Labor Department official ruled was \$40 per hour.

The Spring Valley Board of Trustees voted Aug. 1 to pay the undocumented workers the remaining \$30 per hour.

"It's unfortunate the

taxpayers of Spring Valley are the ones stuck footing the bill for an egotistical mayor who apparently believes that the rules do not apply to him," said Southern Region President Diane Hewitt. "While we will not sit back and watch as the mayor arbitrarily subcontracts our members' work, we also won't allow these other workers to be exploited. A hurt to one is a hurt to us all."

— Jessica Ladlee



**"It's unfortunate the taxpayers of Spring Valley are the ones stuck footing the bill for an egotistical mayor who apparently believes that the rules do not apply to him."**

### CSEA Voices



**"Hillary Clinton has proven she is the best candidate for working people. I've been impressed by how well she listens to her constituents and how respectful she is. She's receptive to suggestions and always follows up on phone calls and letters when we reach out to her."**

— Liz Piraino, Dutchess County Local President, on her support of Sen. Hillary Clinton for U.S. President. (More on pages 1 and 3.)

### Pearl Carroll & Associates is now offering HEALTH INSURANCE FOR PETS!

Since your pet is a member of your family, you will want the financial freedom to do everything medically possible to save your pet's life. With an affordable VPI Pet Insurance policy, you can have real peace of mind. The great news is that CSEA members can receive a 5% discount and payroll deduction making a VPI policy even easier and more affordable!

A VPI policy covers thousands of medical problems and conditions related to accidents or illnesses (even cancer) for dogs, cats, birds, ferrets, rabbits, reptiles and other exotic pets. VPI's popular routine coverage also helps dog and cat owners with the cost of regular routine care that is necessary to keep their pets healthy.

You can't put a price on WHAT YOUR PET MEANS TO YOU with VPI you won't have to!  
Enroll Today! It's Easy and Affordable.





**“It’s satisfying knowing I was able to prevent her from making a big mistake.”**

**CSEA** *Voices*



**“She’s more supportive of unions and seems to be a fair person and is down to earth. We need someone like that.”**

— Donna Giles, Clerk, State Insurance Fund, on her support of Sen. Hillary Clinton for U.S. President. (More on pages 1 and 3.)

# Worker rescues woman from jumping off bridge

TARRYTOWN — If you’re one of the thousands of drivers crossing the Tappan Zee Bridge each day, chances are good Ernie Feeney is keeping an eye out for you.

Proof of that vigilance came recently when Feeney, a bridge supervisor for the Thruway Authority’s Tappan Zee Bridge Patrol, rescued an 18-year-old woman contemplating a deadly jump into the Hudson River.

Bridge workers noticed the woman when she pulled into a bridge lane they had closed for maintenance. Feeney was inside his office at the foot of the bridge when he received the call about a possible jumper. When he arrived at the scene,

workers were already staging a rescue attempt.

“Everybody was north of her, so she could see them approaching her,” Feeney said. “As they came closer to her, she kept leaning out further.”

Fortunately for the woman, Feeney was out of her line of sight.

“Without her seeing me, I was able to walk up behind her and scoop her up,” Feeney said. “It was only a period of about 10 seconds from the time I got out of my car to the time I grabbed her.”

The woman was taken to medical care.

### Not the first time

While this save received an unusual amount of local media attention, Feeney said



**Ernie Feeney, shown here beside a Thruway Authority Bridge Patrol truck, is responsible for the safety of thousands of Tappan Zee Bridge commuters.**

that, sadly, incidents such as these are not uncommon.

“You may go out there onto the bridge thinking you are going to help a disabled vehicle when in fact you have a jumper,” he said, adding that during years of economic recession he has noticed an increased number of suicide attempts.

### Keeping drivers safe

Keeping the bridge clear of any impediments, from disabled vehicles to bridge jumpers, is the primary job of the Bridge Patrol division.

The goal, Feeney said, is to keep the bridge as safe as

possible for motorists and Thruway Authority workers. At times, Feeney and the workers he supervises are called upon to help drivers with bridge phobias.

“We send someone out to drive them across the bridge and get them on their way,” he said.

Feeney is humble about his heroics, calling it part of the job.

“It’s satisfying knowing I was able to prevent her from making a big mistake,” he said. “Hopefully, she’ll get the help she needs.”

— Jessica Ladlee

## About the Tappan Zee Bridge

- The Tappan Zee Bridge is a 3.1-mile span on the New York State Thruway that connects Rockland and Westchester counties. The bridge was built in 1955.
- More than 135,000 vehicles cross the Tappan Zee Bridge every day, and total vehicles can reach as many as 165,000 daily, making it one of the most heavily traveled spans in New York state.

Source: Tappan Zee Bridge/I-287 Environmental Review Website: [www.tzbsite.com](http://www.tzbsite.com).



# Member drives safety bus from idea to reality

*VOLNEY — CSEA member Mary Kimball remembers what went through her mind when she first saw a school “safety bus” featuring a rollover accident simulation for evacuation training.*

“We needed a bus like that,” said Kimball, a bus driver for the Phoenix School District. “All of the community could benefit from a bus like that.”

When she proposed her idea to officials at the Oswego County school district, she was told that while the bus was worthwhile, it was also cost prohibitive.

## Driving into action

Instead of giving up, Kimball sprang into action. She combined forces with bus drivers and transportation workers from the 10 school districts in the county and formed a non-profit organization to get the job done.

“If there’s a will, there’s a way, and we were going to find a way

to get that bus built,” Kimball said.

Kimball got a used bus donated by New York Bus Sales in Chittenango, and brought it to her friend Dave Kimball of Triple D Bus Repair. Dave Kimball, who is not related to Mary Kimball, is a former CSEA member whose wife is a bus driver for the Oswego City School District.

He agreed to do the custom fabrication work, at a major discount, to essentially cut the bus in half and tip the rear portion on its side to simulate a rollover accident and allow children to practice evacuating out the rooftop escape hatch. The bus also features a wheelchair lift so students with disabilities won’t be excluded.

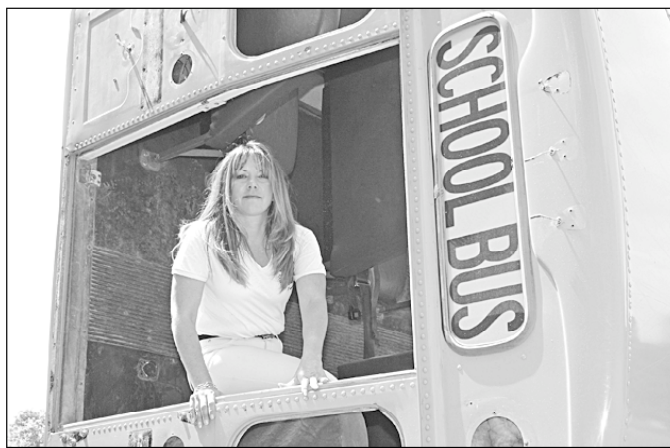
## To help out

The School Bus Training Team, Inc. is still about \$7,000 short of the amount needed to pay for the fabrication costs of their safety bus.

CSEA members who wish to help should send contributions to:

**School Bus Training Team, Inc.**  
101 Short Cut Road  
Fulton, N.Y. 13069

For more information or for updates about the project, visit the School Bus Training Team’s website at <http://sbttoc.blogspot.com>.



**Mary Kimball sits inside the safety bus she is leading efforts to build.**

Kimball and her organization, the School Bus Training Team, Inc., have held numerous community fund-raisers and have to date raised \$19,500 toward their \$26,000 goal.

## Strong union support

CSEA has strongly supported the project, with the Central Region raising several hundred dollars toward the project at the region’s spring conference earlier this year, getting more than \$500 donated by area locals and units and having CSEA sign on to help sponsor the project.

CSEA President Danny Donohue said CSEA is proud to support Kimball’s efforts.

“What Mary’s perseverance has brought about for the students across Oswego County should serve as an example of the best in our union membership,” Donohue said.

The safety bus was

due to be completed in time for the start of the school year this month. When the project is done, all the districts in Oswego County will be able to use the bus as a hands-on educational tool for all types of evacuations for bus drivers, students, emergency response personnel, parents and the community at large.

What many don’t realize is that Kimball, when pressed, admits to spending more than \$1,000 of her own money to help finance this dream, without seeking praise or credit.

“If you want something to go, you have to make sacrifices,” she said. “If we save one kid’s life, it will be worth it.”

— Mark M. Kotzin



**“If there’s a will, there’s a way, and we were going to find a way to get that bus built.”**

## CSEA Voices



**“She’s been an excellent Senator and First Lady. She wasn’t just window dressing, because she ran many programs for children. She also has foreign policy experience and stands solid in her own right.”**

— Gyasi Mzee, compensation claims examiner, State Insurance Fund, on his support of Sen. Hillary Clinton for U.S. President.  
*(More on pages 1 and 3.)*

# INSIDE THE WORK FORCE

## CSEA Legal Department marks 20 years of service

From a contentious beginning, CSEA's Legal Department has grown and blossomed to provide CSEA members with outstanding legal representation and a broad range of personal legal services. As CSEA's Legal Department marks its 20th anniversary it has earned its reputation as one of the leading programs of its kind.

The union's Legal Department has grown and evolved to provide multiple services that could not be provided cost-effectively to CSEA members by an outside firm alone.

"Throughout most of our existence CSEA hired outside legal representation to advance our members interests", said CSEA President Danny Donohue. "We had some outstanding attorneys working for us and it served our members well."

"For a lot of different reasons in the mid-1980s, the leadership of CSEA decided there



CSEA General Counsel Nancy E. Hoffman instructs a workshop. CSEA's Legal Department provides a variety of resources and services to benefit union members.

would be greater benefits for our membership to move our legal representation and services in-house at a Sept. 9, 1986, delegates meeting. At the time, Roemer-Featherstonhaugh, P.C. had represented CSEA in legal matters since 1976. "That was a bold step that over time has strengthened CSEA enormously."

### Time for change

CSEA's delegate body approved appointing a committee to study taking legal services in-house at a Sept. 9, 1986, delegates meeting. At the time, Roemer-Featherstonhaugh, P.C. had represented CSEA in legal matters since 1976.

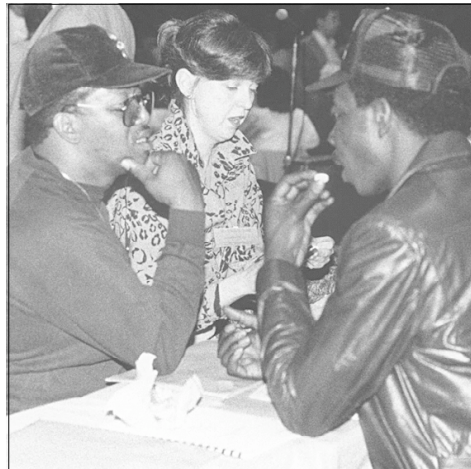
Prior to that time, the well-respected Albany firm of DeGroff, Foy, Holt-Harris had represented CSEA dating back to the 1930s.

CSEA's current Metropolitan Region Executive Vice President and Constitution and Bylaws Committee Chair Denise Berkley recalls a fairly contentious fight among CSEA's delegates on whether to take legal services in-house. Intertwined in that debate were the dynamics of a power struggle between President Bill McGowan and then-Executive Vice President Joseph McDermott.

"We were all very diverse, we really worked hard to get a lot of information. It was a wonderful committee. It changed the organization for the better," Berkley said. Also serving on the committee with Berkley were current Retiree Program Coordinator Dorothy Breen, and former CSEA activists Pat Hahn, Jeff Howarth, Dom Spacone and Ralph Spagnolo.

The union's delegate body approved taking legal services in-house at a special delegates meeting on April 6, 1987. McGowan then appointed Marjorie Karowe as CSEA's first chief counsel. Karowe had previously worked for the Roemer-Featherstonhaugh law firm.

Karowe left CSEA after 17 months and



At left, Delegates Bob Nurse, left, and John "Bunny" Jackson listen at a special delegates meeting to consider CSEA developing an in-house legal department. At right, CSEA delegates Georgiana Natale, Delores Farrell and Rose DeSorbo wait to make comments at the meeting.

Nancy E. Hoffman was hired, who continues in that position.

### Exciting growth and development

In the late 1980s and into the 1990s, the department evolved, growing into an essential part of the union. Its reputation as a litigation department is exceptional in the field of labor and employment law.

The department is also integrated into the

### Legal Department support

Constitution and Bylaws Committee  
Judicial Board and Appeals Committee  
Elections Committee  
Charter Committee  
Legal Committee

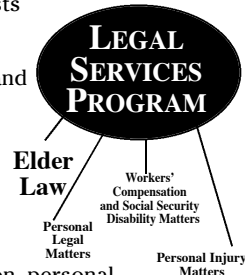
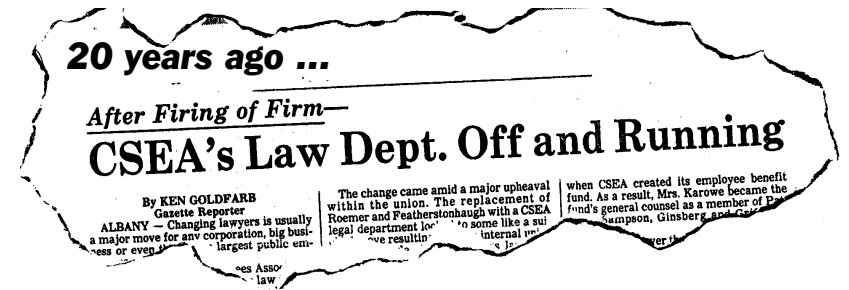


members.

Through Hoffman, as general counsel, the department also assists with CSEA's organizational and business operations and activities.

It also administers legal service programs, such as workers compensation/social security disability benefits representation, personal injury and other personal legal representation, and elder law programs for members and their families.

The department has moved into the digital age as well. Several data bases have been



created, containing the annotated histories of the union's Constitution and Bylaws changes by article, allowing the union's Constitution and Bylaws Committee to research proposals to amend CSEA's guiding documents based on past proposals and comments, annotated histories of all Judicial Board and Appeals Committee decisions, to ensure consistency and even-handedness in the deliberations of those bodies, and annotated histories of all Election Committee records as well.

"We've accomplished a tremendous amount and are very lucky because we've had such great talent," Hoffman said.

"No one can match the range and quality of legal services that CSEA members have," said Donohue. "We will continue to get even better."



CSEA members attend an Elder Law presentation coordinated by CSEA's Legal Department. Elder Law presentations are available for locals and units by calling the Legal Department in Headquarters, 1-800-342-4146. It's one of several personal legal service programs available to benefit you.

# Police, DA eye Bronx Psych concerns

BRONX — State Assemblyman and Mental Health Committee Chair Peter Rivera delivered quickly on his promise to Bronx Psychiatric Center workers who recently met with him to discuss unsafe working conditions at the facility.

Not only did he come back for a second meeting, he also brought top local law enforcement officials who could play a key role in addressing concerns at one of the most dangerous places to work in the state Office of Mental Health system.

“People should not be assaulted here,” said Bronx

District Attorney Robert Johnson. “I’m here to tell you that we have an interest in that.”



New York Police Department Inspector Jim Keogh joined Rivera and Johnson in reassuring members their complaints and concerns over

safety were valid and would receive a better response in the future.

“The police department faces several challenges in terms of handling people with mental illness,” Keogh said. “Of course the most important thing is safety.”



**New York City Police Department Inspector Jim Keogh, left, and Bronx District Attorney Robert Johnson meet with members concerned about workplace safety at Bronx Psychiatric Center.**

During a standing room only meeting with members, Rivera and the others heard stories about another era when units were better prepared to deal with aggressive or violent patients because there was more staff.

Officials also heard from members fed up with their inability to get local law enforcement to act on assaults and other incidents within the center.

One prevailing theme was the apparent lack of communication between the OMH public safety department, local law enforcement and the district attorney’s office.

CSEA members at the center are now forming an agreement with management that includes the following recommendations from Johnson and the New York City Police Department Borough Command:

- A point person at the district attorney’s office and the police department for union members to contact when incidents arise;

- A process that will allow

employees to work with the union in reaching out to the district attorney’s office to either file charges or upgrade charges following an incident;

- Holding training sessions for members on arrest procedures and how assaults are classified; and

- Offer a specific training to the Office of Mental Health public safety department in collaboration with the union and management representatives.

“It’s a work in progress,” said CSEA Bronx Psychiatric Center Local president Abraham Benjamin. “We’re moving forward.”

Benjamin said Bronx Psychiatric management has agreed to create a two-tier secure care unit, with 10 and 20 beds respectively, to deal with patients who are violent or prone to assaults.

— David Galarza

**Workers' Compensation Legal Assistance Plan**

CSEA members AND their dependents can get quality legal representation at little or no out-of-pocket cost for the following matters:

**Workers' Compensation;  
Social Security Disability;  
Personal Injury and  
Personal Legal Matters**

Representation also available at pre-negotiated, pre-published fees for other personal matters.

call **1-800-342-4146**  
Follow the Prompts for  
"Injury and Illness Matters"

**CSEA**  
Local 1000 AFSCME, AFL-CIO

# Ossining worker feted for fire heroics

OSSINING — CSEA member Christopher Kruse wasn't expecting anything out of the ordinary when he worked a late shift one night flushing fire hydrants for his job with the Village of Ossining.

It wasn't unusual, either, to hear the sounds of a fire call being emitted from the portable scanner he sometimes carries as a volunteer firefighter with the Washington Hook and Ladder Co.

Yet, when a call for a working structure fire was dispatched around 3 a.m. that night last October, Kruse knew sheer luck had him in the right place at the right time.

"I was almost right around the corner from the house," said Kruse, a laborer with the village water department.

The 13-year fire department member quickly jumped into his truck and headed to help.

The sight of flames greeted him.

"As soon as I got in the front door, a guy said, 'my wife's still upstairs,'" Kruse said. "I got up to



the second floor and realized it was completely filled with smoke."

Kruse soon found the wife, who had frozen in fear. He tried to coax her down the stairs, to no avail, so he scooped her up and ran out of the house.

The heroic act led Kruse's fire chief to nominate him for the Hudson Valley Volunteer Firefighter of the Year Award, an award drawing nominees from

departments from lower Westchester County to upstate Lake George.

Kruse was selected as the winner and received the honor in June at the Hudson Valley Volunteer Firefighter's Association Convention in Colonie.

The woman he rescued, a retired local teacher, publicly thanked Kruse via a letter to the editor of a local newspaper, in which she noted the firefighter's heroics enabled her to be around for the christening of her first grandchild.

It was a satisfying end to a potential tragedy, Kruse said.

"It shows there's a whole lot more to being a



**Christopher Kruse works with water meters at his Ossining village work site. He recently earned statewide honors for saving a woman's life during a house fire.**

firefighter than just hanging out at the firehouse," he said.

— Jessica Ladlee

## Celebrate Labor Day with CSEA; events planned statewide

Labor Day is Sept. 3, and CSEA members across the state are planning to celebrate. On this page is a listing of Labor Day events. More events may be added in your region, so contact your region office (*numbers on Page 4*) or check your region page regularly at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org).

### Long Island, Metropolitan and Southern regions:

**Manhattan:** Sept. 9: New York City Central Labor Council Labor Day Mass, Sept. 9, 10:15 a.m., Cathedral of Saint Patrick, Fifth Avenue and 50th Street. Please call Metropolitan Region Communications Associate David Galarza at (212) 406-2156 for more information. No Labor Day parade scheduled.

### Central Region:

**Syracuse:** Sept. 3: **Central New York Labor Federation Labor Day Parade**, 11 a.m., New York State Fairgrounds. The CSEA delegation will meet at 10:30 a.m. between gates 4 and 5. CSEA members who march will get free admission and parking, and the first 250 marchers will get free T-shirts. Members should



**CSEA President Danny Donohue marches in the 2006 Labor Day Parade in Rochester.**

contact their local or unit president for tickets. The federation will hold a luncheon following the parade; luncheon tickets cost \$15. For more information or to buy tickets, call Mark Spadafore at (315) 422-3363.

**Binghamton:** Aug. 30: **Broome-Tioga Federation of Labor annual Labor-Community Picnic**, Ross Park Zoo Pavilion, 4 p.m. to 8 p.m. Admission to the zoo and picnic are free and

open to the public. For more information, contact Bonnie at (607) 741-4581 or [bonnie@cnylabor.org](mailto:bonnie@cnylabor.org).

**Massena:** Sept. 3: **Labor Day Solidarity Parade**. The CSEA delegation will meet at 10 a.m. at the corners of Center Street and Liberty Avenue. Parade will begin at 11 a.m. Free family picnic immediately following the parade. Free CSEA t-shirts will be given out while

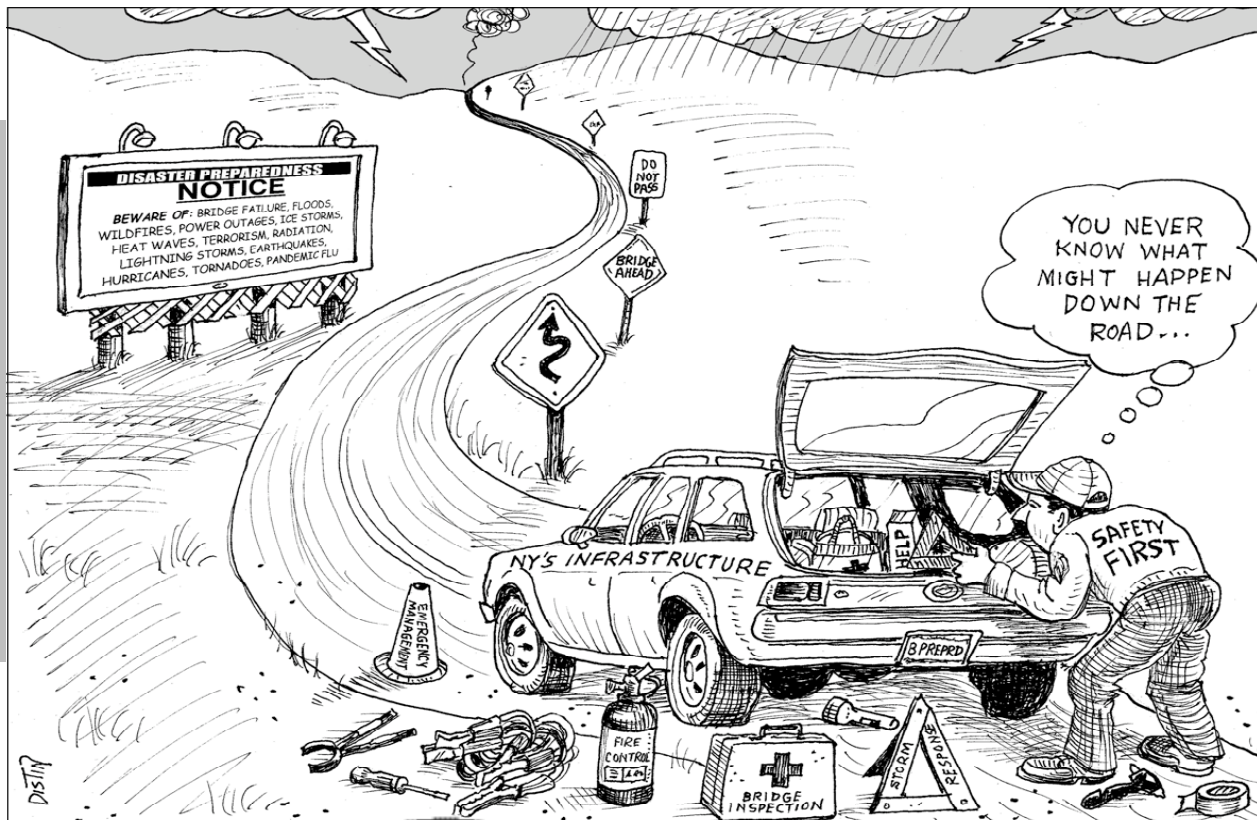
supplies last. For more information, contact Betty Thomas at (315) 379-2230.

**Ithaca:** Sept. 3: **Midstate Central Labor Council and the Labor Coalition 24th Annual Labor Day Picnic**, 11 a.m. to 3 p.m., Stewart Park. For more information, contact Bonnie at (607) 741-4581 or [bonnie@cnylabor.org](mailto:bonnie@cnylabor.org).

### Western Region:

**Buffalo:** Sept. 3: **Labor Day Parade, noon**. CSEA members wishing to march in this parade should call Erie County Local President Joan Bender at the local office at (716) 896-1640 by Aug. 27. The CSEA delegation will be meeting at 11 a.m. at the corner of Stevenson and Abbott Road (Irish Center, South Buffalo) and will march down Abbott Road to Cazenovia Park.

**Rochester:** Sept. 3: **Labor Day Parade**, 11 a.m. CSEA members wishing to march in the Rochester parade should call Monroe County Local President Bernie Giambra at the local office at (585) 328-5250 for more information.



## 70 years ago ...

In 1937, 500 members of the Association of State Civil Service Employees, as CSEA was then known, marched on the state Capitol to support the Feld-Hamilton bill to remove favoritism and politics from civil service and institute a guaranteed minimum salary and annual increments.

The association would be renamed the Civil Service Employees Association in 1946.

"This bill will make state service a career. It is the most progressive step since the retirement system and the eight-hour day," Association President Dr. Charles Brind told the crowd.

Sponsored by Sen. Spencer Feld of New York City and Assemblyman Laurens Hamilton of Rockland County and signed by Gov. Herbert Lehman, the new law provided for civil service appointment based on merit, established a principle of equal pay for equal work, and created career opportunity with a permanent compensation plan and a reasonable assurance of advancement.

The new law also created a board to standardize salaries and classification.



**Dr. Charles Brind, who served as president of the Association of State Civil Service Employees from 1935 to 1941.**

## Also in 1937 ...

- \* Mogul Howard Hughes sets a transcontinental air record of seven hours, 28 minutes.
- \* Japan invades China, conquering most of the coastal area.
- \* The dirigible "Hindenburg" explodes over Lakehurst, N.J., on May 6, killing 36 people.
- \* Amelia Earhart and co-pilot Fred Noonan vanish over the Pacific Ocean on their round-the-world flight.
- \* "The Glenn Miller Band" debuts in New York.
- \* Walt Disney's first full-length animated feature, *Snow White and the Seven Dwarfs*, hits theaters and becomes an instant classic.
- \* The New York Yankees defeat the New York Giants (later San Francisco Giants) 4-1 in the World Series.

## Joining the team



State Sen. Majority Leader Joseph Bruno, left, joins CSEA President Danny Donohue and members from the State Contract Negotiating Team during CSEA Night at a Tri-City ValleyCats baseball game in Troy.



## Support for new nursing home



Glendale Housekeeping staff, left to right, Diana Gannon, Anna Conyers, Mina Aini and Susan Nichols show their support of the county's plan to build a new county nursing facility for county residents, at a recent meeting of the Schenectady County Legislature.

## Summary of July 27 Board of Directors Meeting



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

### Reeves

ALBANY — CSEA's statewide board of directors met on July 27. In official business, the board:

- Designated Niagara Falls as the site of the 2008 Spring Conference (June 6 to 8) and The Marriott Wardman Park in Washington, D.C. as location of 2012 Annual Delegates Meeting (Oct. 14 to 19);
- Appointed Lester Crockett as a Political Action Fund Trustee;
- Made various appointments to the Directors' Committees, including Wayne "Chip" Elwood and Lucretia "Bunny" Altomer, Committee to Study the Cost of Group Life Insurance; Deborah Downey and Thomas Moylan, Budget Committee; Joseph Melita, Personnel Committee; Ellen Lennon, Publications Committee; and Renee Jackson, Charter Committee;

- Created various positions including Secretary-Executive Department (M/C Grade 2/3); Secretary I, Organizing Department (UUE Grade 7/8); Senior Counsel (M/C Grade 8A); and Finance Associate (M/C Grade 5);
- Reclassified various positions including Senior Data Entry Operator/Supervisor (M/C Grade 3 to M/C Grade 4); Legal Systems Administrator (M/C Grade 6 to M/C Grade 6A); Organizing Supervisor (M/C Grade 7) to Deputy Director of Organizing (M/C Grade 8); Director of Strategic Campaigns (M/C Grade 7 to M/C Grade 8); Director of Human Resources and Building Management (M/C Grade 9 to M/C Grade 10, effective July 27); and Office Manager/Assistant to the President (M/C Grade 6) to Administrative Assistant to the President (M/C Grade 7, effective July 27);
- Authorized funds for positions reclassified effective July 27;
- Increased funding for parking lot replacement (Capital Additions/Region 1), approved funding for total renovation of the third floor (Capital Additions/Headquarters) and increased funding for furniture for newly constructed Region 2 office (Capital Additions/Region 2);

- Appointed the American Arbitration Association as the independent agency for the 2008 combined elections;
- Approved 2007-2008 election schedule for CSEA Statewide Officers, Region Officers, Statewide Board of Directors and AFSCME Delegates;
- Authorized the 2007 Private Sector Executive Committee election schedule for Chairperson and Vice-Chairperson;
- Appointed Elmer Crump and Ruth Smith to the Region 5 Political Action Committee;
- Approved a 60-month copier lease agreement for Local 836; and
- Placed into administratorship DOT-Albany County Unit 676-0676-31, Chartwells Food Service at SUNY Purchase Local 756, Touro College Local 764, North Colonie CSD Aides Unit 801-6002-02, Syracuse Housing Authority Unit 834-7802-00 and Columbia Greene Hospital Local 888.

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

# Back to college with CSEA Health Benefits, EBF: what you need to know



## Full-time student requirements under NYSHIP

If your child is going to college, the end of summer is more than just a change of season. It is a time of transition and this process can be stressful on many levels.

This change will be easier if you make sure your soon-to-be student has what he or she needs. In addition to laptops and books, don't forget about keeping your health insurance up-to-date.

To help reduce the level of stress surrounding your child's health insurance coverage, you should know the following:

Did you know that unmarried, dependent children of CSEA state division enrollees are eligible for NYSHIP coverage if they meet all of the following guidelines:



- age 19 or over, but under age 25, and
- full-time students at an

accredited secondary, preparatory or trade school, college or other educational institution, and

- otherwise ineligible for employer group coverage.

Proof of eligibility may be required at the time of claim submission. This documentation is separate from that the CSEA Employee Benefit Fund (EBF) requires.

Students who want to continue health insurance coverage during the summer must have been enrolled in the previous spring semester and must be enrolled as full-time students for the fall semester.

Unmarried, dependent children will continue to be eligible until the end of the third month following the month in which they complete course requirements for graduation, or they reach age 25, whichever occurs first.

If your unmarried, dependent child loses his/her NYSHIP eligibility, you have 60 days from the date coverage ends to apply for continuation of coverage under COBRA. Enrollees must send a written request to the Employee Benefits Division within that 60-day period.

If you would like to know more about full-time student eligibility, please see your NYSHIP General Information Book or contact your agency health benefit administrator, or HBA, usually located in the personnel department.

## Make sure your child's shots are up-to-date

Is your child off to college this fall? If you've made a checklist of items to pack and things to take care of before he or she goes, you may want to add just one more item — make sure your child's shots are up to date.



Growing research has found that some groups of college students may be at a higher risk of contracting bacterial meningitis and that risk can be minimized by means of a quick injection.

As Empire Plan enrollees and their eligible dependents gear up for another fall semester, the CSEA Health Benefits Department would like to remind those in charge of planning that the Empire Plan's vaccination and immunization benefit was enhanced to include the meningitis vaccine for dependent children and full-time, dependent students.

Enrollees who have questions about whether their child has received the meningitis vaccination should contact their doctor's office.

If you would like to learn more about the Empire Plan's vaccination and immunization benefit, including the meningitis vaccine, contact United HealthCare, the Empire Plan's medical/surgical provider, at 1-877-7NYSHIP (1-877-769-7447).

## What's In It For You?

## Prepare your children for college with EBF

It's almost that time of year again when summer comes to an end; the days feel a little shorter and the "back to school" mindset comes into view.

When you're gearing up for the new school year, keep the CSEA Employee Benefit Fund in mind with the CSEA EBF Student Proof Form.

All students returning to college who are over age 19 must have the Student Proof form filled out by



the registrar's office and sent back to CSEA EBF at P.O. Box 516, Latham, N.Y. 12210.

Fund rules require that students covered under EBF

must be enrolled for **a minimum of 12 undergraduate or six graduate credit hours. The student must be enrolled in a regionally accredited college or university and working toward a bachelor's degree, masters**

**degree or associate's degree.**

Proof of student status must be provided annually, running from September to August of each year. You can get Student Proof forms at the CSEA EBF office or from EBF's website at [www.cseabf.com](http://www.cseabf.com). On the website, click on the "All EBF Forms" link under "Library" on the left-hand menu on the home page.

The staff at CSEA EBF hopes everyone had an enjoyable, safe and memorable summer.

## An Ever Better Future

# CSEA's notice of nomination and election

Elections for the following positions will take place from Jan. 22, 2008 – Feb. 13, 2008.

## Statewide Officers:

President, Executive Vice President, Secretary, Treasurer

## Region Officers:

Region 1: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 2: President, Executive VP, 1st VP, 2nd VP, Secretary, Treasurer

Region 3: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 4: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 5: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

Region 6: President, Executive VP, 1st VP, 2nd VP, 3rd VP, Secretary, Treasurer

## Statewide Board of Directors:

The Statewide Board of Directors consists of representatives of the State Executive Committee and the Local Government Executive Committee. The Private Sector Executive Committee Board of Directors seat is automatically the Chair of the Private Sector Executive Committee.

## CSEA Election Schedule for Statewide Officers, Region Officers, Statewide Board of Directors

**Aug. 13, 2007:** Nominating petition request forms will be available from Local Presidents, CSEA Headquarters and Region offices. Petition request forms may be filled out and returned

to CSEA Headquarters and/or Region offices.

**Sept. 4, 2007:** First day of the petitioning period. Nominating petitions will not be released until this day.

**Oct. 5, 2007:** Deadline for nominating petitions to be received at CSEA Headquarters (5 p.m.)

**Oct. 31, 2007:** Deadline for candidates submissions (picture, employer and office being sought) to *The Work Force*.

**Nov. 5, 2007:** Deadline/declinations and name confirmation.

**Nov. 14, 2007:** Ballot position drawing; Local and Unit President labels available.

**Nov. 26, 2007:** Deadline for campaign literature submission for printing.

**Dec. 17, 2007:** Voter lists inspection available.

**Jan. 22, 2008:** Ballots mailed

**Jan. 29, 2008:** Replacement ballots available

**Feb. 13, 2008:** Deadline for receipt of ballots (8 a.m.). Ballot count commences (9 a.m.). Election results will be announced after the ballot count is complete and certified. Candidates will be notified by mail of the results.

**End of Protest Period:** 10 days following Statewide Election Committee certification of results.

**March 2008:** Results published in *The Work Force*.

## Individual or Slate Petitions

Persons seeking an office may petition individually or as part of a slate to appear on the ballot.

No person may be a candidate for Statewide and Region office during the same election year. No person may be a candidate for more than one Region office.

In Statewide elections, the slate must contain a candidate for each of the Statewide offices listed herein.

In Region elections, the slate must contain a candidate for each of the Region offices listed herein for the particular Region.

For the Board of Directors elections, slate petitioning is available in those departments or political subdivisions which, in accordance with the CSEA Constitution and Bylaws, are entitled to more than one Board seat. In such instances, to constitute a slate there must be a candidate for each of the seats to which the department or political subdivision is entitled in that election.

## Voting Eligibility Date

Only CSEA members in good standing as of Dec. 1, 2007, will be eligible to vote in the election.

## Rules on Running for CSEA Statewide President, Executive Vice President, Secretary, Treasurer

To be eligible to seek Statewide office, a candidate must be at least 18 years old; a CSEA member in good standing since Jan. 1, 2007; shall not have been a member of a competing labor association or union since Jan. 1, 2007; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot for a specific Statewide office by obtaining on official nominating petition forms the printed name, signature, and the last four (4) digits of the Social Security number of at least 1,000 CSEA members eligible to vote in the upcoming election.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2008, and shall end Feb. 29, 2012.

## Rules on Running for Region Office

To be eligible to seek Region office, a candidate must be at least 18 years old; a CSEA member in good standing of the Region since Jan. 1, 2007; shall not have been a member of a competing labor association or union since Jan. 1, 2007; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate and have his or her name placed on the ballot by obtaining on official nominating petition forms the printed name, signature and last four (4) digits of the Social Security number of at least 500 CSEA members eligible to vote in the upcoming election. All signatures must be from the Region where the person is seeking office.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2008, and shall end Feb. 29, 2012.

## Rules on Running for Statewide Board of Directors

To be eligible to seek office, a candidate must be at least 18 years old; a CSEA member in good standing of the department, county or educational local he or she seeks to represent, since Jan. 1, 2007; shall not have been a member of a competing labor association or union since Jan. 1, 2007; shall not currently be serving a disciplinary penalty imposed by CSEA's Judicial Board; and shall not have been the subject of a bonding claim by the Association or disqualified from being covered by the Association's surety bond.

Any CSEA member who meets the above criteria may become a candidate for a board seat and have his or her name placed on the ballot by obtaining on official nominating petition form the signatures and identifying information of at least 10 percent of the CSEA members in good standing eligible to vote in their election. The required number per seat is set forth in the posted notice of the board election at your worksite.

Nominating petition signatures must be of CSEA dues-paying members who are not serving a Judicial Board suspension and who have no delinquent dues.

The terms will start March 1, 2008, and shall end Feb. 29, 2012.

## Election Oversight

The union's Statewide Election Committee will oversee the election process. The American Arbitration Association, an independent election agency approved by the union's Statewide Board of Directors, will conduct the balloting.

**Any CSEA member who is considering the possibility of running for office may obtain information about the election process by calling the Statewide Election Committee at CSEA Headquarters 1-800-342-4146, ext. 1447. Please check the CSEA bulletin boards at your workplace for more election details.**



# NOTICE OF NOMINATION AND ELECTION 2008 AFSCME Convention Delegates

**Delegate nominating meetings to be held Saturday, Oct. 6, 2007**

## CSEA REGION NOMINATING MEETINGS AFSCME Convention Delegates Election

**SATURDAY, Oct. 6, 2007  
ALL MEETINGS WILL START AT 11 A.M.**

LONG ISLAND REGION 1 (41 delegates)  
Region Office, 3 Garet Place, Commack

METROPOLITAN REGION 2 (14 delegates)  
Region Office, 125 Maiden Lane, 5th Floor,  
New York City

SOUTHERN REGION 3 (40 delegates)  
Region Office, 568 State Route 52, Beacon

CAPITAL REGION 4 (36 delegates)  
Best Western, 200 Wolf Road, Colonie

CENTRAL REGION 5 (40 delegates)  
Region Office, 6595 Kirkville Road, East  
Syracuse

WESTERN REGION 6 (40 delegates)  
Region Office, 120 Pineview Drive,  
Amherst

### 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

Meetings will be held in all CSEA Regions on Saturday, Oct. 6 to nominate candidates for the position of Delegate to the 2008 AFSCME Convention scheduled for July 27 – Aug. 1, 2008 in San Francisco, Calif. The date, time and location of Region nominating meetings are printed at left.

These Region nominating meetings kick off the AFSCME Delegate election process, which continues in accordance with the schedule of election, printed at right, approved by CSEA's Board of Directors.

CSEA members in each CSEA Region will elect Delegates from their Region. The number of Delegates to which each Region is entitled is based on Region membership strength, in accordance with the AFSCME and CSEA Constitutions.

#### Who is eligible?

Any member in good standing as of Oct. 6, 2007, will be entitled to be nominated as a Delegate to the AFSCME Convention. Any member in good standing as of Oct. 6, 2007, will be eligible to nominate Delegates. Any qualified CSEA member will be eligible to nominate as many candidates for Delegates as he or she desires, not to exceed the total number of Delegates to be elected from that Region. Nominees do not have to be at the nominating meeting.

Nominations may be made by slates of two or more individuals who will appear on the ballot as running together under a particular slate designation. The ballot will also allow slate candidates to be elected individually, separate from the slate.

Expenses for transportation, room and board at the AFSCME Convention will be paid by CSEA.

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

## AFSCME DELEGATES ELECTION YEAR 2008

In addition to our own CSEA elections, the year 2008 also has an AFSCME Delegates election. The approved schedule for that election is as follows:

Oct. 6 (Sat.)	Region Nomination Meetings
Nov. 5, 2007	Deadline/declinations and name confirmation.
Nov. 14, 2007	Local and Unit President labels available.
Nov. 26, 2007	Deadline for campaign literature submission for printing.
Dec. 17, 2007	Voter lists inspection available.
Jan. 22 (Tues.)	Ballots mailed
Jan. 29 (Fri.)	Replacement ballots available
Feb. 13 (Wed.)	Ballots due 8 a.m.; Tally commences 9 a.m.
End of Protest Period	10 days following Statewide Election Committee certification of results.
March 2008	Results published in <i>The Work Force</i> .

Balloting for the AFSCME Delegates election will take place at the same time and as part of the CSEA elections for Statewide officers, Region officers and Board of Directors. Members are urged to carefully read the election information contained in *The Work Force* throughout the year 2008 election cycle as well as the instructions, which will accompany each ballot.

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.

## September CSEA calendar of events

### Statewide:

- Sept. 1 - 2: **CSEA Days at the New York State Fair.** Save \$4 per ticket off admission when you buy a ticket at any fair gate with the coupon from the back page of the July/August or September print editions of *The Work Force*. Call the Central Region Office at (800) 559-7975 for extra coupons.
- Sept. 3: **Labor Day.** Check event listings in your region on Page 13, contact your region office or visit CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org).
- Sept. 17 - 21: **CSEA Annual Delegates Meeting,** Lake Placid

### Long Island Region:

- Sept. 5 - 6: **Defensive Driving,** 5:30 - 8:30 p.m., Long Island Region Office, Commack
- Sept. 22: **Defensive Driving,** 9 a.m. - 3 p.m., Long Island Region Office, Commack

### Metropolitan Region:

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

### Southern Region:

- Visit the Southern Region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) or call the region office for the latest events.

### Capital Region:

- Sept. 5 - 6: **State Grievance**

**Training,** 5:30 - 9 p.m., Queensbury Hotel, Glens Falls.

- Sept. 12: **Member Information Day,** 10 a.m. - noon, Empire State Plaza, Albany
- Sept. 15: **Defensive Driving,** 9 a.m. - 3 p.m., Capital Region Office, Latham
- Sept. 25 - 26: **Defensive Driving,** 5:30 p.m. - 8:30 p.m., Capital Region Office, Latham

### Central Region:

- Sept. 1 - 3: **CSEA at the State Fair.** Visit CSEA's 17th annual booth at the New York State Fair, Syracuse
- Sept. 18: **New York State Primary.** Remember to get out and vote.
- Sept. 25: **Family and Medical Leave Act Workshop,** 5:30 - 9 p.m., Jefferson County Local Office, Watertown

### Western Region:

- Visit the Western Region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) or call the region office for the latest events.

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

## A vote for Employee Free Choice



**"PEOPLE" PEOPLE** — The PEOPLE recruiter of the month of June is Susan Balsano of the Western New York DDSO Local in the Western Region. She recruited 24 new PEOPLE members. The PEOPLE recruiter of the month of July is L.

Richard Chaffin II of the Office of Children and Family Services Local in the Capital Region. He recruited six new PEOPLE members. CSEA's PEOPLE program protects and improves our jobs, benefits and pensions in Washington, Albany and in your community. Your support and participation in PEOPLE strengthens CSEA's clout in the workplace, in the legislature, in your community and in the labor movement ... **CITY OF**

**NEWBURGH RATIFIES** — The City of Newburgh Unit recently overwhelmingly ratified a four-year contract. The pact includes generous wage increases in three of the four years, a lump sum payment in the fourth year, longevity increases, improved out-of-title pay and a hike in shift differentials. The unit's health insurance plan remains intact ... **TAKING THE WHEELS** — Warren

County Meals on Wheels employees took matters into their own hands recently when county officials said the county was unable to afford new coolers for the program, which provides meals for eligible county residents. CSEA members reached out to area businesses to get the coolers donated. Among those working to secure donations for cooler were CSEA member Donna Polverelli and her husband Mark.



"I can't say enough about everyone's efforts," Site Manager Brenda Hilton said. "We were desperate." The program now has 35 new coolers ... **NEW CONTRACT** — The Edgemont School District Custodial Unit

recently approved a three-year contract. Highlights include raises each year and new stipends for cleaners and maintenance laborers ... **EXTENDED** — State lawmakers and Gov. Eliot Spitzer gave World Trade Center responders until Aug. 14, 2008, to file the paperwork needed to claim workers' compensation benefits if they become ill in the future. The move extends the deadline by one year. For more information, visit CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) and click on the "safer and healthier workplaces" link ... **GIVING TWICE** — Members of the Copiague School District Custodial Unit recently gave back to their community in two ways. First, the unit awarded \$600 scholarships to two recent Copiague High School graduates who are active in their community. The unit's second gift was a \$300 donation to a local food pantry ... **MORE SCHOLARSHIP WINNERS** — The Seneca County Local recently awarded its annual \$500 scholarships to Chyna Teresa Tribble, whose mother, Suzie Tribble, is a CSEA member employed at Seneca One Stop/Finger Lakes Works, and Timothy Suffredini, whose mother, Mary Suffredini, is a CSEA member employed at Romulus Central School

Left, CSEA Capital Region members recently meet with U.S. Rep. Kirsten Gillibrand to thank her for voting in support of the Employee Free Choice Act, as well as for her support of working people in the 20th Congressional District, which covers parts of the Capital District, Hudson Valley and North Country. Shown from left are Gillibrand, Greene County Local President and Federal Political Action Liaison George Greiner, Saratoga Springs City Hall Unit President Katherine Moran and Saratoga County Local President and Federal Political Action Liaison Ron Revers.

CSEA members save \$4.00 off admission on Sept. 1 and 2, 2007, during CSEA Weekend.



Gotta be there!

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. 1 and 2, 2007, only.

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.

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

Saturday, Sept. 1 and Sunday, Sept. 2, 2007, 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.

CSEA will maintain a booth in the Center of Progress Building on the fairgrounds throughout the entire fair, so stop by and visit the CSEA booth at any time. The coupons for \$4.00 off admission however, are only good during CSEA Weekend, Saturday and Sunday, Sept. 1 and 2, 2007.

SAVE 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. 1 and 2, 2007.

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**

SAVE 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. 1 and 2, 2007.

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**

SAVE 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. 1 and 2, 2007.

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**

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

**SAVE \$4.00**

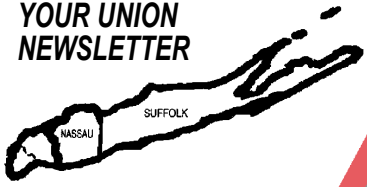
**CSEA**  
 Local 1000 AFSCME, AFL-CIO  
 Danny Donohue, President

Coupon is valid for CSEA weekend only - Saturday and Sunday Sept. 1 and 2, 2007.

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**



# EXPRESS



Message from CSEA Local 830 President Jerry Laricchiuta

## Weitzman Gets 'Tough' on County Workers

I want to write about something near and dear to all our members. I want to speak about your health benefits, provided to you by Nassau County as a result of your union fighting for you over the years. I know this is an issue that is most important to you and it certainly should be. The rising costs of health insurance for the past decade will only continue as will the actual costs of health care itself. Many of you have sacrificed higher salaries, nicer working conditions and promotional opportunities in light of the fact that you had a respectable health insurance package as a county worker.

Recently, Nassau County Comptroller Howard Weitzman held a press conference announcing a five-part plan, where he said ALL UNIONS SHOULD START TO PAY INTO THEIR HEALTH INSURANCE BENEFITS. He also spoke of reducing our current benefits from Core Plus to Core unless members wanted to pay more for the better plan. I have a message for Mr. Weitzman: County workers do not appreciate your attempt to make a big splash in the media on an issue that can have tremendous consequences for workers and their families.

Besides Mr. Weitzman totally ignoring that CSEA members are among the lowest paid workers in the county, what really got me is that his bold statement came out just two weeks after the Nassau PBA signed a six-year deal without any employee contribution toward health insurance.

The PBA and the county worked very hard to come to a good contract for Nassau County and the police. I tip my hat to PBA President Gary Delaraba, who once again delivered a sound and healthy contract to his members. I denounce Mr. Weitzman for declaring ALL unions must negotiate member contributions toward their health benefits when he knew the police were NOT paying into theirs for at least six years.

Sometimes our government officials need to learn how to separate good politics from good government. How irresponsible is it for him to make such a

**County workers do not appreciate your attempt to make a big splash in the media on an issue that can have tremendous consequences for workers and their families.**

declaration, knowing all too well that with his timing he would avoid angering the PBA. I think it is important for our comptroller to understand that our 10,000 CSEA members will not forget this and will be angered, as they should.

This is when I appreciate the size and strength of our union. Remember, brothers and sisters, our statewide organization has more than 265,000 members. We are the largest affiliate of the Long Island Federation of Labor, which has more than 200,000 Long Island union members. We are the largest affiliate of AFSCME, which has more than 2 million members nationwide. When you single out Nassau Local 830, you contend with the whole package.

### Successful fund-raiser

On a better note, I am very proud of our efforts to help Long Island children who suffer from terrible medical afflictions. On Saturday July 28, 41 seriously ill children from our great Nassau University Medical Center (NUMC) left for a week of fun at Paul Newman's Double H Ranch recreational center in upstate New York.

When CSEA Local 830 learned these children needed assistance to help pay for transportation to the camp, we set up a fund using revenues generated from our annual golf outing. It is a great feeling knowing our union helped these wonderful children have a great time during tough days for them. I am going to make an amendment in our mission for the annual golf outing and try to make it possible for CSEA to help these children each year in a bigger and better way. I hope I

have the support of our entire membership in this endeavor and quite honestly I cannot imagine anybody who would have a problem with this.

Speaking about our medical center, I would like to take this opportunity to thank the great staff working there, but this time on a personal level.

In the past year or so I have had to use the great services of our medical center for members of my own family. I cannot speak highly enough of how professional and responsive they were to my family each and every time. I am always amazed at how

Please see *Message continued on Page 2*

## WHAT'S INSIDE

September 2007 Express

☞ Page 3

- **CSEA Sponsors Trip for Children with Illnesses**

☞ Pages 4 and 5

- **Retrospective on the late Earl Stroughton**

- **Annual Scholarship Classic**

☞ Page 6

- **Members Successful in "Biggest Loser" Competition**

The Work Force **CSEA Nassau County Local 830 EXPRESS**

September 2007 • Vol. 12 No. 8

A Monthly Publication of CSEA Nassau County Local 830  
 JERRY LARICCHIUTA, President

Ryan Mulholland, Editor  
 (516) 571-2919 Ext. #13  
 www.csealocal830.org

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

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

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

**2007 NASSAU UNIVERSITY MEDICAL CENTER ANNUAL GOLF OUTING**

*CSEA Local 830 President Jerry Laricchiuta to be honored along with NHCC CEO Art Gianelli*

**Monday September 17, 2007  
 Eisenhower Park Red Course  
 11:30a.m. Registration  
 1 p.m. Shotgun Start  
 6:30 Cocktails  
 7:30 Dinner Reception & Awards**

**Foursomes (\$1600)  
 Including Tee Sign  
 Individual Golfers (\$400)  
 Reception Only (\$150)**



*Applications are available at NUMC or the CSEA Local 830 Office*

**KIDNEY FOR ALICE**

**Susan Dillon, a CSEA Nassau Local 830 member in the Parks Administration Building, needs your help. Her daughter, Alice, is in desperate need of a kidney transplant.**



Alice

Your qualifications for a laparoscopic surgery are:

Type O blood, between the ages 18-60, and in good health, without a history of high blood pressure, cancer, diabetes, hepatitis or a heart condition.

**All medical expenses are paid by Alice's insurance, and the Merrick Kiwanis Foundation has a fund earmarked for the donor's out-of-pocket expenses, such as transportation, housing and possible lost wages.**

To help Alice, please call (518) 223-3264 and ask for Sue or Marty Dillon. You can also e-mail them at [mdillon897@aol.com](mailto:mdillon897@aol.com).

**This Month in Labor History**

**Sept. 5, 1882**  
 Thirty thousand workers marched in the first ever Labor Day parade in New York City.

**They Said It:**

**Quote of the Month**

**"Local 830 members work very hard every day, and their pension is a very important part of their plan for the future."**

– New York State Comptroller Tom DiNapoli, on the July 25 "Talkin' Labor with Local 830" about the state pension fund he is responsible for managing.

**Celebrate**



**Message Continued From Page 1**

well our members who work there perform their duties day in and day out.

The medical center is a busy place with lots of action going on, especially in the emergency department. Despite all the traffic and influx of emergency cases coming in day and night, the nurses and doctors never lose their cool. They attended to a family member of mine within seconds of arriving there and took care of several other emergency cases at the same time.

I see the medical center improving by the day and in the near future, I believe that NUMC will rank among the finest medical centers in the country. I want to congratulate all of our hardworking members there for turning the medical center around and moving it in the right direction. Keep up the good work guys and gals. We are all proud of you.

Yours in solidarity,  
*Jerry Laricchiuta*

### CSEA Sponsors Trip for Children with Illnesses

EAST MEADOW — Nassau Local 830 sponsored a trip for 41 chronically ill children to attend the Paul Newman Double H Ranch in Lake Luzerne, in upstate Warren County.

The Double H Ranch is one of Newman's 13 "Hole in the Wall" camps in the United States and other countries intended to build self-esteem and restore joy to children who suffer from serious illnesses. The "Hs" in Double H stand for "health" and "happiness."

The children, ages 6-16, departed on July 28 from Nassau University Medical Center for the five-day trip. The children suffer from illnesses that include leukemia, sickle cell anemia and HIV. This is the 14th year the children, all NUMC patients, have taken this trip to the ranch.

The camp, located in the Adirondacks, sits on 320 acres on the shore of Lake Vanare. Double H provides fun, support, and adventure for about 1,000 children facing life-threatening or chronic illnesses. Activities include horseback riding, creative arts, a high rope challenge course, boating and swimming.

CSEA donated \$2,800 to fund this trip, which came out of the proceeds from the 2nd Annual CSEA Local 830 Golf Outing on July 9. CSEA used an additional \$4,000 of the proceeds for four \$1,000 scholarships for members and members' children (see related story on pages 4-5).

**Photos, from top to bottom: Trip organizer Linda Walsh with CSEA Local 830 President Jerry Laricchiuta; getting ready to board the bus that took the children to the Double H Ranch; all the trip attendees with their parents and trip organizers.**



### Nassau County's Consumer Affairs Gets the Job Done

MINEOLA — When the Internal Revenue Service, Federal Bureau of Investigation and U.S. Attorney's Office launched an investigation to find out how \$75 million in oil was stolen by two petroleum transporters, they contacted the Nassau County Office of Consumer Affairs to find out how this could have happened.

"We were sure we could find out the problem," Consumer Affairs Commissioner Roger Bogsted said.

And county workers certainly did discover the problem. Once 34 trucks were seized by the FBI and given to Consumer Affairs for testing, the county conducted thorough inspections. Within hours, inspectors found the trucks were rigged so they could mix oil and air, which then inflates the volume.

This rigging was very intricate and was something that would not be picked up in a routine inspection of one of these trucks, Bogsted said.

The county Consumer Affairs office employs CSEA members, many of whom worked on the investigation.

Most of these deliveries were made to commercial establishments in Brooklyn, Queens and the Bronx, by Mystic Tank Lines of Astoria, Queens and T & S Trucking of Brooklyn. Officials from these companies have been indicted and the FBI is still investigating.

Now, with all the different jurisdictions that the FBI and IRS could choose from to investigate this matter, why choose Nassau County Consumer Affairs?

"Nassau is the expert on weights and measures," Bogsted said. Deputy County Executive Tim Driscoll received numerous praise-filled phone calls from representatives from the U.S. Attorney's Office, IRS

and FBI saying it was one of the best examples of federal-local government cooperation that they have seen. Bogsted said it was a perfectly executed operation.

Nassau County Consumer Affairs is the most profitable department in the county, with revenue last year exceeding \$4 million. Since 1990, expenses have remained about the same, with the revenue growing from under \$1 million to more than \$4 million.

"We are just fortunate to have good employees," Bogsted said.

"It's important for the public to know of the great work of our members at Consumer Affairs," CSEA Local 830 President Jerry Laricchiuta said. "They always provide a great service to the public, and we are proud of them for that."

#### The rear of a truck owned by T & S Trucking



### CSEA Says Goodbye to Longtime Treasurer

Local 830 has said goodbye and good luck to its longtime treasurer, Beth Luttinger, who retired July 20.

Luttinger worked for the Department of Social Services for 31 years. She also served the local for many years, not only as treasurer but in many other capacities, including on the contract negotiations team.

Local officers and activists got together July 19 to bid her farewell, and her co-workers in Social Services also said goodbye on July 16. We all wish Beth the best of luck in her retirement.

**Jerry Laricchiuta and Beth Luttinger**



## CSEA Mourns NUMC Unit President Stroughton's Death



**E**arl Stroughton, a 30-year phlebotomist at Nassau University Medical Center and president of the CSEA unit there, died of a heart attack July 10 at the hospital, at age 70.

Robert McLaughlin, who was the unit's executive vice president, will assume the unit presidency.

Stroughton, who was a Hempstead resident, got his medical training while in the U.S. Army from 1958 to 1963. Many workers at NUMC considered Stroughton the best person at the hospital with a needle.

"Everybody wanted Earl to draw their blood; he always got it on the first try," McLaughlin said.

Upon leaving the Army, Stroughton went to work at Jamaica Hospital in Queens, where he stayed until April 1978. He joined NUMC May 1 of that year.

A longtime CSEA activist, Stroughton became a union elected officer in 1995 when he became the vice president of the hospital unit. In 2001, he became executive vice president, an office he served in before becoming unit president in July 2005.

The NUMC unit is the local's largest unit, with more than 3,000 members.

"He was always concerned about his fellow employees, and he spent a lot of his time not only dealing with the administration but also resolving conflicts between the membership and the administration and even between members," said Local 830 President Jerry Laricchiuta.

Laricchiuta said Stroughton played a significant role in helping the hospital shore up its fiscal health.

Stroughton was also active in the community, as a 10-year member of the Coalition of Black Trade Unionists and a 20-year member of the local chapter of the National Association for the Advancement of Colored People (NAACP).

Laricchiuta summed up Stroughton's life, saying, "I think the main theme about Earl should be his character. We called him the 'Mayor of NUMC' because everybody who worked there knew him. He was a kind and gentle man who always had time for everybody no matter what position you held."

"From laborer to doctor, Earl cared about people all the same," Laricchiuta said. "He made people laugh and he had an uncanny ability to let the most stressful situations just roll off his back. He was 'old school,' meaning he let his instincts and his gut feelings guide him. Earl was not big on details and long debate. He said what was on his mind and many times he made the most sense in the room."

Stroughton is survived by his wife of 30 years, Sumera, daughters Cassandra Hill and Cassie Gary, and sons Earl Stroughton Jr. and Rodney Hill. He also had nine grandchildren and three great-grandchildren.

There was a special memorial for Stroughton at Nassau University Medical Center on July 20, when many of his former colleagues paid tribute to him, including Nassau Health Care Corp. CEO Art Gianelli; NUMC Unit vice presidents Debbie Buonagura and Lynn Kramer; AIG Valic representative at NHCC Danielle Faldetta, Stroughton's daughter, Laricchiuta and McLaughlin.

Stroughton will very much be missed by his family, friends and everyone in the CSEA and NUMC family.

**Photos, above from left to right: Stroughton's daughter speaks at his memorial July 20 at NUMC; Earl Stroughton at his office at NUMC; Jerry Laricchiuta, Art Gianelli and Earl Stroughton at an event earlier this year.**

## CSEA Local 830 Enjoys Success in its 2nd Annual Scholarship Classic

**EAST MEADOW** — CSEA Local 830's 2nd Annual Scholarship Classic took place July 9 at the Eisenhower Park Red Course in East Meadow.

More than 160 golfers battled blazing temperatures to play a full round of golf. The tournament was preceded by a breakfast and followed by a dinner at the Carltun on the Park. Lunch was served on the course.

Awards were given out for the best round, longest shot and \$25,000 was up for grabs for anyone who could get a hole-in-one. With large coolers full of bottled water present at every third hole and local staff members also providing water on the course, the golfers stayed as cool as possible and had a great time.

"I heard from a number of members today that this is one of the top outings of the year," CSEA Local 830 President Jerry Laricchiuta said.

During the dinner, CSEA honored its four \$1,000 scholarship winners. Winners must be CSEA members or children of CSEA members attending a two or four-year college, or are high school seniors entering college. Qualifications also included strong academic background and community service.

Winners were Alyssa Reardon, a Carle Place High School graduate who will be attending Manhattanville College; Sean Jones, a City University of New York Medical School student and volunteer at Nassau University Medical Center; Jaclyn Cohen, who will be a junior at Colgate University this fall, and Natalie Camacho, a Binghamton University student and NUMC employee.

CSEA congratulates all the much-deserved scholarship winners for their great work in the classroom and diligence outside the classroom. Another kudos goes out to the CSEA Golf Outing Committee, headed by Steve Cohen and Kelvin Lewis, for their great efforts in working year-round to make this event possible.



**Above, scholarship winner Natalie Camacho with Jerry Laricchiuta. At right, from top to bottom: Local 830 President Jerry Laricchiuta and Golf Outing Co-Chair Steve Cohen with scholarship winners, from left to right, Alyssa Reardon, Jaclyn Cohen and Sean Jones; Local 830 Vice President Scott Mulholland, left, Sheriffs Support Unit President Ken Hamel, right, with Nassau Health Care Corp. officials, including CEO Art Gianelli and A. Holly Patterson Senior Vice President Larry Slatky; Four CSEA members get ready to take off for the day; A picturesque view of a beautiful day at Eisenhower Red.**



## CSEA Stands Behind NUMC CEO

A July 17 *News 12* story highlighted the fact that Nassau University Medical Center now employs 17 vice presidents, two more than when CEO Art Gianelli took office in June 2006.

Critics argue there should not be more Vice Presidents when there are fewer patients and fewer employees today than in prior years.

But, the new positions are part of a \$240 million modernization plan designed by Gianelli that will create more revenue for the hospital. Despite the new hires and the 17 vice presidents earning an overall total of \$3.7 million, the Nassau Health Care Corp. had its smallest losses since 1999 last year of just \$8 million.

Gianelli projects this year's losses to be around \$4 million, with an outside chance of breaking even. Money has been saved in areas such as changes in reimbursement, reduced overtime by consolidating floors, revenue cycle initiatives and reduced contract costs.

The two new positions are Chief Operating Officer and Head of Ambulatory Services.

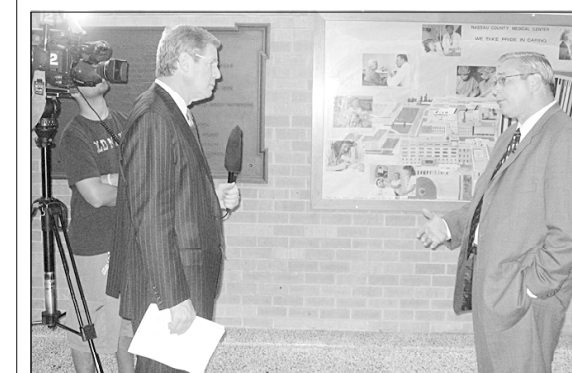
"We had 15 vice presidents, but there were major gaps in services you need," Gianelli said.

Ambulatory services is one area in which the hospital can generate revenue so having someone specialize in that service is vital to the fiscal health of the hospital.

CSEA Local 830 President Jerry Laricchiuta was present for the interview that day and stood behind Gianelli's initiatives. "We have worked hand-in-hand with Art since Day one and we stand behind him especially after problems with the past administration," Laricchiuta said. "We are confident that these appointees will have a positive effect on the future of this hospital."

There are about 3,394 employees in the Nassau Health Care Corp., 88 more than when Gianelli took over 15 months ago, with two new units in the hospital.

**Jerry Laricchiuta talks with News 12's Scott Feldman.**



## CSEA to Fight Comptroller Weitzman's New Health Insurance Plan

MINEOLA — CSEA Local 830 is fighting a new county health insurance proposal that would slash the level of benefits workers receive.

At a July 19 press conference at Nassau County Comptroller Howard Weitzman's office at 240 Old Country Road, Weitzman outlined a five-part plan for the county to save money on health insurance costs to county employees and retirees.

His plan includes participant contributions, changing benefit plans, eliminating duplicate health benefits, increasing the level of reimbursement in the buy-back program and establishing a wellness program.

The county would have to negotiate any plan changes with CSEA and the other Nassau County labor unions.

Local 830 strongly opposes any plans to pay into health insurance. Local 830 President Jerry Laricchiuta appeared both on *News 12* and *LI News Tonight* July 19 to give the CSEA side of the story, as well as being quoted in *Newsday*. He said, "County workers take their jobs for the great benefits and that is by no means anything that we will be giving up."

On Aug. 6, Weitzman gave his mid-year report on the county's budget, reporting that he expects the county to break even in 2007 or to have a small

surplus of around \$5 million.

But, impending 2008 budget gaps means the county will need to look for ways to save money, whether it be generating more revenue or depleting services.

"I understand that the comptroller is trying to save money, but at the same time, we can't balance the budget on the backs of the lowest-paid workers in the county," Laricchiuta said.



Jerry Laricchiuta on News 12

## Situation at 240 Old Country Rd. Brings Need for Evacuation Plan to Light

MINEOLA — CSEA members at 240 Old Country Rd. got quite a scare, as an unidentified briefcase was discovered on the second floor at the county clerk's office, forcing about half the building or so to evacuate midday on July 31.

The Nassau County Police Department and its Bomb Squad were on hand. Police never declared a formal evacuation, as the briefcase was found to be harmless.

County Clerk Maureen O'Connell allowed her employees to leave the area as police were investigating. Although the Assessor's Office stayed open, department officials allowed employees to leave if they felt threatened, said county Board of Assessors Vice Chair Chumi Diamond. Comptroller's Office

management told their employees to take a lunch break from noon to 1 p.m. and the situation was under control by the time the workers returned, said department Communications Director Allan Morrison.

While most department officials responded, there was still no universal system to notify employees and management of the potential danger of this situation.

The CSEA Local 830 Executive Board, led by local President Jerry Laricchiuta, was present at 240 Old Country Rd. that day but could not get in touch with anyone who had the authority to make a decision on this matter. This incident has raised questions, including "What will happen in the future if there is an emergency, and

will there be a formal procedure for the entire building?"

There is a grievance that has been out since 2001 addressing an evacuation plan. The grievance has been agreed on by CSEA and the county and notes that by this September, there shall be a list of wardens for each county building, and by

done by employees so they know what to do in an emergency. By June 2008, there will be evacuation maps and drills done in the majority of buildings.

CSEA plans on looking further into this to ensure the proper safety and security for all their members.



Nassau County Bomb Squad trucks in front of 240 Old Country Rd.

December there should be proper training

## SHOA Claims Staffing and Safety Concerns

EAST MEADOW — It's been another busy month in the recurring conflict between CSEA Local 830 and the Nassau County Sheriffs Officers Association as CSEA is battling against unfair claims by the association that civilian employees at the Nassau County Jail lack adequate training to handle difficult situation with inmates.

On July 12, the association, or SHOA, which represents more than 1,100 county correction officers, held a press conference highlighting staffing and safety concerns at the Nassau County Jail. On July 3, Nassau County Sheriff Edward Reilly eliminated two correction officer security posts in the two kitchen areas of

the jail, which the sheriffs association considers to be a major safety problem.

Their claim is that while civilian employees represented by CSEA have the ability to oversee work related details of inmates, they don't have the proper training to handle difficult situations.

That accusation goes without merit as civilians must complete a 10-day training course and are required to assist in the performance of duties as a correction officer as required at the discretion of the sheriff.

Also, until 2001, when the county added correction officer posts in the jail's kitchens, CSEA members employed in the

kitchens were the sole supervisors of inmates.

"Our civilian staff has had an exemplary record over the years of preventing any escapes or other untenable situations," said Local 830 President Jerry Laricchiuta, a former cook at the jail. *Newsday*, *TV 55*, *The Long Island Press* and *LI News Tonight* have been covering the issue.

"All posts mandated to be filled by the New York State Department of Correction are staffed on every shift," Reilly said.

SHOA took further action on this matter July 25, filing a court injunction in an effort to get their members back into the kitchen. State Supreme Court Justice Daniel Martin

issued on July 30 a temporary restraining order that let the correction officers again assume their kitchen posts. The case is expected to return to court in late August. For updates on this case, log onto [www.csea830.org](http://www.csea830.org).

Excerpts of media coverage on this and other stories can be found at [www.csea830.org](http://www.csea830.org) in the Special Features section.



## Veterans Corner By the CSEA Veterans Committee

It has been a busy summer and will continue to be a busy autumn in the veterans' community. The Vietnam War Veterans Association held its annual Family Picnic at Wantagh Park Aug. 11...June 14 was not only Flag Day but the 231st birthday of the U.S. Army. Veterans remembered their own with a dedication to the 550 names on the Wall of Honor at Eisenhower Park...Congratulations to the recipients of the Nassau County Distinguished Service to Veterans Medal. On Aug. 4 at Eisenhower Park, medals were awarded to Past American Legion County Commander Robert Tom Riordan; United Veterans Organization President LTC Joseph Reale (USA Ret.); Vietnam Veterans Association Chapter 82 President Carl Johnson; Jewish War Veterans Homeless Veterans Advocate Larry Sklar; and VFW Commander Frank Maltese... Coming up, Military.com is sponsoring a career fair Aug. 28 from 11 a.m. to 3 p.m. at the Radisson Martinique on Broadway Hotel at 49 West 32nd St. To register and get more information, go to [www.military.com/careerfairs](http://www.military.com/careerfairs).

In other news...Veterans exposed to Agent Orange have a 48 percent chance of cancer recurring after surgery than veterans not exposed to the defoliant used widely during the Vietnam War, according to a recent report from the Augusta Veterans Affairs Medical Center. The VA provides free medical care to exposed veterans and disabilities payments up to \$2,471 per month are possible. Call the Veterans Service Agency at (516) 572-8452 for help with a claim.

While nationally, the VA reports it is processing the average claim in 177 days, the New York Regional Office is taking an average of 266 days to process a claim due to years of hiring freezes and an increase in retiring employees. Iraq and Afghanistan veterans are getting priority service. Call the Veterans Service Agency to submit a complete well-developed claim that can avoid some of the delays.

According to a story in the June 4 issue of the *Marine Times DOD*, 40 percent of our combat veterans are reporting mental health concerns. The Nassau County Mental Health Association is proposing a Veterans Mental Health Alliance to bring together private mental health providers, VA facilities, veterans' leaders, active duty and reserve organizations and local government officials to understand the scope of the local problem and ensure the veterans get the right help at the right time.

## NUMC June Employee of the Month

Carol Crawford, a hospital record aide, at Nassau University Medical Center, was honored as the July Employee of the Month at the hospital. She was presented with a plaque by Julie Mirkin, senior vice president for patient care services.

A resident of Uniondale, Crawford has been a loyal and valued employee of NUMC for 19 years. Before working as a hospital record aide in the nursing office, Crawford worked on the patient care floors.

She is kind, considerate, professional and well regarded and respected by all who know her. Crawford is always willing to help staff, patients and family members in whatever way she can.

Her competence, professionalism and gentle demeanor make her an asset to the nursing department as well as NUMC as a whole. Carol Crawford exemplifies all that an Employee of the Month should be.



Carol Crawford, left, hospital record aide, with her award, which was presented by Julie Mirkin.

## Four CSEA Members Honored for County's "Biggest Loser" Competition

EAST MEADOW — Four CSEA members may have lost a lot of weight between April and July of this year, but they are anything but losers.

Bruce Edington and Pete Bello of the Department of Social Services, Jose Rosa of the Health Department and Rich Perrone of Public Works were all honored at the Nassau County Aquatic Center July 19 as winners in the county's "Biggest Loser" competition, based on the hit NBC television program in which contestants compete for the greatest percentage of weight loss.

Contestants were split into three groups — CSEA members, police union members and all remaining county employees. Each group awarded prizes to the top three finishers. The competition winners won cash prizes of \$300 for first place, \$200 for second place and \$100 for third, which CSEA sponsored for its members.

The CSEA members who won came out of the competition with much more than extra cash.

Edington, the first-place winner among CSEA members, lost 18.5 percent of his body weight — a total of 45 pounds. Edington said he saw a sign for the contest one day walking into work and knew instantly that this is what he had to do. With all his motivation, he can now run up to 15-20 miles.

Bello lost the most overall weight, with a total of 53 pounds. He took a simple approach to weight loss as he just focused more on not eating at night, cutting out carbohydrates and walking several times a day.

Bello, who has been at Social Services since

1990, said this isn't the first time he lost this much weight. In 1993, he lost about 100 pounds. This time, he said, he plans on sticking with it.

The third place winner, Rosa, is a 17-year employee of the Health Department's Hempstead laboratory. It was a major lifestyle change for Rosa, as he quit smoking and made a commitment to a low-carbohydrate diet with lots of vegetables.

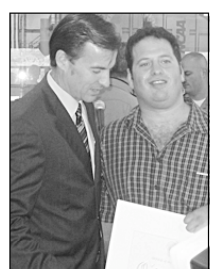
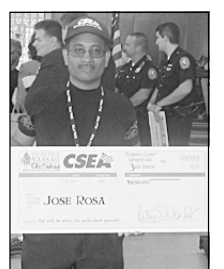
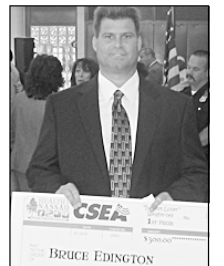
"I couldn't have done this without my wife and daughter," he said.

The final CSEA honoree is Rich Perrone, a 13-year CSEA member who is a civil engineer at the Department of Public Works.

Perrone, who lost 39 pounds, said his athletic background and competitive nature was a big factor in losing the weight. Perrone spent a lot of his time walking his puppy to lose the weight. "I am proud to be a member of the CSEA team," he said.

County Executive Tom Suozzi plans for this to be an annual competition. CSEA congratulates all of its members who took part in the competition, and hope that they keep up the good work.

**CSEA members who were the biggest winners in the "Biggest Loser" competition are from top to bottom, Bruce Edington, Peter Bello with Tom Suozzi, Jose Rosa and Rich Perrone with Suozzi.**



## A Message From Long Island Region President Nick LaMorte



### Labor Day – Celebrating the Proud Legacy of the Labor Movement

Labor Day is a holiday with special significance to CSEA and its members. After all, it was born out of a desire to honor all who labor with a day of rest. The fact that this day of rest comes with pay is icing on the cake and a direct result of union activism.

Still, I'm sure many have wondered about the history behind the holiday as they grilled hamburgers and hot dogs over an open flame or took their last dip in the pool.

Labor Day is a federal holiday that falls on the first Monday in September. The holiday was first celebrated in 1882 and originated through a commitment by the Central Labor Union to create a day off for the "working man." It is still celebrated today in the same spirit and marks the symbolic end of summer for many.

The form that the observance and celebration of Labor Day should take were outlined in the first proposal for the holiday — a street parade to exhibit to the public "the

*"... let's turn the page on summer and confront the fall season with renewed vigor; working hard each and every day to make sure the rights workers have secured over the past century are maintained and enhanced."*

strength and spirit of the trade and labor organizations" of the community, followed by a festival for the recreation and amusement of the workers and their families.

This became the pattern for the celebrations of Labor Day. Speeches by prominent men and women were introduced later, as more emphasis was placed upon the economic and civic significance of the holiday.

As you know, and no doubt enjoy, forms of Labor Day celebration include picnics, barbecues, fireworks displays, water sports and public art events. Families with school-age children take it as the last chance to travel before the start of school.

So, let's turn the page on summer and confront the fall season with renewed vigor; working hard each and every day to make sure the rights workers have secured over the past century are maintained and enhanced.

The proud legacy of the labor movement is ours to defend; we must be sure to pass it on to the next generation in better condition than we found it.

Yours in solidarity,

Nick LaMorte, president  
Long Island Region

### This Month from "Talkin' Labor with Local 830"

CSEA touched on many different topics with some esteemed guests this summer on "Talkin' Labor with Local 830."

Guests included Nassau County Legislative Budget Review Director Eric Naughton, in a great show that was informative to all taxpayers who may wonder where their tax money is really going.

Host and Local 830 President Jerry Laricchiuta was also joined by Bruce Piel from the Nassau County Park Advocacy group, to discuss the impending transfer of county parks and roads to North Hempstead, and possible

transfer to Oyster Bay.

CSEA Nassau University Medical Center Unit President Rob McLaughlin and 5th Vice President Debbie Buonagura discussed the great life of Earl Stroughton, as well as the current status of NUMC.

Also appearing on the show this summer was New York State Comptroller Tom DiNapoli, who discussed his job as the comptroller and how he is managing our members' pension fund.

New Nassau County Police Commissioner Lawrence Mulvey spoke about his goals in his new office, his

background, and how he wants to help CSEA members. Lastly, Office of Consumer Affairs Commissioner and Nassau Conservative Party Chairman Roger Bogsted spoke about his dual roles.

So, if you are a CSEA member or a taxpayer, these are all shows that you can't afford to miss. Please log onto [www.csea830.org](http://www.csea830.org) and click on the "Talkin' Labor with Local 830" link and you will be able to listen to these shows in their entirety.



**Above left: Comptroller Tom DiNapoli**

**Above right: Office of Legislative Budget Review Deputy Director Steve Antonio, Assistant Director Stephanie Rubino, Director Eric Naughton, Legislative Budget Review Administrative Assistant Simone Petersen and Local 830 President Jerry Laricchiuta.**

**Left: Police Commissioner Lawrence Mulvey**

### Help out CSEA Local 865

CSEA Local 830 has agreed to help out our brothers and sisters at the Nassau Educational Local 865, who have 28 custodians/cleaners from the East Williston School District who have been out of a contract for more than three years.

Local 830 has 31 members who reside in the East Williston School District. If you live there, or know someone who does, we are asking for one of three things.

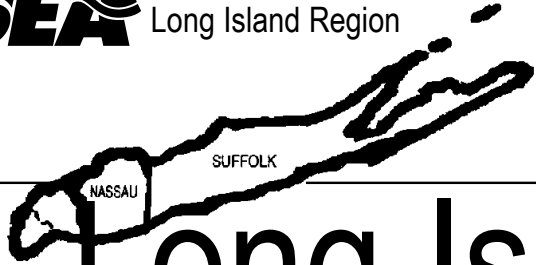
First, signs are available to put on members' lawns at home. Someone from Local 865 will put it up for them. If you or someone you know is interested in having a sign on their lawn, contact Ryan Mulholland at 571-2919, ext. 13 or [mulholland@csea830.org](mailto:mulholland@csea830.org) with the person's name and address.

Second, one of the residents can write a letter to the district's Board of Education or the superintendent at 11 Bacon Road in Old Westbury.

Third, a resident can speak up at a meeting because no union officials are permitted to do so since none reside in East Williston.

If you have any questions on this issue, contact CSEA mobilization specialist Karen Carpenter at (800) 342-4146 or by e-mail at [carpenter@cseainc.org](mailto:carpenter@cseainc.org). More information on the district is available at <http://www.ewsonline.org>.

The next Board of Education meeting is Sept. 10 at Wheatley High School, so we are looking for some action before then. Thank you very much!



# Long Island Reporter



▲ Welcoming Local 430 members and their guests are, from left, Pat Davenport, Charlotte Cornell, local secretary; Gloria Cannon, the local's treasurer, and Mickey Jackson, 3rd vice president. Those attending were given storage bags and caps with CSEA logo (foreground).



▲ The menu included hot dogs, burgers, sweet and hot Italian sausages, salad, soft drinks and ice cream

▶ After having lunch at the picnic, Local 430 member Sandra Sibbles and her husband Donovan, rear, brought seven children — their three and four nephews and nieces — to the animal center at the ecology site. Here, the kids get close to the goats.

**M**embers of CSEA Locals 430 and 618, their families and guests recently enjoyed the locals' annual picnics.

Local 430, which represents employees of the Long Island Developmental Disabilities Service Office in Melville and the Sagamore Children's Psychiatric Center, picnicked on Aug. 4 at the Town of Brookhaven's Ecology Park in Holtsville.

Local 618's members, who work at the State University of New York at Old Westbury, held their picnic June 29 on the lawn behind the campus' main building.

Please see Picnic continued on Page 3



**Picnic** Cont'd from Page 1

At both there were lots of hot dogs, chicken, salad, soft drinks and ice cream, games for the children and a chance to relax on a fine summer afternoon.

Local 430's all-day picnic lasted from 10 a.m. to 6 p.m. "We had to chase them out of there," said President Daryl Wilson. "It was definitely a full day."

It was also a really hot day so lots of picnickers cooled off in the pool at the ecology park. They also visited the animal center that is part of the Brookhaven park and saw goats, llamas, a bear, a bald eagle, miniature horses and other wildlife. (The park staff are represented by CSEA; members of the Brookhaven Highway Unit of Suffolk Local 852.)

Local Secretary Charlotte Cornell said several hundred people attended the picnic. "It really was a huge success," she said.

President Mary D'Antonio of Local 618 said June 29 was a wonderful day for a picnic. "It was a great day, the food was excellent and people had a great time," she said.

She thanked the local's Social Committee, which is chaired by Michelle Malone and Lee Conradi. "They did a great job putting the picnic together," she said.



Local 618's picnic is held on the campus of the State University of New York at Old Westbury.



▲ A large Local 430 sign welcomes hundreds of local members and their guests to the local's picnic, held Saturday, Aug. 4, in Holtsville.



▲ Local 430 President Daryl Wilson takes a few minutes off from picnicking to sign checks for Treasurer Gloria Cannon.

▶ Eighty members of SUNY Old Westbury Local 618 and their guests enjoyed the June 29 picnic.



◀ Among Local 430 members' guests were Long Island Developmental Disabilities Services Office consumers. The staff members who brought this group were Michael Alvarez, seated in front of the table, Sandra Hawkins, seated at left, and Joanne Delibro.

◀ Jacqueline Tindal, standing, brought her two daughters and Viola Smith, right, brought her granddaughters. The kids obviously enjoyed themselves.

PHOTO OF THE MONTH



Horticultural worker April Perry maintains flowers at the Town of Brookhaven's Ecology Park in Holtsville. "We have a lot of great employees here who care about their jobs," said Perry, a 20-year member of the Brookhaven Highway Unit. "They want to make it a great place for people to come." The park, which also has an animal center, a picnic area and a swimming pool, is on Buckley Road.

Message from Long Island Region President  
Nick LaMorte



Labor Day is a holiday with special significance to CSEA and its members. After all, it was born out of a desire to honor all who labor with a day of rest. The fact that this day of rest comes with pay is icing on the cake and a direct result of union activism.

Still, I'm sure many have wondered about the history behind the holiday as they grilled hamburgers and hot dogs over an open flame or took their last dip in the pool.

Labor Day is a federal holiday that falls on the first Monday in September. The holiday was first celebrated in 1882 and originated through a commitment by the Central Labor Union in New York City to create a day off for the "working man." It is still celebrated today in the same spirit and marks the symbolic end of summer for many.

The form that the observance and celebration of Labor Day should take were outlined in the first proposal for the holiday — a street parade to exhibit to the public "the strength and spirit of the trade and labor organizations" of the community, followed by a festival for the recreation and amusement of the workers and their families.

This became the pattern for the celebrations of Labor Day. Speeches by prominent men and women were introduced later, as more emphasis was placed upon the economic and civic significance of the holiday.

As you know, and no doubt enjoy, forms of Labor Day celebration include picnics, barbecues, fireworks displays, water sports and

public art events. Families with school-age children take it as the last chance to travel before the start of school.

So, let's turn the page on summer and confront the fall season with renewed vigor; working hard each and every day to make sure the rights workers have secured over the past century are maintained and enhanced.

The proud legacy of the labor movement is ours to defend; we must be sure to pass it on to the next generation in better condition than we found it.

Yours in solidarity,

Nick LaMorte, president  
Long Island Region

Impagliazzo joins CSEA staff

COMMACK — Richard Impagliazzo has joined the CSEA staff as communications associate in the Long Island Region.

In this capacity, he will be responsible for communicating to the public and CSEA members regarding the activities and accomplishments of the union and its various locals and units in the Long Island Region.

"I welcome the recruitment of Richard Impagliazzo to our CSEA family," said Region President Nick LaMorte. "Rich has already shown a loyalty and work ethic that works extremely well for the Long Island Region. I look forward to working with Rich for many years to come. He shares with me a vision of progressive unionism, hard work and endless energy."

Impagliazzo brings considerable experience in the fields of journalism, publishing, marketing, public relations and media relations to his new post. He formerly applied his skills while employed at St. Vincent's Hospital, Central Suffolk Hospital, the Hospital Division of HIP, which includes Syosset Community Hospital and LaGuardia Hospital, and the Metropolitan Jewish Health System.

He has also worked at publishing companies such as Executive Business Media, where he was the managing editor of *Military Club & Hospitality*, and PTN Publishing Company, where he served as the editor of *Photographic Processing and Photo Trade News*.

"It is a privilege to work for a fine organization like CSEA," said Impagliazzo. "I will work hard to make myself an asset to the organization and its membership."



Richard Impagliazzo

Steward workshop conducted

COMMACK — Thirty union members attended a two-session steward workshop conducted by Eric Muldoon, a CSEA labor education specialist, Aug. 7-8.

The workshop was the latest in the popular and informative labor education series and was designed for local/unit officers, stewards, grievance representatives and activists who are interested in building and strengthening the union.

The goals of the workshop were to provide attendees with valuable information on how to create a powerful communication network within their membership, organize members through workplace mapping, analyze a variety of workplace situations and develop an appropriate course of action and apply one-on-one organizing techniques to bolster the union.

The workshop also sought to reinforce the notion that CSEA's strength rests with the recruitment and education of new activists, who often emerge as stewards. That is why a workshop such as this trains stewards to effectively communicate with

employees in the work force — so they can achieve their goal of organizing and leading them. Completion of this two-part workshop provided the skills necessary to carry out the duties of the steward.

Members interested in becoming stewards should contact their unit or local president, who appoints stewards.

Condolences

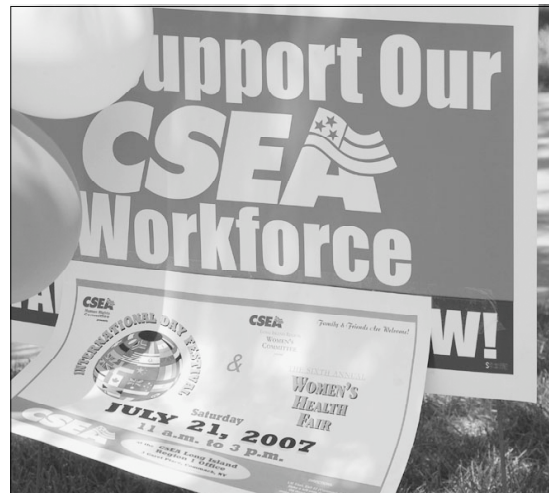
COMMACK — Long Island Region officers, members and staff send their condolences to Labor Relations Specialist Stanley Frere for the death of his son, Darrell Vaughn Frere, who died July 8 at 41 years old.

Cards of sympathy may be sent to Stanley Frere, 120-25 E. Elgar Place, Bronx, N.Y. 10475.

# Inside Reporter International Day and Women's Health Fair

At right, Daryl Wilson, president of Local 430, has his blood pressure checked by a registered nurse from Stony Brook.

Below, members of the Women's Committee at the event include Bobbi Eisgrau, seated, committee chair, and standing, from left, Bea Kustanowitz, Barbara Maniscalco, Carol Kelly, Maryann Phelps, Jill Mallon and Cheryl Iannone, and Iannone's daughter Donna.



Above, hundreds of members and families came to the CSEA region office to eat, take photos and just hang out on a lovely July day.

Left, Long Island Region President Nick LaMorte welcomes everyone to International Day/Women's Health Day.

COMMACK — Saturday, July 21 dawned bright and clear and not too hot, just a perfect day for the Long Island Region's annual International Day Festival and Women's Health Fair.

Members brought family and friends to share the day, held in the region office and its parking lot and lawn.

"It's always good to be among union folk," Region President Nick LaMorte said, welcoming attendees to the joint event. "We're union family, friends, neighbors. We are here to celebrate and get to know one another."

One of the annual highlights for region members, the day has two goals.

The International Day program honors the diversity of the union's membership, working in solidarity to improve the lives of all.

As part of the festival, members prepared many types of ethnic dishes, which supplemented the picnic fare of hot dogs and burgers hot off the grill, cold soda and ice cream.

Shirley Baker chairs the Human Rights Committee, which was in charge of this part of the program.



Below, Valerie Caramella of Nassau Local 830, left, serves up some of the ethnic food members prepared for the International Day celebration to David Albury of Nassau Education Local 865. Standing next to her is Shirley Baker, who chairs the region's Human Rights Committee, co-sponsor of the event.

Left, John Shepherd, president of Nassau Municipal Local 882, prepares to grab a hot dog off the grill for a hungry picnicker.

Left, retirees Margaret Wilson, second from right, and Marian Hester, right, arrive at the annual event and sign in as Women's Committee members Carol Kelly, left, and Cheryl Iannone look on. Wilson is a retired worker from Pilgrim Psychiatric Center and Hester is from the Long Island Developmental Disabilities Service Office.

Far left, Shannon M. Burgess, a member of Long Island State Employees Local 016, paints a young girl's face.

The Women's Health Fair reminds women members of the

importance of ensuring they and their families have adequate health care. The fair is coordinated by the region Women's Committee, chaired by Bobbi Eisgrau.

An information fair was held as part of the event. Among the vendors were BJ's Warehouse, Citibank, CSEA's Legal Services Program, CSEA Member Benefits, the Employee Benefit Fund and PEOPLE, Davis Vision, chiropractor Dr. Richard M. Fink, Pearl-Carroll & Associates, Stony Brook Medical Center, Suffolk County Coalition Against Domestic Violence, Suffolk County Police Department's Police Athletic League, Suffolk Federal Credit Union and Union Plus Mortgage.



## Three Long Island Region Flaumenbaum Scholarship winners

COMMACK — Lauren Andersen, Dustin Canzonieri and Michael Liam DeOliveira, all children of Long Island Region members, have been awarded the \$1,000 Irving Flaumenbaum Scholarships for college.

Andersen is the daughter of Suffolk Educational Local 870 member Elizabeth Andersen, a teaching assistant in the Bayport-Blue Point School District.

Canzonieri is the son of Ruth Canzonieri, a teaching assistant in the Syosset School District and a member of Nassau Educational Local 865.

DeOliveira is the son of Suzanne Fitzgerald, a teaching assistant in the Jericho School District and a member of Local 865.

Region President Nick LaMorte presented the awards at an Aug. 2 ceremony at the region office.

"We all know that the cost of college tuition has skyrocketed to the point where it becomes prohibitive for many families," said LaMorte. "That is why we award these scholarships each year; to provide a small measure of relief to our members as they try to provide a college education for their children."

Andersen will attend Providence College with a double major in elementary education and special education. She plans to become a teacher. She was secretary of her junior and senior classes at Bayport-Blue Point High School, played cello in the orchestra, played on the girls' tennis, lacrosse and golf teams and was a National Honor Society member.

Canzonieri swam and played tennis for Bethpage High School, participated in the Marine Stress program and was active in Students Putting an End to Cancer (SPEC). He will study mechanical engineering at the University of Rochester.

DeOliveira, who also won a second, \$500 scholarship from the Jericho Unit of Local 865, played football and lacrosse at John F. Kennedy High School in the Plainview-Old Bethpage School District and was a member of the National Honor Society and the Spanish Honor Society. He will study business administration at the University of Florida.

Present at the ceremony was Maria Navarro, secretary of Local 870 and a member of the statewide CSEA Scholarship Committee, which selected the Flaumenbaum scholarship recipients.

The 18 statewide winners, three in each of CSEA's six regions, were chosen from 800 applicants. (Navarro did not take part in choosing the winners from the Long Island Region.)

The scholarships honor the memory of Irving Flaumenbaum, who served as president of the Long Island Region and an AFSCME International vice president.



Above, Michael Liam DeOliveira holds the Irving Flaumenbaum Scholarship Award he won. Also in photo are, from left, are Local 870 Secretary Maria Navarro; Region President Nick LaMorte; DeOliveira's mother, Suzanne Fitzgerald; DeOliveira's father, Rubens DeOliveira and Joan Behrens, vice president of the Jericho Unit of Local 865.



At left, Lauren Andersen



Below, Long Island Region President Nick LaMorte, second from left, presents a scholarship to Dustin Canzonieri. With them are Maria Navarro, left, Local 870 secretary, and Ruth Canzonieri, Dustin's mother and a member of Local 865.

### Local 881 holds another successful blood drive

SYOSSET — The Town of Oyster Bay's semi-annual blood drive collected 165 pints from donors, most of whom are members of CSEA's Oyster Bay Local 881.

"An excellent, successful blood drive," said Maryann Hughes, a local member who is secretary to Town Council Member Joe Muscarella, who led the drive. "The numbers for a summer blood drive were very good."

Blood was collected at four town locations. Captains for the drive were Ernie Weber at Town Hall South, where 70 pints were donated; Hughes at Town Hall North, 45 pints; Donna Antetomaso, Highway Department, 32 pints, and Local 3rd Vice President Dan Hess, Highway and Recycling, 18 pints.

The next collection will be in March 2008. The town blood drive has been conducted for about 20 years, and Muscarella has headed the effort for the past 11 years.



Above, from left to right, Local 881 Executive Vice President Bobby Rauff; Pat Davino, Sanitation Department steward; Dan Hess, 3rd vice president of the local, and Maryann Hughes outside the vehicle used by New York Blood Center for donations.



Above, John Medford, left, and Thomas Crotty of the Sanitation Department sign up to donate.



At right, Jamie Nolan of the Lighting Department has his pulse checked by Jackie Tobish, a New York Blood Center donor specialist. Blood pressure and temperature are among the other medical checks before a prospective donor is permitted to donate.

# Around the Region

Labor  
Day

## Calendar of Upcoming Events: September 2007

- |   |   |
|---|---|
| 3 – Region Office Closed — Labor Day            | 18 – Safety and Health Committee — 5:30 p.m.            |
| 4 – Political Action Committee — 5:30 p.m.      | 19 – Veterans Committee — 5:30 p.m.                     |
| 4 – PEOPLE Committee — 5 p.m.                   | 22 – Defensive Driving — 9 a.m.-3 p.m.                  |
| 5 – Defensive Driving — 5:30-8:30 p.m.          | 24 – Member Action Team Committee — 5:30 p.m.           |
| 6 – Defensive Driving — 5:30-8:30 p.m.          | 25 – Political Action Committee — 5:30 p.m.             |
| 10 – Education & Training Committee — 5:30 p.m. | 26 – Local 430 Executive Board meeting — 3:30-5:30 p.m. |
| 12 – Region Executive Board Meeting — 5:30 p.m. | 26 – Local 430 General Membership meeting — 5:30-7 p.m. |
| 13 – Health and Hospital Committee — 5 p.m.     | 27 – Local 430 Shop Steward meeting — 5:30-7 p.m.       |
| 17 – Women's Committee — 5:30 p.m.              |   |

### Tuckahoe Unit members appreciate time

## Thanks for the informative presentation

*This article is by Mike Mamprean, president of the Tuckahoe Unit of Suffolk Education Local 870.*

TUCKAHOE — Two of our unit members asked me a question about a workers' compensation issue.

I couldn't answer, so I called our unit's labor relations specialist, Rachel Langert. Rachel decided to set up a union meeting and bring in a specialist, Dick McChesney [of Pearl-Carroll & Associates].

As Rachel and I were planning the meeting, it just started to mushroom. Rachel decided to ask Long Island Region President Nick LaMorte to attend. Nick was at a demonstration in Brentwood but he still found time to attend our meeting. Dick was great; very informative. After he finished his presentation on workers'

compensation, Nick and Rachel answered many questions on a wide range of topics from our unit members.

We are only an eight-member unit, but that didn't stop them from traveling to see us and spending time with us, answering our questions and addressing our concerns. Rachel even provided us with a great lunch.

I would like to express our unit's heartfelt appreciation to Rachel for coordinating the meeting and to Dick for his informative presentation on workers' compensation, our rights and benefits, and to Nick for attending on a day he was so busy with other pressing issues in Brentwood.

### Five defensive driving classes set for fall 2007

COMMACK — CSEA members can reduce up to four points on their driving records and save 10 percent for three years on auto insurance by attending a six-hour driver improvement course sponsored by the New York Safety Program. Classes cost \$19.

The courses are scheduled as follows: Sept. 5 - 6 from 5:30 to 8:30 p.m.; Sept. 22 from 9 a.m. to 3 p.m.; Nov. 7 - 8 from 5:30 to 8:30 p.m.; Nov. 17 from 9 a.m. to 3 p.m., and Dec. 15 from 9 a.m. to 3 p.m.

All of the sessions will be held at the Long Island Region office. Please call the New York State Safety Program at (800) 942-6874 to register or for more information.

### 2007 Mission Achievement Award SUNY Old Westbury member receives CSEA award

OLD WESTBURY — Mary D'Antonio, president of the SUNY Old Westbury Local 618, received this year's CSEA Mission Achievement Award for the state division at the union's Spring Workshop in Rochester in June.

An employee at the campus since 1979, she was chair of the Employees Assistance Program Committee and met many CSEA members who were having problems with management. She decided to become a union activist, becoming chair of the local's grievance committee in 1985, vice president in 1990 and president eight years later.

"We've fought many battles on campus, but the one I'm most proud of is saving my members' jobs when the Marriott Corp. was brought in to supervise our cleaning staff," she said. "We rallied at lunchtime.

Most of my members were outside chanting to get rid of Marriott, and we succeeded."

She has

been a member of the Long Island SEFA committee since 1991 and on the United Way Allocations Committee since 1998. This year, she chaired a statewide committee to push for legislation to help ensure that SUNY



Mary D'Antonio, second from right, brought daughter Christine D'Antonio and grandchildren Jessica Roberts and James Roberts to the International Day/Women's Health Fair.

employees have fair promotional opportunities by restricting SUNY's ability to designate positions as unclassified when the jobs are similar in scope and duties to classified positions. The bill, known as the U-Grade Bill, has passed both the Senate and the Assembly and is now in the process of going to the governor for signature.

While working on campus, D'Antonio took classes at the college, earning a bachelor's degree in psychology in 1994 through the LEAP program. Over the years, she has encouraged many of the union members to take college classes.

She is also president of the Old Westbury Alumni Association and vice president of the Auxiliary Services Corporation.

She is married and is the mother of three children and grandmother of three.

"I've very proud to receive this award since I feel that this award reflects my members, who are hardworking and proud to be CSEA members," she said.

## SUNY Stony Brook Local holds successful golf outing

SUNY Stony Brook Local 614 held its Charity and Scholarship Golf Outing June 29 at the Rock Hill Country Club in Manorville. The proceeds will be used primarily to provide scholarships for members and their children. The local also made a donation to the Long Island Lightning, a youth basketball team. Pictured here are, front row, left to right, Maryann Phelps, chief shop steward of SUNY Health Sciences Center; Diedre Kelloff, Carol Low, chief shop steward of the Long Island State Veterans Home, and Stony Brook Local President Carlos Speight. Back row, left to right, are Aldoray Cowell, 3rd vice president; Louise Melious, treasurer; Debbie Nappi-Gonzalez, executive vice president; Jeffrey Quinichette, Doris Spruill, shop steward; Albert Cassara, chief shop steward of the hospital; Diane Delgado, shop steward; Ramon Valdez, 4th vice president; Jimmy

McPherson, secretary, and Keith Krejci, delegate. (Photo by Keith Krejci.)





Current Issues in Labor-Management Relations in Libraries

## LaMorte participates in library panel discussion

LINDENHURST — More than 75 people representing a mix of administrators and union members from public, academic and special libraries throughout Nassau and Suffolk counties filled the lower-level conference room at Lindenhurst Memorial Library to attend a panel discussion titled “Current Issues in Labor-Management Relations in Libraries.”

Panel members included Ernest R. Stolzer, a partner in the law firm of Bond, Schoeneck & King; Jennifer Grady, director of the American Library Association’s Allied Professional Association; and Nick LaMorte, CSEA Long Island Region president. Peter K. Ward, director of the Lindenhurst Memorial Library, served as moderator.

The panelists fielded questions from the audience pertaining to current issues facing libraries and unions engaged in collective bargaining. At one point, LaMorte was asked what he believed were the primary reasons collective bargaining sometimes runs into difficulty in reaching an agreement between management and labor.

“Neither side should check their common sense at the door,” he said in response. “Negotiations tend to break down when things get personal so both sides should make every effort to

bargain in an honest, sincere and credible manner.”

The program was co-sponsored by the Lindenhurst Memorial Library and the Long Island Library Resource Council.

CSEA represents several hundred workers at public libraries and at the State University of New York campuses in Nassau and Suffolk counties.



Above, Long Island Region President Nick LaMorte, right, responds to a question from the audience at the recent panel on labor-management relations in libraries. Others in the photo, from left, are Peter K. Ward, Ernest R. Stolzer and Jennifer Grady.



At left, the audience at the panel discussion includes many CSEA members.

## Long Island Region staff honored

SARATOGA SPRINGS — CSEA President Danny Donohue presented employee service awards to three staff members from the Long Island Region Office at the recent CSEA Staff Conference at the Saratoga Springs State Park.

Labor Relations Specialists Stephanie Teff and Guy DiCosola were recognized for 20 years of service, and Secretarial Office Assistant Stacey McCarthy accepted honors for 10 years of service.

Nick LaMorte, region president, congratulated the staff members for their longtime service to members on Long Island.

“Stephanie and Guy have been an integral component of our operation for 20 years and Stacey has been a valued employee for a full decade,” he said. “We are very proud of each of them and hope they continue their association with CSEA for years to come.”

Long Island Region Office Assistant Stacey McCarthy, left, and Labor Relations Specialist Stephanie Teff were honored at the union’s recent staff conference in Saratoga Springs. Labor Relations Specialist Guy DiCosola also received an award for longtime service to the union.



## Hempstead Village cleanup



Members of the Village of Hempstead Unit of Nassau Municipal Local 882 are shown during the recent cleanup in the village. Leaders of the unit are 1st vice president Gary Kornova, third from left, and President John Shepherd, second from right, who is also president of the local.

# Proposed amendments to CSEA's Constitution and By-Laws



The Constitution and By-Laws Committee has, amongst its functions, the duty to review proposals and make recommendations to the Delegates regarding proposed amendments to the CSEA Constitution and By-Laws. All Committee recommendations are presented to the Delegates, together with the reasons for the recommendations. This report includes proposals submitted for the 2007 ADM. (New language is underlined; deleted language is in [brackets].)

\*\*\*\*\*  
**THE FOLLOWING ITEM IS BEING PRESENTED TO THE DELEGATES BY THE COMMITTEE AS A PROPOSED AMENDMENT TO THE STATEWIDE CONSTITUTION. PRESENTATION TO THE DELEGATES AT THIS MEETING CONSTITUTES A FIRST READING OF THIS AMENDMENT.**

\*\*\*\*\*  
Identical proposals were submitted by Charles P. Peritore, Chair of the Retiree Executive Committee and Len Foster, President of Local 834. Since the proposals were identical, they are being presented together for delegate consideration.

## **ARTICLE III – MEMBERSHIP**

Section 3. RETIRED MEMBERS. Any person who, while actively employed, was a member or an associate member and who has retired from active employment may elect to become a retired member or who receives a retirement allowance from the New York State and Local Employees Retirement System or the New York State Policemen's and Firemen's Retirement System shall be eligible to become a retired member. Retired members shall have none of the rights or privileges of membership except that they (1) shall be eligible to vote for the President, Executive Vice President, Secretary and Treasurer of the Association. (2) shall be eligible to the extent the insurance program permits for participation in insurance programs sponsored by CSEA, and (3) they shall be eligible for membership in Retired Member Locals and such other and rights and privileges approved by the Board of Directors.

**EXPLANATION:** These identical proposals were submitted with the following identical justification: "This change to Article III, Section 3 of the Constitution will allow retiree members to vote for the four statewide officers. Since these four officers govern all members, both retiree and active, it is only proper that all members should be eligible to vote for them."

This proposed change to the Constitution does not give retiree members the right to hold one of the four statewide offices, only to participate in the election of these officers."

**The Committee does not support this proposal.** This proposal was submitted to the Delegates in 2005 in substantially the same form. At that time, the Delegates voted "no" on the proposal. Most delegates are aware of the history of this issue. In 2003, President Donohue appointed an ad hoc Committee to Study Retiree Voting. The Committee submitted its "Report and Recommendations" to President Donohue in June 2004.

The Committee on Retiree Voting did not support the proposal to grant Retiree Division members the right to vote for the ten Statewide Officers. The Committee, with the assistance of the CSEA Political Action Call Center, conducted two separate telephone polls to ascertain the level of CSEA member support for retiree voting rights. The Committee canvassed close to 500 retiree members, asking whether retirees should have the right to vote for statewide officers, region presidents, and region officers. Of the retirees polled, nearly 80% felt they should be able to vote for statewide and region officers; however, 62% did not support paying full dues to receive the right to vote for the Statewide officers. Of the 1,527 employed members canvassed, 75% did not support the retiree right to vote for statewide or region officers.

The Committee on Retiree Voting also surveyed other unions with similarly structured retiree programs. In six of the eight unions responding to that inquiry, delegates elect their union officers at convention. In these settings, where there is retiree voting, retirees vote through their delegate representatives. Two unions do not have retiree delegates attend their conventions and, hence, there is no retiree participation in the election of officers. Only two responding unions have officers elected by direct vote of the membership, as CSEA does. In one of those, the International Association of Machinists, retirees can vote only if they pay full dues equivalent to employed members' dues. In the other union, United Steel Workers of America, retirees do not have voting rights for the organization wide officer positions. Based on its investigation and deliberation, the Committee on Retiree Voting recommended to the Statewide President that the proposal to allow retiree members to vote for statewide and region officers not be adopted. The Committee explained that: [1] Our current approach is consistent with how the labor movement in general addresses the question of retirees voting in general officer elections; [2] There is little general support for this proposal among our employed members or leadership; [3] There is no "pre-CSEA membership" requirement to become a member of the CSEA Retiree Division. Many of our retiree members never belonged to CSEA while working, and some come to us from management or confidential positions, other unions, or as spouses of members. The Committee believes that we should not extend voting privileges to those who were not CSEA members or who may have worked against our members' interests during their working lives.

The Statewide Officers recognize that the contribution of our retirees is vital to CSEA and note that retirees have been incorporated into every aspect of the Union, including positions on all Statewide Committees and for political action activities. Having recognized that our retirees are an important voice and provide assistance with many aspects of the Union agenda, the Statewide Officers' overall position remains that our retirees should elect the Retiree Division leadership and our actively employed members should continue to have the responsibility to elect the

statewide and region officers of CSEA.

The Constitution and By-laws Committee believes that the interests of the active membership and the interests of the retiree membership are substantially different. The main purpose of the Union is its role as collective bargaining representative for those who are actively employed. Our retiree membership is not affected by our collective bargaining for five State bargaining units and approximately 1,000 Local Government and Private Sector bargaining units. Retirees generally vote in union elections in larger percentages than the active membership; this proposal would give retirees a major influence in the selection of the Statewide President, who is the chief decision-maker in collective bargaining for over 70,000 state employees, and who also have an influential role in the labor relations issues affecting our active membership in local government and in the Private Sector.

Having heard retirees, activists, and senior staff on the issue of retiree voting, subsequent to the 2005 Annual Delegates Meeting, President Donohue created the position of Retiree Program Specialist in the Executive Department to provide greater direct assistance to retirees. He reinstated the Retiree Newsletter, and continues to devote resources and time to insuring greater integration and participation of our Retiree Division members on issues affecting them. The Constitution and By-laws Committee is confident that CSEA will continue exploring ways in which our retirees will have a meaningful voice for retiree issues.

**THE COMMITTEE RECOMMENDS THAT THIS AMENDMENT NOT BE ADOPTED.**

\*\*\*\*\*  
**THE FOLLOWING ITEMS ARE PRESENTED TO THE DELEGATES BY THE COMMITTEE AS PROPOSED AMENDMENTS TO THE BY-LAWS. IF PASSED AT THIS MEETING, THESE AMENDMENTS WILL BECOME EFFECTIVE IMMEDIATELY.**

The following proposal was submitted by Norman Zidbeck, Local 660

## **ARTICLE II – MEETINGS**

Sections 1-13. TEXT REMAINS THE SAME

Section 14. LEAFLETING IN CONVENTION

Leafletting ("Communicating Materials to Members") shall be allowed and not interfered with in any manner at annual convention of delegates in all places outside of the plenary gaveled formal and/or scheduled breakdown or informational sessions; in all halls, lobbies or unused rooms of the building or buildings in which the convention or meetings are held it shall be allowed.

**EXPLANATION:** This proposal is submitted with the following justification: "Whereas, there can be no Democracy without free speech; Whereas, Democracy is what is in the best interest of all workers; Whereas it is unequal as to rights (if not also results) to allow only candidates to leaflet in public areas during conventions, and not also proposers of resolutions and amendments; Whereas, ideas are both common sensically, as well as according the advertising science, in need of any

repetitions in the various steps along the way to individuals allowing them mere due consideration; Whereas, allowing individuals to pursue ideas only by running for office amounts to subtle monopolization and cronyism; And whereas, allowing individuals to pursue ideas only during election years amounts to subtle monopolization and cronyism.”

**The Committee does not support this proposal.** CSEA does not prohibit leafletting at CSEA functions and events. While leafletting is not allowed in business sessions, meetings or trainings, delegates have always been allowed to leaflet and campaign in public areas of the event site, as well as during non-business session time. However, CSEA cannot legislate a guarantee of permission for leafletting in public areas. Our events take place at private entities and in local municipalities, either of which have their own rules and regulations governing matters such as leafletting. CSEA is not in control of these private or public entities and thus cannot dictate what will or will not be permitted with regard to this type of activity.

**THE COMMITTEE RECOMMENDS THAT THIS AMENDMENT NOT BE ADOPTED.**

The following proposal was submitted by Norman Zidbeck, Local 660

**ARTICLE III – STATEWIDE ELECTIONS**

Sections 1-5. TEXT REMAINS THE SAME.

**Section 6. VOLUNTARY ADDRESS LISTS**

There shall be created, publicized and maintained, voluntary email address lists for all offices, local, regional and statewide, one to consist of those who wish their “addresses” to be available to all seeking to become candidates, one of those who wish their “addresses” to be available to all seeking to be candidates, but only emailed through the union, one of those who wish their “addresses” to be available to all candidates, and one of those who wish their “addresses” to be available to all candidates, but emailed through the union.

**EXPLANATION:** This proposal is submitted with the following justification: “Whereas, as a candidate for delegate, the only way for me to campaign was to have the union mail my message to the members, at no small cost; Whereas, flyers on bulletin boards were forbidden; Whereas, ads in the “Workforce” were forbidden; Whereas, the local was too spread out to leaflet; Whereas, leafletting is very time consuming; Whereas, allowing members to communicate with staff and officers through the website is not the same as members communicating with each other; Whereas, in society at large, that would be the same as government prohibiting all media except the most expensive; Whereas, this is patronizing, dictatorial, cronyist, subtle monopolization and undemocratic; Whereas, it is unreasonable in 2007 to “assume that most members, candidates and officers have access to computers and internet” as the committee denied in its response to last year’s similar proposal; Whereas, it is consistent and illogical for the committee, in the next instance, to point to the “tremendous amount of information and regular updates on current issues” on the union site; Whereas, all libraries have free computer access; Whereas, it’d be a poor parent who would not want to have long since gotten a computer to aid in their children’s education; Whereas, members can print emails they receive for those few who do not have a computer; Whereas, the Founding Fathers did not think to leave out the right to

Freedom of the Press from the Constitution just because some few could not read; Whereas, CSEA has a deal with Dell on computers; And whereas, Dell has weekly ads in the paper for configure-your-own computers with time payments.”

**The Committee does not support this proposal.** In order to effectuate this proposal, financial resources would have to be expended to create a dedicated electronic mail system through which union candidates and members could communicate. Even if the technology and budget allocation for development and maintenance of this system were put in place, such a system has numerous potential problems. Some members only have access to e-mail at their workplaces and it is not permissible, in most workplaces, to use employer e-mail for union-related matters. Moreover, the federal law prohibits employer support, whether explicit or implicit, for union candidates in our union elections. The use of e-mails at the workplace to support a candidacy for union office would be deemed an improper use of employer property, putting the entire union election in jeopardy.

Use of a union maintained e-mail system by one candidate who is running against another candidate who does not have computer experience or computer access could be viewed as an improper constructive union endorsement of a particular candidate. Bulk candidate e-mails to the electorate through a union maintained e-mail system would be deemed union interference with the election. Also, use of a union e-mail system for election purposes could overtax the union’s existing equipment and its information systems staff, thereby interfering with the union’s ability to conduct its day-to-day business. The Committee further believes that compiling and maintaining accurate e-mail addresses to be used for election purposes is neither feasible nor practical and also would overly burden existing staff. The Committee continues to believe that it is the candidate’s responsibility to communicate with the electorate and that neither law nor practicality allows for use of a union’s e-mail system for union election purposes.

**THE COMMITTEE RECOMMENDS THAT THIS AMENDMENT NOT BE ADOPTED.**

The following proposal was submitted by Norman Zidbeck, Local 660

**ARTICLE III – STATEWIDE ELECTIONS**

Section 1. ELECTION TERMS. TEXT REMAINS THE SAME

Section 2. ELECTION PROCEDURE.

(a) ELIGIBILITY. TEXT REMAINS THE SAME.

(b) NOMINATIONS. TEXT REMAINS THE SAME.

(c) ANNOUNCEMENT. Candidates who qualify for one of the four statewide offices, the six region presidencies, or the Board of Directors, shall have the opportunity to have published in the official union publication a picture, the entity they work for, contact information to consist of phone number(s), email address and/or postal address as supplied by the candidate, and the office they are running for.

(d) TRAVEL REIMBURSEMENT. TEXT REMAINS THE SAME.

(e) OATH. TEXT REMAINS THE SAME.

**EXPLANATION:** This proposal is submitted with the following justification: “Whereas, there is no democracy without equality; Whereas, there is no equality if members do not have free communications with all other members; Whereas, it is dictatorial, undemocratic

and anal retentive to deny members information which is readily available anyway.”

**The Committee does not support this proposal.** The Board of Directors Election Guidelines govern candidates’ rights in CSEA elections and contain provisions for the distribution of campaign literature. These guidelines provide a method of access to a candidate’s constituency, in a manner that is equitable and consistent for all candidates. Allowing information to be published in an official CSEA publication can create unnecessary problems for the union.

Typographical errors may cause election objections. A candidate’s use of his or her work phone number or e-mail address would be improper and could affect the validity of the entire election. Besides obvious business disruption, there is no way to control the use to which this information could be put. The CSEA newspaper is seen by numerous non-CSEA individuals and entities. The Committee believes that this proposal’s potential for creating improprieties that could affect the validity of the election, as well as misuse and other issues for the Union, outweighs the need for this information to be published in an official CSEA publication.

**THE COMMITTEE RECOMMENDS THAT THIS AMENDMENT NOT BE ADOPTED.**

The following proposal was submitted by Norman Zidbeck, Local 660

**ARTICLE IV – FINANCE**

Section 1. FISCAL YEAR. TEXT REMAINS THE SAME.

Section 2. DUES AND SHOP FEES

(a)(1) – (8). TEXT REMAINS THE SAME.

(a)(9). PAC REPORT. No funds shall be issued to the CSEA Political Action Committee in any year in which it has not given a detailed written report of its activities to the State convention and simultaneously to the members through the CSEA newspaper, down to the recipient and/or specific issues level, both as to lobbying and monetary assistance, sufficient to give members a complete chance to object to all political or ideological activities they oppose and which complete transparency would afford them.

**EXPLANATION:** This proposal is submitted with the following justification: “Whereas, a program is in place whereby members may get refunds for that portion of their dues used for political or ideological purposes they may disagree with from both CSEA and AFSCME; Whereas, it is virtually impossible to get sufficient detail to make the required specification of such activities to which one objects; Whereas the power of the purse essential to any democratic assembly, and was at the base of the American War of Independence; Whereas, the CSEA Political Action Committee (“PAC”) gets all its money from the members; Whereas, CSEA created this PAC; Whereas, this PAC bears the name of CSEA; Whereas, not every policy of the industrial, or other, union movement is unarguably what is best for CSEA or all workers; Whereas, the PAC does not even deem it necessary to voluntarily give a report to the members, containing such detail; Whereas, the Amendments Committee denied the reporting out of a similar proposal last year, because it was “not a proper resolution”, in that the PAC is (mysteriously) a “separate legal entity”, after, “considerable deliberation” (letter to me 072806); And whereas, last year’s similar proposal called for such a report.

**The Committee does not support this proposal.** To assist in its consideration of this proposal, the

**A supplement to *The Work Force***

**Proposed amendments to CSEA’s Constitution and By-Laws**

Committee sought the input of the CSEA Political Action Fund Trustees. That Fund's response is as follows: "This proposal to amend the Constitution is inherently defective. The Political Action Fund is governed by a trust agreement with trustees who are representatives of CSEA as well as all ten officers of the union. The trustees set the budget and approve all expenses of the Political Action Fund. The trust agreement does not provide for direct reporting of its liabilities and expenditures and cannot be amended by amending the CSEA Constitution."

Our Political Action Fund, which is a separate entity from CSEA, is organized under federal and State laws applicable to Political Action Committees (PACs). The CSEA Political Action Fund is not governed by the CSEA Constitution and By-Laws, and cannot be mandated by our By-Laws to disclose information regarding its expenditures.

**THE COMMITTEE RECOMMENDS THAT THIS AMENDMENT NOT BE ADOPTED.**

The following proposal was submitted by Nick LaMorte (Local 865), Gary Steckler (Local 880) and Robert Rauff (Local 881)

**ARTICLE IV – FINANCE**

Section 3. REFUND AND REIMBURSEMENT

- (a) REFUNDS TO LOCALS. TEXT REMAINS THE SAME.
- (b) TEXT REMAINS THE SAME.
- (c) REFUNDS TO UNITS.

All recognized Units established by Locals shall receive a rebate of not less than twenty-five percent (25%) and not more than [fifty percent (50%)] sixty-five percent (65%) of the per capita rebate extended by the Association to a Local based upon the collection of the membership dues and agency shop fees collected from the employees in the Unit. A Local with more than one Unit shall ensure that its percentage rebate is uniform for all of its Units. If a Local does not receive a rebate due to its failure to comply with all the provisions of the mandated Local Constitution and this Constitution, the Local is still obligated to pay rebates to Units which have complied with reporting standards, providing there are sufficient funds in the Local treasury.

**EXPLANATION:** This proposal is submitted with the following justification: "This amendment, if approved, would allow locals with units, should they deem it necessary, to increase the rebate to units to sixty-five (65%) percent. In the past two years, Region One has had more than its share of unit decertifications. One way to address this problem is getting more members involved by educating them to what our great union has to offer. Units should be encouraged to attend CSEA events and need the funding to participate. Recently, two school district units expressed interest in receiving more rebate funds. They proposed forming their own locals or raising the rebate cap. This proposal does not mandate an increase, but rather allows the Local Executive Board to raise the rebate percentage if justified and within the financial constraints of the local. The bottom line is that this is membership dues returned to the grassroots level of our union. It is not meant to bankrupt or curtail the activity of any local. All locals should have transparency and accountability when preparing and presenting the local budget to its Executive Board. That would be the proper time to prepare to make an adjustment in the unit dues rebate percentage."

**The Committee does not support this proposal.**

Currently, in Local Government, a Local may allocate between 25% and 50% of the Local's rebate received from the Statewide Association to provide its Units with rebates. In Local Government, Local Executive Boards are made up of the Local officers, along with its Unit Presidents. Not all Locals presently rebate at the 50% level. It is up to each Local Executive Board to set the rebate formula for its Units and this action may be changed annually as part of the Local's budget process. The Committee believes that the current 50% cap for Unit rebates is a sufficient maximum when other factors are taken into consideration. Locals must have sufficient funds to cover their own costs and expenses. Locals are charged with the responsibility of sending delegates to the Annual Delegates Meeting, and some Locals send a large number of delegates. Some Locals have workshops for their members, drawing 800-900 members in plenary sessions and individual workshops, which involves a large Local expense. Some Locals rent office space, which often benefits unit members by providing Unit office and meeting space. Many Locals also provide financial assistance to their smaller units that want to attend Region or Statewide events or workshops. Additionally, Locals help units with finances for specific Unit programs or services, including such things as fighting out-sourcing. There is no evidence that Locals cannot or do not adequately assist their units that seek greater membership programs or organizational participation. The Committee does not believe that there has been a demonstrated need to raise the 50% Unit rebate cap.

**THE COMMITTEE RECOMMENDS THAT THIS AMENDMENT NOT BE ADOPTED.**

The following proposal was submitted by Nick LaMorte (Local 865), Gary Steckler (Local 880) and Robert Rauff (Local 881)

**ARTICLE V – JUDICIAL BOARD**

Section 1. MEMBERS

- (a) – (d) TEXT REMAINS THE SAME.
- (e). No member of the Judicial Board shall serve as a sole Hearing Officer at hearings which involve charges against members, Locals or Units from that member's Region. No member of the Judicial Board may vote on a determination of the Judicial Board which involves a member or a Unit from that member's Local, but shall be allowed to participate in the discussion. No member of the Judicial Board may vote on a determination of the Judicial Board which involves that member's Local, but shall be allowed to participate in the discussion. Any member of the Judicial Board who is also on the Board of Directors of the statewide Association may be present and shall be allowed to participate in the discussion during the presentation of an appeal to the Board of Directors, but may not vote on the disposition of the appeal.

**EXPLANATION:** This proposal is submitted with the following justification: "Although a conflict of interest by said members upon the commencing of the voting process is clearly realized, these members of the board may possess information that could be of significant value in providing clarification and extenuating circumstances. Information of this nature should be welcomed and, in fact, encouraged; not avoided."

**The Committee does not support this proposal.** To assist in its consideration of this proposal, the Committee sought the input of the Judicial Board. The Judicial Board responded: "The Judicial Board does not

agree with this at all. There would be a definite conflict of interest. The facts should determine the results – not information provided by a member of the Judicial Board. Any communication/contribution during deliberation from a Judicial Board member from the same region as (the) source of the complaint should not be considered because the Judicial Board would then be considering more than that which was presented at the hearing, without all parties involved having equal access to the Judicial Board process. Additionally, even where a communication might be unbiased, the appearance of impropriety is a concern." The Committee agrees with the Judicial Board. If a Judicial Board member is recused from voting, it is because of a real or perceived conflict of interest. The member with the apparent conflict of interest should not be allowed to sway his or her fellow Judicial Board members by participating in discussions and deliberations first, and then stepping out for the actual vote. Moreover, any consideration of information not contained as evidence in the official hearing record would subject the process and decision to possible external review as being arbitrary and capricious or not supported by a fair preponderance of the evidence.

**THE COMMITTEE RECOMMENDS THAT THIS AMENDMENT NOT BE ADOPTED.**

The following proposal was submitted by Nick LaMorte (Local 865), Gary Steckler (Local 880) and Robert Rauff (Local 881)

**ARTICLE V – JUDICIAL BOARD**

Section 1. MEMBERS

- (a) – (f) TEXT REMAINS THE SAME.
- (g) Any member who becomes a party in a matter before the Judicial Board shall be [granted] placed on a leave of absence from the Judicial Board for the duration of that matter. Such leave shall commence upon the issuance of charges by the Judicial Board and continue until such time as the matter is finally determined.

**EXPLANATION:** This proposal is submitted with the following justification: "The word "granted" implies that a request was submitted for a leave of absence, when, in fact, the Judicial Board's explicit action is to place this member on a leave of absence during this matter."

**The Committee supports this proposal.** To assist in its consideration of this proposal, the Committee sought the input of the Judicial Board. The Judicial Board responded: "The Judicial Board takes no position on this proposed amendment. It should be noted that it was the Judicial Board that introduced the language "shall be granted" with the intent that such leave would not be discretionary. Nor would it first require a request. This has been the practical application of the provision. The amendment seeks to do the same thing." The Committee can see that for some the language in the proposed amendment may appear to more accurately capture the mandatory nature of the leave of absence. Since the new language does not change the practice or intent of the current leave provision, the Committee can support this change.

**THE COMMITTEE RECOMMENDS THAT THERE BE A YES VOTE ON THIS PROPOSAL.**

The following proposal was submitted by Nick LaMorte (Local 865), Gary Steckler (Local 880) and Robert Rauff (Local 881)

**ARTICLE V – JUDICIAL BOARD**

Section 4. PENALTIES

- (a) If the formal Judicial Board charges or any part thereof are sustained against any member, the Judicial

**Proposed amendments to CSEA's Constitution and By-Laws**

**A supplement to *The Work Force***

Board may, to the extent permitted by law, impose any one or more of the following penalties:

(1)-(3) TEXT REMAINS THE SAME.

(4). suspension of the right to hold or seek any elected or appointed office or position for a period not to exceed five (5) years and shall be concurrent with any suspension imposed under Section 3(a)(12).

(5). TEXT REMAINS THE SAME.

(6). TEXT REMAINS THE SAME.

**EXPLANATION:** This proposal is submitted with the following justification: "In the event it is necessary to have a party suspended before due process, this period of time should be regarded as time already served toward satisfying the penalty."

**The Committee does not support this proposal.** To assist in its consideration of this proposal, the Committee sought the input of the Judicial Board. The Judicial Board responded: "While there may be circumstances where the concept of time served might be considered, such determinations should remain within the judgment of the Judicial Board, as was intended in the By-Laws; it should not be mandated." The Committee agrees with the Judicial Board. A suspension pending the disposition of a Judicial Board complaint is imposed to insure that any questionable or improper conduct ceases during the Judicial Board process. A suspension imposed by the Judicial Board after a hearing and finding of guilt is in the nature of a penalty for engaging in improper conduct in the past. A pre-hearing suspension is not the action of the Judicial Board; it is the action of either the Statewide President or an appropriate Executive Board before any evidence is heard. There is no relationship in terms of the "purpose" of the two types of suspensions. The Committee believes that the Judicial Board, on a case-by-case basis, should have discretion to decide whether the time of a pre-hearing suspension should be factored into the length of any suspension penalty.

**THE COMMITTEE RECOMMENDS THAT THIS AMENDMENT NOT BE ADOPTED.**

\*\*\*\*\*

**ALL CORRESPONDENCE REGARDING PROPOSED AMENDMENTS RECEIVED BY THE COMMITTEE AS OF THE CONSTITUTIONAL DEADLINE OF MAY 15, 2007, HAVE BEEN REVIEWED. APPROPRIATE RESPONSES HAVE BEEN DIRECTED TO THOSE INDIVIDUALS. THE COMMITTEE WISHES TO THANK ITS ADVISORS, NANCY E. HOFFMAN AND STEVEN A. CRAIN, AS WELL AS THE COMMITTEE COORDINATOR, CLAUDIA DECASTRO, FOR THEIR GUIDANCE, ATTENTION AND HARD WORK.**

Respectfully submitted,

Denise Berkley, Chair, Region 2  
Sabina Shapiro, Vice-Chair, Region 3  
Robert McLaughlin, Region 1  
Lester Crockett, Region 2  
Robert Travis, Region 4  
Casey Walpole, Region 5  
Marcia Olszewski, Region 6  
Sam Mogavero, Retiree Division  
Barbara Reeves, Officer Liaison  
Nancy E. Hoffman, Staff Advisor

**A supplement to *The Work Force***

---

## Resolutions proposed for CSEA's Annual Delegates Meeting

**PROPOSED RESOLUTIONS for consideration by delegates attending CSEA's 97th Annual Delegates Meeting, Sept. 17 to 21, in Lake Placid.**

Members wishing to see copies of any resolutions should contact their delegate.

### 1. A Tax on Employer Paid Health Plans

*Submitted by Lavarne (Lee) Pound  
Delegate – Local 918*

President George Bush has proposed employer-paid health insurance, which is currently tax free, be taxed as income. The resolution proposes the union vigorously oppose the plan for its adverse affects on workers and retirees. It also directs the resolution be forwarded to AFSCME with a request that AFSCME continue to oppose these plans as part of its legislative agenda.

**The Resolutions Committee recommends this resolution be adopted as amended.**

### 2. The Employee Free Choice Act

*Submitted by Lavarne (Lee) Pound  
Delegate – Local 918*

The House of Representatives has passed the Employee Free Choice Act which would strengthen the rights of employees to form unions and negotiate first contracts. The Resolution proposes CSEA continue to vigorously support the Act and directs the resolution be forwarded to AFSCME with a request the International continue to seek passage of a similar bill by the U.S. Senate.

**The Resolutions Committee recommends this resolution be adopted as amended.**

### 3. Member Participation in Organizing – 2007

*Submitted by Lee Reynolds  
Delegate - Local 865  
on behalf of the Standing  
Membership Committee*

The resolution reaffirms CSEA's commitment to organizing the unorganized and honors locals, units and members who have participated in that mission, and encourages all members to build our union.

**The Resolutions Committee recommends this resolution be adopted as amended.**

### 4. Pay Gap Between Men and Women Remains a Reality in Today's Workforce

*Submitted by Statewide Secretary  
Barbara Reeves on behalf of the  
Standing Women's Committee*

The Resolution notes women continue to earn less, are less likely to own a business and are more likely to live in poverty, particularly African American, Hispanic and Native American women, and studies show that at the current rate women would not achieve wage parity with men for nearly 50 years. It proposes CSEA renew its commitment to economic equality for women in New York State and across America; also resolves CSEA use its resources to support legislation to address the issue of wage disparity as well as continue efforts to improve educational and job training opportunities and maintain its role as a strong advocate for members on issues of economic and social justice.

**The Committee recommends this resolution be adopted as submitted.**

### 5. Progressive Minimum Wage

*Submitted by Norman Zidbeck  
Delegate – Local 660*

The Resolution defines the "progressive minimum wage" as when an employer and worker agree to a wage for the first hour and then the Congress determines the percentage by which that wage must be increased for each additional hour, and proposes it be the policy of CSEA.

**The Committee recommends this resolution be defeated. It noted that as a union we believe in collective bargaining.**

**Proposed amendments to CSEA's Constitution and By-Laws**