

## CSEA endorses in major races across state, Page 3



Photo by Ed Molitor

*Complete 97th Annual Delegates Meeting coverage, Pages 10, 11 and 19*



## Photo of the Month



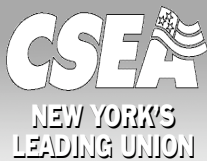
Nearly 100 North Country CSEA members demonstrate recently at the Peru School District because the district refused to pay retiree health benefits to a former co-worker who is battling cancer. See story, Page 15.

### AFSCME 2008 scholarships

AFSCME will grant 13 \$2,000 scholarships for high school seniors graduating in spring 2008. Students must be the son or daughter of a CSEA member, or whose legal guardian or financially responsible grandparent is a CSEA member.

Students must be enrolled in a full-time degree program at an accredited four-year institution.

Applications must be postmarked by **Dec. 31, 2007**. Contact your local or unit president for applications; download them at [www.afscme.org](http://www.afscme.org); request them by mail from: AFSCME Family Scholarship Program, c/o Education Department, 1625 L St. NW, Washington, D.C., 20036, or request by e-mail: [education@afscme.org](mailto:education@afscme.org).



# ALERT



CSEA President **Danny Donohue** to meet with Long Island Region members on Dec. 6.

CSEA President Danny Donohue will visit the CSEA Long Island Region on Dec. 6 to meet with members. The meetings will be held at the Long Island Region office, 3 Garet Place, Commack. Donohue will meet with union members from 1 to 7 p.m. Please call the Long Island Region office at (631) 462-0030 for an appointment and directions.

## State contract alert

TROY — CSEA and New York state have made considerable progress recently in negotiations for new contracts.

Negotiations have been consumed with health insurance issues.

Both sides were able to reach tentative agreements in three areas of health insurance that improve plan elements without shifting costs to employees, while leaving the larger issues unresolved. There was, however, extensive dialogue between CSEA and the state as to how the tough issues could be resolved.

As the November *Work Force* went to press, CSEA had laid out all

the remaining proposals, which both sides have on the table. After lengthy discussion and exchanging counter proposals, both sides withdrew a few and modified several others.

There is tentative agreement (subject to agreement on complete contracts) on Identification Card replacement fees, funding for all joint labor-management programs, out-of-title work grievance procedures, special assignment to duty pay, and the use of compensatory time.

**Breaking contract news is regularly posted at [www.csealocal1000.org](http://www.csealocal1000.org).**

## CSEA creates new benefit fund

ALBANY — CSEA has established a new labor-management fund that will be an important option for providing health care and other benefits to the union's private sector members.

The Strategic Benefit Fund, which is a joint labor-management collaboration, will allow CSEA and participating employers access to more cost-effective benefits.

CSEA President Danny Donohue praised the trust as an important step toward reigning in ever increasing health care costs.

"CSEA's Strategic Benefit Trust will lead to better benefits and coverage at lower costs for employees and employers," Donohue said.

"We will be able to use our collective strength and buying power to achieve quality, affordable health care for our members despite skyrocketing costs."



At the SBT inaugural meeting are, from left, Lifespire President and CEO Mark VanVoorst, secretary; Bernard King of Blitman and King Associates, counsel; CSEA Executive Vice President Mary E. Sullivan, trustee; CSEA President Danny Donohue, chairman; CSEA St. Lawrence University Local President Richard Sprague, trustee, and CSEA Health Benefits Department Deputy Director Laura Balogh.



# CSEA backs candidates

CSEA has made endorsements in several key races across the state and encourages union members to vote on Nov. 6 for candidates who support working families. On this page are listed the major races of each region. Visit <http://www.csealocal1000.org/pac/endorsements07.php> for a complete list of CSEA's endorsements.

## Onondaga County Executive: Magnarelli

SYRACUSE — For the first time in decades, Onondaga County voters will have the opportunity to elect a new county executive following the retirement of longtime County Executive Nick Pirro.

CSEA members have recently been pounding the pavement and the phone buttons in hopes of making sure that state Assemblyman Bill Magnarelli is that next county executive.

"We know that it's time for a change in Onondaga County's leadership and our members believe that Bill Magnarelli will be the best leader to bring about positive changes on our county work force issues," said Onondaga County Local President Phil Graham.

Magnarelli said he'd push to get a timely and fair contract for the county workers, who are struggling to make progress in negotiations.

— Mark M. Kotzin



Onondaga County Executive candidate Bill Magnarelli speaks at CSEA's endorsement of him.

## Western Region endorses Keane for County Executive

BUFFALO — CSEA is fighting to get James Keane elected as Erie County executive in a race that pits Keane against a candidate who can best be described as public enemy No. 1 of public employees.

"Jim Keane will work to end the mismanagement that has plagued Erie County for the last eight years," said CSEA Western Region President Flo Tripi. "His government and labor experience make him the best candidate for county executive."

CSEA endorsed Keane after meeting with several county executive candidates in recent months. The meetings included formal interviews of the candidates by the Erie County Local Political Action Committee. Following the interviews, the committee



CSEA activists Ron Kreavy, left, Jeanne Kreavy, County Executive candidate Jim Keane, Erie County Local President Joan Bender, activist Steve Szymura and son Steve, and activist Susan Zilbauer look over a piece of literature before a "Labor to Neighbor" walk before Primary Day.

recommended Keane for the endorsement.

"Jim Keane and CSEA both believe that strong economic development partnered with a

strong county work force will help revitalize our community," said CSEA Erie County Local President Joan Bender.

— Lynn Miller

## Ruggiero for Dutchess County Executive

BEACON — CSEA members in the Southern Region are campaigning for Joseph Ruggiero for Dutchess County Executive.

"Joe Ruggiero is the best choice for Dutchess County," said CSEA Southern Region



President Diane Hewitt. "In his six years as Wappinger town supervisor, Joe has shown he is a friend to labor. His accessibility has allowed for smooth labor-management relations for our Town of Wappinger Highway Department members, an open relationship that is badly needed in Dutchess County government."

"The current administration has had a closed-door policy toward union leadership, something we know will change once Joe Ruggiero becomes county executive," said CSEA Dutchess County Local President Liz Piraino.

— Jessica Ladlee

Left, CSEA Dutchess County Local President Liz Piraino, center, announces CSEA's endorsement of Joseph Ruggiero, right, for Dutchess County Executive. At left is Dutchess-Putnam Retiree Local President Norma Condon.

### Capital Region

CSEA has thrown its support behind Anthony "Skip" Scirocco for Saratoga Springs Public Works Commissioner race, in a bid to oust a 16-term incumbent.

"For over 30 years, the hard-working men and women of the city DPW have done their job with respect, professionalism and efficiency. And they've been able to do so despite (the current commissioner), not

because of him," DPW Unit President Joe O'Neill told the *Albany Times Union* regarding the city's incumbent.

### Metropolitan Region

CSEA's Metropolitan Region is endorsing Michael Ryan in the Staten Island district attorney's race.

"Michael Ryan has the qualifications and experience to put the best interests of working families first," said Metropolitan

Region President George Boncoraglio.

### Long Island Region

CSEA is backing South Hampton Supervisor candidate Patrick Heaney is running on Row D. Heaney, who is in an uphill battle to retain his seat has always supported CSEA, improving working conditions and respecting the workers who make things happen in South Hampton.



# THE WORK FORCE

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## IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

### Courage, dedication at Willowbrook helped change the world

For many people, the name "Willowbrook" is infamous. It refers to what was once known as the Willowbrook State School for the Mentally Retarded on Staten Island and has come to symbolize all that was wrong with an outdated and inhumane system of institutionalizing individuals with developmental disabilities.

More than 35 years ago, two young medical doctors at the facility became involved in a complicated chain of events that exposed the intolerable conditions and changed forever not only the care of individuals with developmental disabilities but more importantly, the way we consider their humanity.

Michael Wilkins and William Bronston recently shared their stories as part of the CSEA 100 history project. Some brief excerpts are included on Page 18 of this edition and they have lessons for us all.

Wilkins and Bronston were compelled to action by the horrific circumstances they faced every day and a rigid state bureaucracy that did not respond to the greatest needs. They also faced an unsympathetic and at times ignorant medical establishment of the era that was too quick to dismiss the potential of individuals with developmental disabilities. It is also fair to say that the CSEA of the early 1970s was not the CSEA of today and it is clear that their actions led to some enormous changes in our union.

New York has come a long way in improving the care and quality of life for individuals with developmental disabilities since the days of Willowbrook. None of us should take any progress for granted and we must still do more. The well-being of individuals must always be the top priority — that is a profound trust for people who work in the system and it must be a steadfast commitment by the rest of us.

Wilkins and Bronston along with others demonstrated what is possible when a dedicated group of individuals work together to do what is right.



*Danny*



## A navigator for patients in need

BUFFALO — Patients at Roswell Park Cancer Institute in Buffalo never have to feel alone: they have Mildred Kelly.

Kelly, a CSEA member, is a navigator at Roswell. In that position, she “tries to knock down barriers that keep people from getting the treatment Roswell Park has to offer.”

“Hearing the news you have cancer is overwhelming,” Kelly said. “Half the battle is attitude. You’re in trouble. You’re going to suffer, but you can survive this with some help. I want to help our patients through it. I want them to be survivors.”

Help can take many forms. Some patients can’t get to treatment because they lack transportation or someone to care for their children. Others have difficulty leaving an elderly relative alone at home while they go to the hospital. Some have issues with their employer that keep them from their



**Mildred Kelly, shown outside Roswell Park Cancer Institute, guides patients through cancer treatment.**

appointments.

“Some people can’t afford to miss even one day of work because they won’t get paid if they do,” Kelly said. “We have ways we can help them until other forms of assistance become available.”

For some patients, the barriers go far beyond missing work or catching a ride. Some people need a shoulder to lean on and ears to listen. For those patients, Kelly can make a referral to an appropriate support group or medical professional. For others, she’ll extend her own hand.

Kelly recalled one patient who could not gather the courage to walk past the hospital’s front entryway. Kelly came down to the front door to meet the woman, and escorted her to the registration desk. From there, she literally walked the woman through the process, offering all the support and encouragement one might receive from a good friend.

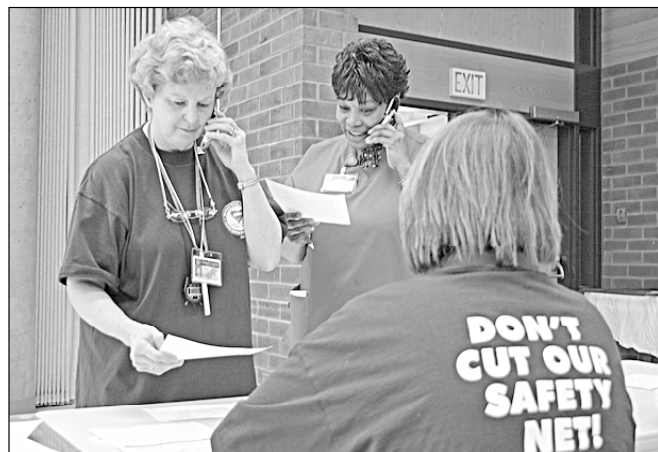
“If I need to sit at someone’s bedside and hold their hand as they go through this, I will,” Kelly said. “I needed someone to do this for my mother and no one did. She didn’t even know she had cancer until it was in the later stages.”

### Faith provides solutions

Helping people with problems every day may prove overwhelming over time. The memories of her own mother, and a lot of prayer, keep Kelly going.

The navigator program evolved from a program in the African-American community that encourages women to

## Van Duyn to remain public



**V**an Duyn Home & Hospital, Onondaga County’s public nursing home that the Berger Commission recommended be taken over by a nearby private hospital late last year, will remain publicly owned and operated. Hundreds of CSEA members are employed at Van Duyn and have been fighting to keep the home public. State Health Department officials are instead backing a plan to keep the facilities separate yet do joint planning of some services.

“Our members and activists have fought long and hard to preserve Van Duyn’s special mission in the community, and we’re proud of their efforts, and pleased that the state has acknowledged this with an outcome that will benefit everyone involved,” CSEA President Danny Donohue said.

**CSEA will continue to fight against the Berger Commission recommendations.**

In the photo above, Van Duyn workers work the phone banks to fight to keep the home open. Van Duyn Unit officer Ruth Smith seated with her back to the camera, displaying a T-shirt with the slogan CSEA developed, “Don’t Cut Our Safety Net.”

receive regular mammograms and gynecological examination. The need for such support and encouragement knows no boundaries.

“Cancer has no ethnic limits,” she said. “I want to be able to help whomever I can as much as I can. I don’t care what color you are. If you need my help, my hand is extended.

I really feel as if this is my calling.”

For now, Kelly is the lone navigator at Roswell. The program began as a pilot in the breast cancer

clinic last fall with three patients. The hospital officially kicked off the program last July.

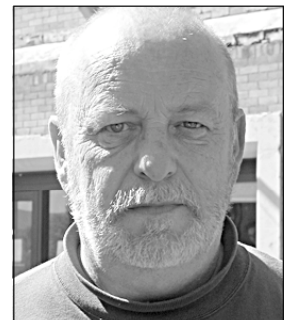
Kelly has almost 50 patients in her care. She receives two or three new referrals every day. Eventually, Kelly said, the program may expand to all of the hospital’s clinics and more navigators may be added.

— Lynn Miller

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**“Half the battle is attitude.”**

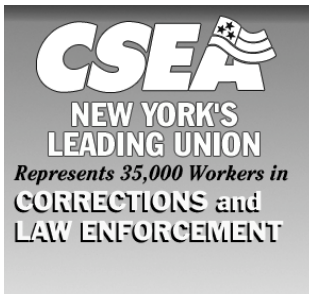
**CSEA** Voices



**“We’re not whining about the money we make. We just feel we’re not making what we should make compared to other state workers. We hope our message will carry all the way to Albany.”**

— Bill Shurter, Olympic Regional Development Authority Local president, at the ORDA demonstration during CSEA’s Annual Delegates Meeting (See pages 10-11).





**“The guards have brought the school under control. To cut staffing jeopardizes their safety and the safety of students and staff.”**

## CSEA Voices



**“Prices up here for everyday living are high; living is not easy for what we get paid. This is about respect.”**

**— Jason Boreen, cleaner and maintenance worker, Olympic Regional Development Authority, at the ORDA demonstration during CSEA’s Annual Delegates Meeting (See pages 10-11).**

# School security guards fight staffing cuts

**NORTH TONAWANDA** — Two officers, more than 1,500 students and 294,715 square feet: welcome to North Tonawanda High School.

Security officers at the Niagara County high school are fighting a reduction in work hours that has resulted in the elimination of a guard position at the sprawling campus. Three off-duty city police officers once kept the students, faculty and staff safe, but now just two guards patrol the halls.

“North Tonawanda High School is a safe place because of the security guards,” said CSEA Western Region President Flo Tripi. “When the officers first started, there were a lot of safety issues at that school. The

guards have brought the school under control. To cut staffing jeopardizes their safety and the safety of students and staff.”

CSEA is helping the guards address the work issue. The school unit is also in contract negotiations.

“In this day and age, there isn’t any place that is cutting security,” said Shawn Larson, a security guard and North Tonawanda police officer. “If anything, they are adding to it. We were the first school in Western New York to have armed security and now the superintendent is taking that away.”

### Street safety at school

As North Tonawanda police officers, the school security guards



**Off-duty city police officers Shawn Larson, left, and Tom Mohring provide armed security at North Tonawanda High School. They are fighting to have a third security position restored at the school.**

interact with some of the students on the streets. Two officers always respond to street crime and fight calls, and those types of calls are on the rise.

“We have a good working knowledge of what we’re dealing with,” Larson said. “We take our police training and we implement it in the schools.”

Although the guards are well trained to handle many situations, the school building’s large size also challenges the workers.

“This is an old building, and with all the additions it is like a huge ranch house,” said guard Tom Mohring. “It’s so spread out; students

can’t get from one end to the other in the five minutes between classes. It’s also impossible for us to get from one end to the other quickly.”

The North Tonawanda School District began employing armed guards nine years ago. Guards have not received a raise in that time. In addition to wages and the short staffing at the high school, guards also have taken issue with the actual scheduling procedure and other work conditions at the school.

**— Lynn Miller**

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# Putnam unit fights budget cuts

CARMEL — CSEA members are fighting cuts to the proposed 2008 Putnam County budget, cuts that they say would greatly reduce chances of reaching a contract agreement between the county and CSEA.

"It pretty much eliminates our bargaining power," said Unit President John Mulreany.

CSEA members employed by Putnam County have been working without a contract since Dec. 31, 2006.

Earlier this year, CSEA aggressively lobbied to bring additional sales tax revenue into Putnam County with the hope the



**Putnam County Unit members demonstrate outside the county's courthouse.**

added funding would ease budget concerns that have stalled contract negotiations since late last year. Despite the added revenue, the proposed 2008 budget still included a 40 percent

county property tax increase, which county legislators whittled down through cuts, including money for future raises.

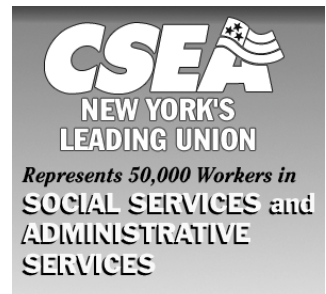
More than 100 CSEA members recently demonstrated outside the county's courthouse

before a public budget hearing in an effort to raise public awareness of the vital roles the public work force plays in Putnam County.

County residents rely largely on county workers for municipal services, from highway maintenance to home care for the elderly.

The Putnam County Local has also teamed up with the county unit and other bargaining units to sponsor a billboard and a series of advertisements highlighting the positive contributions the CSEA work force makes in the county.

— Jessica Ladlee



**"It pretty much eliminates our bargaining power."**

**CSEA Voices**

## "The Story Lady" moves on to new chapter

ROCHESTER — She's best known by Rochester's children as "The Story Lady."



Now, Jane McManus, a part-time library assistant in the Rochester Library System and until recently the only person to ever serve as president of CSEA's Rochester Library System Local, is moving on.

She began working at the Rochester Library System in 1974, and worked in the system's Winton Branch from 1991 until her recent retirement. For the past 12 years, McManus served as president of the union's Rochester Library System

Local, which represents part-time workers.

McManus closed the book on her library career with a prestigious statewide award.

She was recently named this year's recipient of the Craig Koste Award for Outstanding Service. The annual award recognizes New York State Library Assistants Association members for their service to the organization and to their library. Selection is based on a nomination and supporting letters from the recipient's co-workers.

"When I found out I was selected for this, I thought 'You have got to be kidding!'" McManus said. "I thought 'There must be other people who deserve it more.'"

### The Story Lady

As "The Story Lady," McManus organized story hours for preschool age children.

"I enjoy reading to the children and getting them active and social," McManus said. "At their age, you can see their minds just clicking as they participate in the program."

Story time is more than just fun, McManus said. She hopes parents will realize the importance of reading to their children at home, and to help children develop a love of reading.

"Working with the children and the parents is definitely my favorite part of the job," McManus said.

McManus applied her dedication to her job to her union work, constantly

fighting for parity for part-time library workers.

"Through my involvement in the library association, I realized as a library employee I had a right to speak out and that I should speak out about what I thought were injustices," she said.

"When a patron comes into the library, they say 'I need this.' They don't ask if you are a part-time or a full-time employee," she said. "In each contract we've negotiated, we've added to the total package. Will we ever get full parity? I don't know, but I think we are headed in the right direction."

— Lynn Miller



**"It's not like it's a news flash that this has been coming and that our contract has expired. We just want a little respect. I love my job; I really do, and I love the people I meet."**

— Kelly Miner, Whiteface Mountain lift operator, at the ORDA demonstration during CSEA's Annual Delegates Meeting (See pages 10-11).





# Albany International Airport workers negotiating first CSEA contract

**“We need the protection a union can provide.”**

COLONIE — Negotiations are in full swing for Albany International Airport employees who became part of CSEA in July after 13 months of fighting for the right to join a union.

The employees sought protection from CSEA shortly after Baltimore-based AvPORTS replaced TBI Airport Management in July 2005 as the airport’s manager.



**Wayne Shultes, a vehicle maintenance operator at Albany International Airport, with one of the airport trucks he helps maintain.**

along that CSEA could help us,” said Shultes. “We need the protection a union can provide. It seems each benefit we have is just a memo away from being taken from us. The airport is a county authority and receives county funding. We at least deserve the same respect as our public sector counterparts.”

“Their determination and persistence is commendable,” said CSEA President Danny Donohue. “This proves that small groups can benefit from the strength of a union and workers have significant power when they stand together and speak in one voice.”

“We’re over halfway there already and making good progress,” Training and Safety Officer Bobby Allen said about negotiations, which are expected to continue until the end of the year.

### Broken promises

Three divisions of the airport’s field maintenance crew, Vehicle Maintenance, Airfield Maintenance, and Glycol Operations, had seen a drop in their salaries and benefits under AvPORTS despite promises for improvements.

“Right before AvPORTS came on board, we were told how much better things would be. Then, they changed our raise program, reduced our 401K match significantly and completely took away our \$150 per month retirement benefit,” said Wayne Shultes, a vehicle

maintenance operator at the airport for more than three years. “Then, there was talk of taking away the raise program completely and replacing it with a performance pay option, a poor concept that would lead to favoritism. We needed to do something for our protection.”

The private-sector airport workers called CSEA in June 2006 after meeting together to discuss their options.

AvPORTS management pushed back on several attempts at card-check

neutrality and said it would only accept results of a National Labor Relations Board secret ballot election. NRLB elections give the employer the chance to use intimidation and retaliation practices.

Of twenty-five voting employees, nearly three-quarters voted for the union.

### A voice at work

“I was confident all

— Jill Asencio

## CSEA Voices

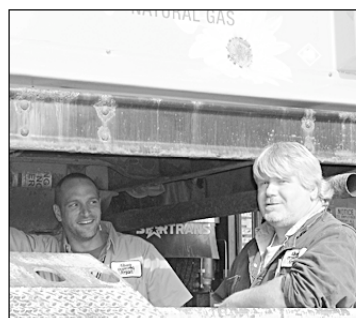


**“In the past three contracts, our raises have gone down. They shouldn’t. They should be going up, with the cost of living.”**

— Fred Corey, Olympic Regional Development Authority night security guard, at the ORDA demonstration during CSEA’s Annual Delegates Meeting (See pages 10-11).

**Near right, Vehicle Maintenance Team Leader Brian Ridner and Vehicle Maintenance Operator Wayne Shultes, who contacted CSEA last year to form a union, work on one of the airport’s “clean air” vehicles.**

**Far right, Albany Airport Training and Safety Officer, Bobby Allen at the airfield maintenance division work site.**





# Solidarity for a fair contract

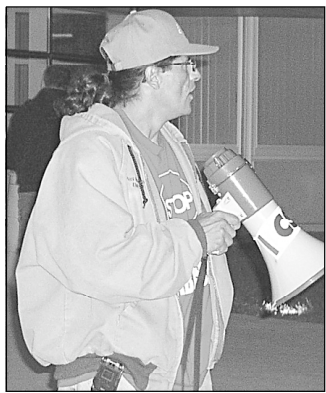
OLD WESTBURY — CSEA members from across Long Island recently demonstrated in front of the East Williston School District's Wheatley School before the district's Board of Education meeting in support of reaching a fair contract with the district.

Contract negotiations between CSEA and the district have long been stalled because of East Williston district officials' unwillingness to reach a fair agreement with the union. CSEA-represented district employees, who work in custodial, maintenance and transportation titles, have been working without a contract for more than two years.

## "Intolerable situation"

Long Island Region Director Ron King told a television station that "the situation is intolerable and the intransigence of the East Williston school board with regard to our stalled contract negotiations is what inspired us to take our message directly to the community."

Rich Acevedo, Port Washington School District Custodial, Maintenance and Transportation Unit president, led the lively demonstration. Joining CSEA were members of the



Marie Navaro, a Suffolk Educational Local activist and Maryann Phelps, SUNY Stony Brook Local activist, show their support for CSEA members employed by the East Williston School District.

district's teachers union, which is also embroiled in a contract battle with district officials.

State Sen. Craig Johnson and Assemblywoman Michelle Schimel also attended the demonstration to show support for their constituents in the unit and throw some political clout behind the message.

"I'm here to show my support for the Custodial, Maintenance and Transportation Unit and the Teacher's Association," Schimel said. "I will do all I can to help resolve this issue for the greater good of our community."

## No good faith

The district has responded to CSEA's attempts to jumpstart negotiations with tactics that stall for time and evade the issues. These issues include the school board's demand to double the workers' health insurance contributions, which is intolerable given

Left, Richard Acevedo leads the demonstration.

the high cost of living in East Williston, and the absence of a salary increase that would negate the effect of the increased cost of health insurance.

East Williston is among the wealthiest communities on Long Island, yet the district's CSEA-represented workers are paid 8 to 15 percent less than their counterparts in surrounding school districts.

"The 35 members of our unit here in East Williston have been without a contract for two and a half years with no end in sight due to the refusal of the school board to bargain in good faith," said Monica Berkowitz, president of the Nassau Educational Local. "The board needs to adopt a more reasonable approach and re-think its take it or leave it position."

## Dismissive attitude

Making matters worse is the East Williston Board of Education's dismissive, disrespectful attitude toward the workers.

At the recent board

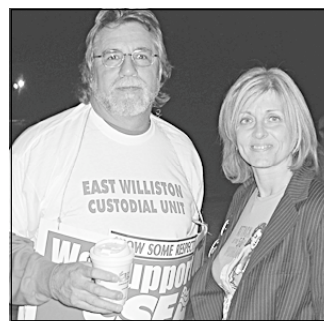
meeting immediately following the demonstration, East Williston Board President Sigi Huhn read a statement noting that the contract negotiations would not be on the agenda of the meeting, nor would there be public comment.

Also not addressed during the meeting was the recent 29-count indictment of board member David Wasserman, who is accused of fraud, falsifying business records and "receiving unlawful gratuities" over a four-year period while serving as building commissioner in the town of North Hempstead. Wasserman, who has pleaded not guilty, was not at the school board meeting.

Audience members still addressed the issue during the meeting's "open comment" periods.

"Our people deserve respect and a fair contract but more than that, their excellent work before and during this tumultuous time has earned them the right to be better off today than they were yesterday," Berkowitz said. "It's not a lot to ask."

— Richard Impagliazzo

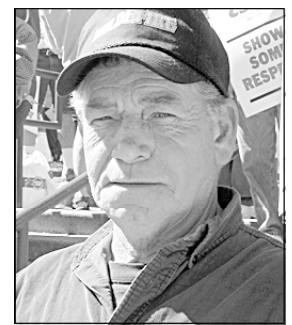


Above, Nick Fusco, a custodian in the East Williston school district, and Assemblywoman Michelle Schimel.



**"The board needs to adopt a more reasonable approach and re-think its take it or leave it position."**

## CSEA Voices



**"It is finally time that we received a fair and honest contract."**

— John Donohue, general mechanic and Gore Mountain Local vice president, at the ORDA demonstration during CSEA's Annual Delegates Meeting (See pages 10-11).

Editor's Note — The Gore Mountain Local is part of ORDA and is also negotiating a contract with the authority.



# INSIDE THE WORK FORCE

## CSEA's 97th Annual Delegates Meeting Fight to win

LAKE PLACID — More than 1,000 CSEA delegates gathered for the union's 97th Annual Delegates Meeting, conducting the union's annual business, sharpening their skills as the union's leaders, and sharing ideas on how to make the union even better.

The program was planned to give delegates many opportunities to take part in decision making, express views, and learn about leadership issues that affect CSEA's membership.

Delegates also took action on amendments to the CSEA Constitution and relevant resolutions that had been filed with the Statewide Secretary (see *Secretary Reeves' report, Page 19*).

Some of the workshops were "Planning for Power," "Building and Activist Network," "Inside the Time and Attendance Process," and "Discipline in the Workplace," and "Public Speaking for Union Leaders."



CSEA Executive Branch members take in a briefing on state contract negotiations from the negotiating team. Similar meetings were held for local government and private sector members to discuss issues in their respective divisions.

### Secretary's sendoff



Statewide Secretary Barbara Reeves gave her final address to CSEA delegates, before her announcing her intention to retire at the end of her term in 2008. Reeves was elected to the statewide position in 1994, after more than 20 years of activism. "I just get so much satisfaction from working with people, that's the only reward I'm interested in," Reeves said following a video tribute to her. A more complete retrospective of Reeves' unionism will be published in a future *Work Force*.



### Olympic Outrage!



CSEA President Danny Donohue fires up union members demonstrating outside Olympic Regional Development Authority headquarters for ORDA members.

CSEA delegates took to the streets of Lake Placid to demand a fair contract for Olympic Regional Development Authority (ORDA) workers, who are at impasse in contract talks.



ORDA worker Kelly Miner lets her view be known.

"The workers at ORDA make this town come alive in winter, because without them, you're not going up on Whiteface, and you're not

going to do all the other things that people from across the country come here to do in the winter," said CSEA President Danny Donohue.

CSEA Capital Region President Kathy Garrison said CSEA members help keep a tourist economy growing, but it's an economy that outpaces the cost of living for most residents.

"All we're asking for is fairness and respect," said ORDA Local President Bill Shurter, who thanked the hundreds of delegates who rallied around the workers.

"You don't know how much this means to us."

### Pension protection



State Comptroller Thomas DiNapoli told CSEA delegates he will do everything in his power to protect their pensions.

As many private sector companies do away with defined pension plans, pro-business groups are beginning to call into question the need for public employee pensions.

"What they fail to realize is that the state's pension system is healthy, and that you deserve the pension that's waiting for you," DiNapoli said.

State Comptroller Thomas DiNapoli addresses CSEA's delegates, assuring them the state's pension system is in fine shape.

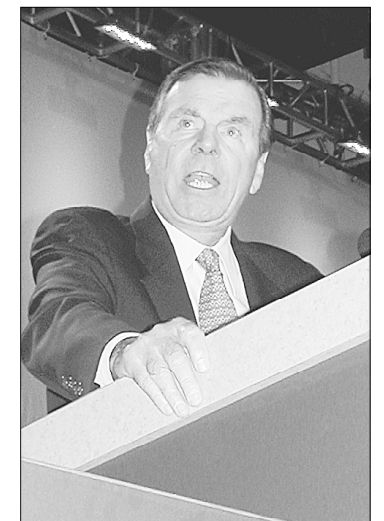
### McEntee: CSEA leading AFSCME

CSEA is a leading affiliate to be held up as a national example to other AFSCME affiliates of how a union should operate, AFSCME President Gerald McEntee told CSEA delegates.

Addressing the 97th Annual Delegates Meeting, McEntee, not known as a leader who willingly parts with praise, held CSEA up as an example to be emulated by AFSCME's (American Federation of State, County and Municipal Employees) councils and 1.4 million members across the country. CSEA is AFSCME's largest affiliate.

"You're leading AFSCME. CSEA is leading all of AFSCME across the country," McEntee told the delegates, noting CSEA's organizing wins over the past few years.

The union leader took to task the country's leadership, taking particular aim at President George W. Bush's failed domestic policies, which have led to catastrophic debt and trade deficit.



AFSCME President Gerald McEntee addresses CSEA delegates.

McEntee also criticized Bush's failings in the war in Iraq, comments that brought applause from a majority of delegates.



## Safely buttoned up



The Village of Irvington Unit is implementing new safety procedures. Unit President Todd Smith said the unit has created a safety committee that now meets regularly. Unit members, who work in the village's Department of Public Works, Water Department and Parks Department, have undergone trainings led by CSEA Occupational Safety and Health Department staff. Smith said the unit recently bought safety green colored winter CSEA jackets for workers in an effort to increase visibility of workers on sanitation routes and other road work. Workers are pictured here in their new jackets.

## Violence prevention rules drafted

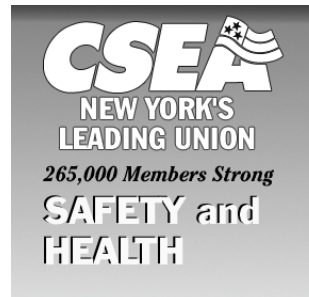
ALBANY — CSEA members should know the rules of New York's Workplace Violence Prevention Law have been drafted and CSEA leaders are set to comment on them at a hearing later this month.

CSEA fought for more than a decade for the law and won its passage last year.

The law is designed to ensure the risk of workplace assaults and homicides are regularly evaluated by public employers and that workplace violence protection programs are implemented to prevent and minimize the hazard to public employees.

While workplace violence can occur in any work setting, typical examples of employment situations that may pose higher risks include:

- Delivery of passengers, goods, or services;
- Duties that involve mobile workplace assignments;
- Working with unstable or volatile persons in health care, social service or criminal justice settings;
- Working alone or in small numbers;
- Working late at night or during early morning hours;
- Working in high-crime areas;
- Duties that involve guarding valuable property or possessions; and
- Working in community-based settings.



Visit

<http://www.labor.state.ny.us/workerprotection/safetyhealth/workplaceviolence.shtm> for complete information about the new law.

- Duties that involve the exchange of money;

## CSEA helping to support New York's high school athletic championships

Across the state, CSEA members on and off the job help support high school athletes in many ways.

Some members coach and many attend games. Members working in school districts support athletes daily. Nutritious meals, clean classrooms, and safe transportation are some of the things that help foster a positive learning environment that ultimately helps athletes succeed.

Maintenance of athletic fields and facilities is also key to a sports team's success.

CSEA is again supporting championship tournaments and sports programs in public schools across the state through sponsorship of the New York State Public High School Athletic Association, which oversees 20 varsity sports tournaments held across the state each season.

For more information visit [www.nysphsaa.org](http://www.nysphsaa.org)



Levittown School District Maintenance worker Scott Torrance makes sure a basketball net and backboard are secure for play.

### 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"





# Take the Polar Plunge for the Special Olympics

**H**ave you ever done something wild and crazy? Something that you never thought you'd do in your wildest dreams, then realized afterward, you were so glad you did?

## Take the Plunge! The Polar Plunge that is.

Support this Special Olympics New York unique, wacky event by participating with our CSEA action team or by forming a CSEA team of your own!

Through a very special, supportive relationship with Special Olympics New York and Quality Care New York, CSEA affirms our commitment to New York's developmentally disabled individuals, advocating for the highest standard in quality of care.

Join us in this unique, wacky experience as we continue a CSEA tradition in community action. Raise money from friends and family to support your jump — or slow crawl — into the freezing waters at any of the sites listed!

**Funding raised directly benefits Special Olympics athletes.**

As CSEA members, we have a special responsibility to join in this fight. Our tradition of influence and action begins at the grassroots level with member involvement. We can be the sparks for others in our communities to get more involved and truly make a difference.

**So, take an icy dip with our team! You'll be glad you did.**

**Visit [www.specialolympicsny.org](http://www.specialolympicsny.org) for more information. Call 1-800-342-4146, ext. 1276 to join the CSEA team.**



"With active community participation and support from our network of 265,000 members across the state, we can make a significant difference in the lives of the developmentally disabled. In solidarity, I ask that you join us. Whether you dip your big toe or plunge into the icy waters throughout New York state you will be glad you did."

— CSEA President Danny Donohue

## 2007 — 2008 Plunge Season: Freezin' for a reason!



- **Nov. 10, 2007: Western New York Polar Plunge**  
Beaver Island State Park, Grand Island
- **Dec. 1, 2007: Lake George Polar Plunge**  
Shepard Park, Lake George
- **Dec. 2, 2007: New York City Polar Plunge**  
Gateway National Park, Staten Island
- **Dec. 8, 2007: Central New York Polar Plunge**  
Verona Beach State Park, Verona
- **Feb. 10, 2008: Rochester Polar Plunge**  
Charlotte Beach, Lake Ontario
- **March 8, 2008: Fishkill Polar Plunge — 10th Anniversary!**  
Sharp Reservation, Fishkill
- **March 8, 2008: Long Island Polar Plunge**  
Bar Beach, Port Washington

## November CSEA calendar of events

### Statewide:

Nov. 6: **Election Day.** Remember to get out and vote!

### Long Island Region:

Nov. 7 - 8: **Defensive Driving**, 5:30 - 8 p.m., Long Island Region Office, Commack  
Nov. 13-14: **Steward Workshop**, 5:30 - 9 p.m., Suffolk County Educational Employees Local Office, Medford  
Nov. 17: **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:

Nov. 1: **Family and Medical Leave Act Workshop**, 5:30 - 9 p.m., Westchester Local office, White Plains  
Nov. 3: **Steward Workshop**, 8:30 - 3 p.m., cafeteria, Lakeland High School, Shrub Oak

### Capital Region:

Nov. 17: **Defensive Driving**, 9 a.m. - 3 p.m., Capital Region Office, Latham

### Central Region:

Nov. 14-15: **State Government Discipline and Interrogation Workshop**, 5:30 - 9 p.m., Central Region Office, East Syracuse

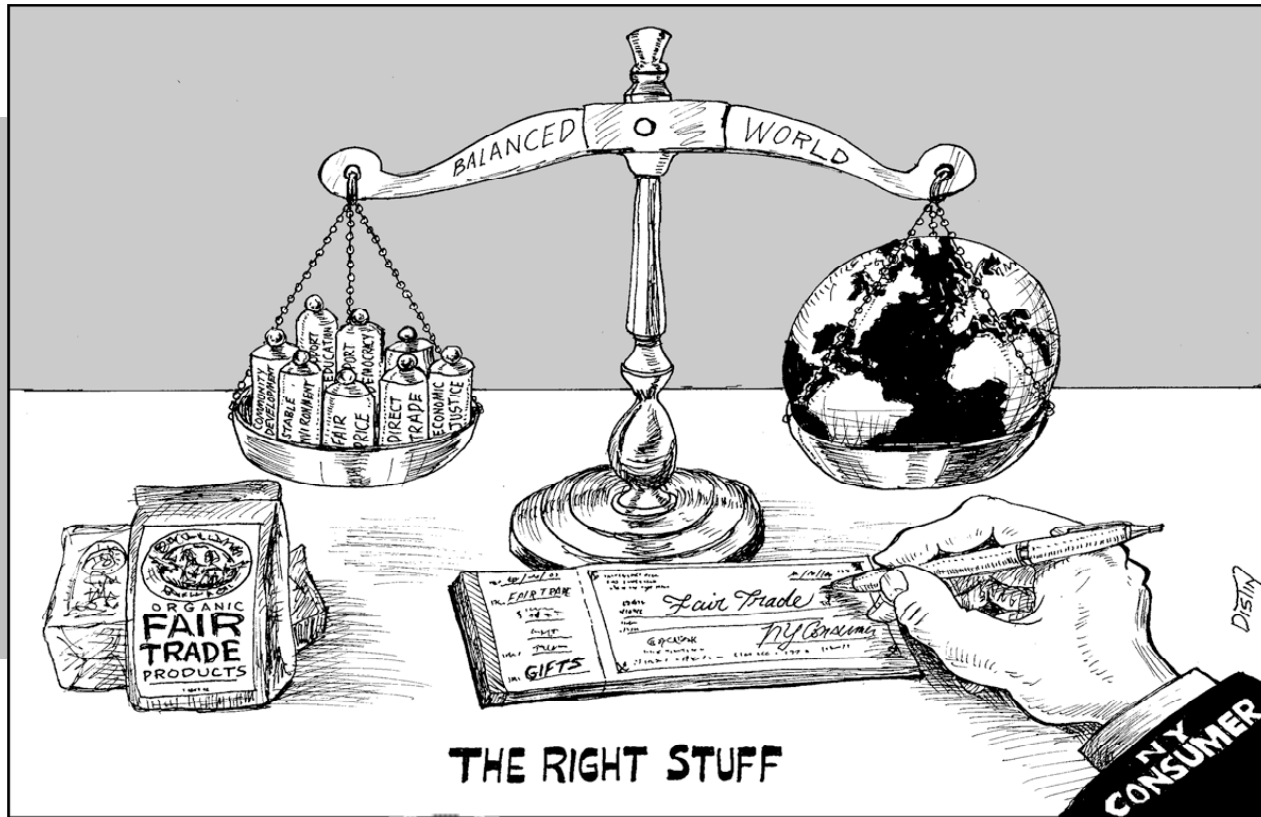
### Western Region:

Nov. 28: **Working People's History**, 5:30 - 9 p.m., Steuben County Local Office, Corning

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 on 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.







**1957**

**50 years ago ...**

In 1957, CSEA celebrated a milestone as the union's membership surged to more than 75,000 members, totaling about 10,000 more members than just two years earlier.

CSEA's then unprecedented growth, under the presidency of John Powers, was the result of an increasing number of public employees who chose to be represented by CSEA.

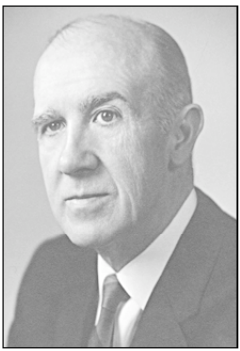
This year, CSEA recognized 10 locals that were founded in 1957. These "Golden Locals" continue to be an important part of CSEA, New York's Leading Union. The Golden Locals are, by region:

**Southern Region:** Mid-Hudson State Employees Local and New York State Police (Poughkeepsie – Troop K) Local;

**Capital Region:** New York State Police (Ray Brook – Troop B) Local, New York State Police (Loudonville – Troop G) Local and state Office of Children and Family Services Local;

**Central Region:** Black River Valley State Employees Local, St. Lawrence County Local and New York State Police (Sidney – Troop C) Local, SUNY College at Potsdam Local and;

**Western Region:** New York State Police (Batavia – Troop A) Local.



**CSEA membership grew by more than 20,000 members under the presidency of John Powers, who served as CSEA president from 1953 to 1959.**

**Also in 1957 ...**

- \* The Space Age begins with Russia's launch of Sputnik I, the first Earth-orbiting satellite.
- \* President Dwight Eisenhower sends troops to Little Rock, Ark., to uphold the integration of a local high school after the state's governor defies the order to integrate the school.
- \* Columbia University professor Charles Van Doren becomes a media sensation by winning \$129,000 on the quiz show "Twenty One."
- \* "Leave It to Beaver" premieres on CBS, ushering in an era of television shows that projected television's ideal of America.
- \* Scientists Clarence W. Lillehie and Earl Bakk invent the internal pacemaker.
- \* "West Side Story" debuts on Broadway.



# Workers rally for retiree denied health benefits

PERU — Nearly 100 North Country CSEA members demonstrated recently at the Peru School District because the district refused to pay retiree health benefits to a former co-worker who is battling cancer.



LaMoy

The employee, Ken LaMoy, a bus driver since 1991, was injured in a fall on the job in March. While treating him for his injuries, doctors also diagnosed LaMoy with bone cancer. He retired from the district Sept. 30 and applied for retiree health insurance under the union's contract.

The district denied LaMoy's application despite what CSEA called clear and plain contract language entitling him

to coverage. The union filed a grievance charging the district violated LaMoy's contractual right to health benefits in retirement.

CSEA Labor Relations Specialist Emy Pombrio said the issue is important to other CSEA-represented school employees in the area because they have similar contract language with respect to retiree health benefits.

"What good is a contract if they're not going to follow it?" said Peru Central School CSEA Unit President Jeanette Cumber. "We work hard to get a fair agreement and when it is time to follow it, we have to fight every inch to get it honored for our members."

"This is about much more than just a contract dispute," said CSEA Capital Region President Kathy Garrison, who attended the

event. "This is about common decency and compassion. We think it's very sad that district officials chose to turn their backs on Mr. LaMoy in his time of need."

The demonstration took place before a board of education meeting at which LaMoy's grievance was heard. As *The Work Force* was going to press, CSEA was considering a settlement agreement offered by the district the day after the union's demonstration.

LaMoy said he was touched by all the support he received.

"This has been great. There was a lot of support. People came in from all over," he said. "It really showed (district officials) they needed to do some thinking about what they were trying to do to their employees."

— Ed Molitor



## Holt-Baker assumes AFL-CIO office

WASHINGTON — Arlene Holt-Baker, the new executive vice president of the AFL-CIO, was on hand recently to pay tribute to her legendary predecessor, Linda Chavez-Thompson, at an emotional dinner during the annual Labor

Council for Latin American Advancement conference in Washington, D.C.

Chavez-Thompson recently retired from the AFL-CIO after more than 40 years to the union movement. She plans to spend most of her time with her children and grandchildren.

Holt-Baker and Chavez-Thompson share much in common, including their longtime affiliation with the American Federation of State, County and Municipal Employees (AFSCME).

"I have great admiration and respect for Linda Chavez-Thompson," said CSEA Metropolitan President George Boncoraglio. "As a labor leader and humanitarian she set the standard. Although she will be missed, we are also very proud to have another talented AFSCME sister assume this important role."

As an organizer, international representative and eventually AFSCME's international union area director in California, Holt-Baker helped public-sector workers win a voice at work and secure contracts with better wages and pay equity for women. She also was instrumental in AFSCME's political programs, mobilizing union voters in national, state and local elections.

In 1995, Holt-Baker came to the AFL-CIO as an executive assistant to Chavez-Thompson, who was the federation's first executive vice president after the AFL-CIO established the office that year. Most recently, Holt-Baker led the AFL-CIO's Gulf Coast Recovery effort.

She is the first African American to be elected to one of the AFL-CIO's top offices and



Former AFL-CIO Executive Vice President Linda Chavez-Thompson, left, and her successor, Arlene Holt-Baker. Both have labor roots in AFSCME.

is the top ranking African American woman in the labor movement.

Chavez-Thompson joined AFSCME in San Antonio in 1971 as an assistant business agent. She was promoted to business agent, then appointed executive director of Local 2399, AFSCME's San Antonio affiliate.

Chavez-Thompson was first elected an international vice president of AFSCME in 1988. In 1993, she became the first Hispanic woman elected to the AFL-CIO's Executive Council. Chavez-Thompson was later elected to the federation's Executive Vice President office.

— David Galarza

SYRACUSE FOOTBALL

**Your CSEA membership gets you a special discount to see the SU Orange take on Cincinnati!**

**CSEA Game Day**  
**Saturday November 24th**  
**Tickets \$26 adult / \$14 youth**  
 To order, call 315-443-3212, or  
 download the order form from  
[www.csealocal1000.org](http://www.csealocal1000.org)

Another exclusive CSEA member benefit!



## NOTICE OF ELECTION 2008 AFSCME Convention Delegates

Delegate nomination meetings were 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.

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.

### 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:

Nov. 5, 2007	Deadline/declinations and name confirmation for candidates.
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.) Jan. 29 (Fri.)	Ballots mailed 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.

## CSEA's notice of 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, 4th 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

**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*.

### Voting Eligibility Date

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

### Election Oversight

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

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

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

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

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

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

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

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



# November is annual option transfer period

The following information is intended for CSEA represented Executive Branch enrollees — enrollees employed by New York state covered by one of the following CSEA collective bargaining agreements: Administrative Services Unit, Institutional Services Unit, Operational Services Unit or the Division of Military and Naval Affairs.

November is typically the Annual Option Transfer Month, when state employees may change their health insurance option and pre-tax contribution status.

Employees who wish to change their plan option must do so during the Option Transfer Period by contacting the health benefits administrator, usually located in their agency's personnel office.

Agency health benefits administrators will receive a supply of *Choices for 2008*, your guide to NYSHIP health insurance options. If you are thinking about changing your option, read the plan description, which includes important information, including office visit and prescription drug co-payments for each of the health plans available in the area where you live and/or work.

*Choices for 2008* can be a very important resource if you are contemplating changing your health insurance option. If you would like to review your options and the benefits available, you may obtain a copy of this guide from your health benefits administrator.

Another important resource during the option transfer period is the *Rates & Deadlines Guide*. As soon as the 2008 rates are approved, a *Rates & Deadlines Guide* will be sent to enrollees' homes so you can make an informed decision about your

health insurance choices for the 2008 plan year.

As always, enrollees will have 30 days from the date that the rate information is approved to make any changes. If you decide NOT to change your health insurance option, you do not have to take any action. If you wish to change health insurance options, you must submit a signed Health Insurance Transaction Form PS-404 to your agency's Health Benefits Administrator by the deadline specified in the Rates & Deadlines Guide.

## Pre-tax Contribution Program (PTCP)

The Pre-tax Contribution Program (PTCP) allows enrollees to have their health insurance premiums deducted from their pay before taxes are taken out. This may lower the taxable income and give the enrollee more spendable income. Enrollees were automatically enrolled in this program when they became eligible for health insurance, unless they declined to participate.

The enrollee paycheck stub shows whether the enrollee is enrolled in PTCP. "Regular Before Tax Health" will appear in the Before Tax Deductions column if your health insurance premium is deducted from your wages before taxes are withheld. "Regular After Tax Health" will appear in the After Tax Deductions column if your health insurance premium is deducted from your wages after taxes are withheld.

Under Internal Revenue Service rules, by participating in the PTCP enrollees may change their health insurance deduction during the tax year only after a PTCP qualifying event, such as a change in family status. More information on the



PTCP is included in *Choices for 2008*.

If you wish to change your pre-tax selection for the 2008 plan year health insurance premiums, you must see your health benefits administrator and complete a health insurance transaction form no later than Nov. 30, 2007. No action is needed if you wish to keep your current pre-tax option.

## NYSHIP HMO offerings for 2008

Based on the annual review, NYSHIP approved HMO choices will remain consistent with the 2007 offerings, with one exception:

**Aetna HMO:** The enrollment freeze that was previously in place has been lifted and new participant enrollment into the HMO has been **approved** for the 2008 Plan Year.

HMO co-payments are not negotiated by CSEA; they are established by the HMO. Enrollees will be sent a side-by-side comparison from the HMO detailing any changes in benefits for 2008. Please pay particular attention to increases in Prescription Drug co-payment levels (retail & mail order). Contact your HMO for clarification of benefits and out-of-pocket expenses.

**If you have any questions regarding your health benefits, please contact the CSEA Health Benefits Department at 518-785-4774 or 1-800-286-5242 (JCHB) or you may send an e-mail to [healthben@cseainc.org](mailto:healthben@cseainc.org).**

## Keep your future clear and bright with EBF vision plans

Now that you have negotiated a CSEA Employee Benefit Fund vision plan into your contract, take the next step to ensure the quality and health of your eyes.

Just because you don't wear glasses now doesn't mean you're immune to eye diseases and infections. Regular comprehensive eye exams can detect eye diseases that can lead to vision loss if left untreated. Adults with no known vision problems should have at least one exam between the ages of 20 and 39, and then every two to four years until they are age 65. After age 65, exams should be performed every one to two years.

People who wear glasses or contact lenses should have their eyes examined each year.

Just like any other body organ eyes change over time, leading to many common eye conditions.

The most common problem is presbyopia, when the lens becomes less flexible, thus less able to focus clearly on nearby objects. Many people with presbyopia will require corrective lenses as their ability to focus declines.

A cataract occurs when there is a clouding of the lens; this can also cause blurry and/or double vision.



The cloudy, natural lens can be replaced with an artificial lens during surgery.

Glaucoma is caused by pressure of the fluid in the eye. Long-term

treatment with prescription eye drops is needed to prevent vision loss.

A less serious condition is floaters, which develop as the vitreous humor, the clear gel that fills the space between the lens and the retina of the eyeball, shrinks. These floaters give the appearance to the individual of floating hairs or flecks in the line of sight. These floaters can be moved by moving

the eyes up and down or back and forth. Even though this is not a dangerous situation, a sudden onset of many floaters should be evaluated by an eye care professional to rule out any serious problems.

Every CSEA EBF vision plan includes a comprehensive eye exam at no charge through a participating provider. With the new changes to all vision plans in April, EBF also covers dilation at a provider's office when professionally indicated.

Take the time now to protect your vision's future and have your eyes examined. It's quick, painless and will ensure your future will stay bright and clear.



# Leadings Edge

**Editor's Note:** In the early 1970s, two young doctors, Michael Wilkins and William Bronston at the Willowbrook state School for the Mentally Retarded on Staten Island, helped expose the inhumane conditions at the institution. Their actions ignited a public firestorm, sparked a landmark series of class action lawsuits, and forever changed the way individuals with developmental disabilities are treated in New York and beyond.

Wilkins and Bronston had to demonstrate enormous personal courage in standing up for what was right.

They recently participated in interviews for the CSEA 100 History project sharing their stories in great detail. Some brief excerpts are offered here.

**WF: Tell us about the conditions at Willowbrook when you first began working there?**

**Michael Wilkins:** The circumstances were extremely adverse. The place was extremely crowded. It had been built for 2,700 individuals and 5,700 were living there. There would be large rooms, dayrooms where, in my building, 70 mentally retarded people would be congregated with nothing to do, just sitting. One or two or three at the most attendants to take care of these people. Common bathrooms with no privacy.

No inmate there — and I call them inmates because I believe it was more like a concentration camp or a prison than a health care facility — had any possessions that they could keep themselves. So they were just floating as human beings without any sense of identity.

We were the doctors — that was the way this place was justified — they could be taken care of by doctors, but still the conditions there created chaos, and so there was no progressive medical care.

**WF: Why did you stay and continue there?**

**Michael Wilkins:** By hoping to make it better and realizing that you can't do that without beginning to try to change the underlying conditions.

**William Bronston:** I began building relationships. Parents had never talked with the building

doctors. I would sit with parents and they would begin to cry and I would begin to cry because the situation was untenable ... I saw myself clearly as a guerrilla leader in there to put together whatever needed to be done to humanize that place.

**WF: As your efforts began to attract more people, what was the response on the part of the administration?**

**Michael Wilkins:** Well, it was very negative. The director of the institution, a fellow by the name of Dr. Jack Hammond, was invited to a meeting of the parents' group and this was after Gov. Nelson Rockefeller had cut the budget at Willowbrook and there was a job freeze. So these parents were pretty hot and they insisted that Dr. Hammond take a public stand against the conditions at Willowbrook and he stood up and said I'm not going to do any such thing.

The following Monday, a memorandum was sent out to each and every employee, because several of us were at that meeting, saying that we couldn't go to any more of the parent meetings. We disobeyed that memorandum and those of us who were not permanent employees were fired.

**WF: So what happened after that?**

**Michael Wilkins:** It just happened that I was a friend of this local newsman in New York named Geraldo Rivera and he was willing to go into the institution. Our view was ... this is a disaster ... this isn't to be kept under wraps and so he was trusting me that the conditions were bad. He later said, it was much worse than I had described.

**William Bronston:** So it was enormous press coverage. Geraldo and many others came to look at the carnage. Everybody in the world, congressmen, Senator Javits came. I mean everybody came because it was the place to be. What became clear to me was that the more we made Willowbrook wrong, the more we would lose this fight because there would have been this enormous commitment to fix what was wrong. There was no way to make Willowbrook OK.

*The full interviews will shortly be available as part of CSEA's official archives at the Grenander Special Collections at the University at Albany.*



## Willowbrook's horror brought to light



Drs. Michael Wilkins, left, and William Bronston sit for an interview for the CSEA 100 History project. The two were instrumental in revealing the terrible conditions at the Willowbrook School for the Mentally Retarded in the 1970s.

So I organized a meeting where I invited all the top lawyers on the eastern seaboard that had been involved in class action lawsuits, all the top professionals in the country that I could get to come to develop a professional strategy and a professional plan on conversion from institution to community and all the parent leaders from all across the state to meet to talk about the consumer agenda ... two weeks after the meeting, the federal class action lawsuit was filed against the state of New York.

**WF: Do you believe that unions have a particularly important role to play in the protection of employees who seek to remedy deficiencies?**

**Michael Wilkins:** Yeah, I certainly do because people working in the human services area have to be able to see their clients as human beings and then respond in an appropriate way. But they have to be protected in order to do that. It's only a union that can allow them to give voice to issues of quality care.

**William Bronston:** A human service union that cannot articulate a principled, perfect world of human beings is not handling its ultimate, essential role.



## CSEA Constitution, Bylaws unchanged, resolutions adopted

LAKE PLACID — Delegates to the union's 97<sup>th</sup> annual meeting did not make any changes to the CSEA Constitution and By-Laws.

### Delegates adopted the following resolutions:

- Opposed a tax on employer paid health plans;
- Urged the U.S. Senate to approve the Employee Free Choice Act which would strengthen the rights of

employees to form unions and negotiate first contracts;

- Reaffirmed the union's commitment to organizing the unorganized and honored those locals, units and members who have participated in that mission; and
- Renewed the union's commitment to economic equality for women in New York state and across America.

## Summary of September Board of Directors meetings

*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.*



Pavilion, Auburn, on Aug. 2, 2009;

- Appointed Suzanne Smith to the Central Region Political Action Committee and Peter Collins to the Long Island Region Political Action Committee; and
- Placed into administratorship Saranac Central Schools Unit 810-6464-00 and Delaware Academy and Schools Unit 813-6613-00.

\*\*\*

ALBANY — The statewide board of directors also met on Sept. 26. In official business, the board:

- Approved the 2007-2008 Budget, as amended; and
- Approved the 2007-2008 Capital Additions Budget, as printed.

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

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

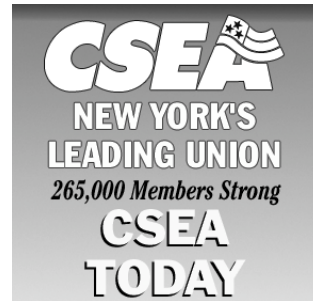
- Authorized Unit 9250 of Local 861 to enter into a lease for office space at 67 West Buffalo St., Warsaw;
- Sanctioned contracts for the Central Region to hold a region conference at the Doubletree Hotel, Syracuse, on May 15, 16 and 17, 2008, and an installation picnic for local and unit presidents at the Emerson Park

**"FLOATING" HONOR** — CSEA's float in the Buffalo Labor Day parade earned a first place award and a \$100 prize for the third consecutive year ...

**NORTH ROCKLAND RATIFIES** — Members of the North Rockland School District Unit in Rockland County recently

overwhelmingly ratified a new four-year contract, which includes raises in each contract year, the addition of domestic partner coverage on health insurance and improvements in longevity payments ... **DUNKIRK CONTRACT** — CSEA members in the Dunkirk City School District overwhelmingly approved a new four-year agreement. The contract maintains health insurance levels and provides wage increases in each of the four years. The agreement expires in 2010 ...

**ROLLING THUNDER** — CSEA members recently gave support to athletes competing in the recent USA Track & Field 5K National Disability Championship Meet in Kings Park, which was sponsored by the Rolling Thunder Special Needs Program. Rolling Thunder is the first mainstream running, walking and cycling club set up for athletes with disabilities. CSEA has long been connected with Rolling Thunder. Steve Cuomo, president of



the Village of Floral Park Unit, created the club in 1996 to allow his son, who has special needs, to compete ... **'YES' TO BANNED BOOKS** — Ove Overmyer, president of the CSEA Rochester Library Workers Unit,

wrote an opinion essay that was published in the Oct. 2 Rochester *Democrat & Chronicle*. Overmyer's article addressed the American Library Association's "Banned Book Week." Overmyer encouraged Americans to read the books that are on the list following formal complaints about their content. "Censorship in any form denies our freedom as individuals to think and choose for ourselves," he wrote ... **PORT WASHINGTON PEOPLE** — Port Washington School District Unit activist Gerald D'Agostino, during a recent unit membership meeting, recruited 41 other unit members to the PEOPLE program, which 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.

### 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.

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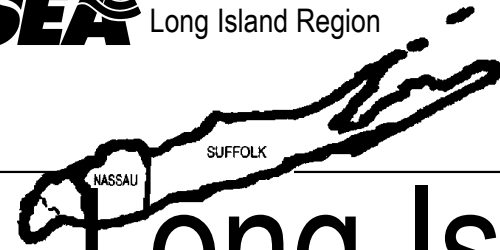
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# Long Island Reporter

## Welcome, Suffolk Education Local members



▲ Members of the region's two education locals are shown at one of the sessions held at the 2007 Spring Education Conference, which is sponsored jointly by the locals.

**M**EDFORD — The *Long Island Reporter* extends a warm welcome to the 6,500 members of Local 870 as they join our readers. The local's officers and unit presidents joined our subscription ranks at the Sept. 12 meeting.

The paper will cover the local's many activities, including contract negotiations and other collective bargaining news, union

Please see Welcome continued on Page 3



◀ Bill Softy, president of the Connetquot Custodial Unit, makes a point during the budget discussion.



▲ Officers of Suffolk Education Local 870 are, from left, Treasurer Christine Urbanowicz, Secretary Maria Navarro, President Harry Ader, 1st Vice President Chris Marshall and 2nd Vice President Aldo Zucaro.

**Welcome** Cont'd from Page 1

meetings, social events, community service activities and, of course, the annual Spring Education Conference co-sponsored by Nassau Education Local 865 and Local 870.

Local members work as teacher aides and assistants, paraprofessionals, monitors, nurses and health aides, secretaries and clericals, and cafeteria, custodial, maintenance, groundskeeping and transportation employees.

They belong to 68 units in 37 school

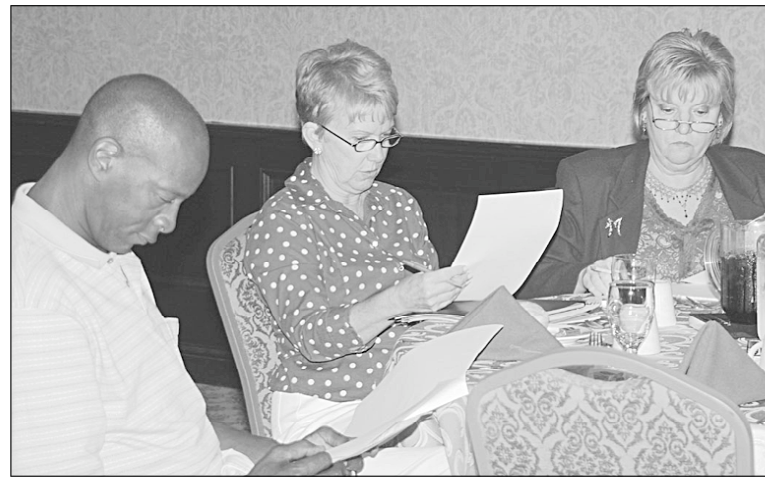
districts across Suffolk County — Amityville, Babylon, Bayport-Blue Point, Brentwood, Bridgehampton, Central Islip, Comsewogue, Connequot, Copiague, Deer Park, Eastern Suffolk BOCES, East Moriches, Eastport, Greenport, Hampton Bays, Islip, Kings Park, Lindenhurst, Longwood, Mattituck-Cutchogue, Middle Country, Miller Place, Mt. Sinai, North Babylon, Patchogue-Medford, Port Jefferson, Riverhead, Shoreham-Wading River,

South Country, Southold, Springs, Three Villages, Tuckahoe, West Babylon, Western Suffolk BOCES, West Islip, and William Floyd.

The officers of the local are President Harry Ader, Longwood Unit; 1st Vice President Chris Marshall, Central Islip; 2nd Vice President Aldo Zucaro, Bayport-Blue Point; Secretary Maria Navarro, Miller Place, and Treasurer Christine Urbanowicz, Longwood.

The paper is very pleased to

welcome Local 870 members as its newest subscribers.



◀ Three unit presidents read over proposed budget before discussion and vote.



▲ Don Fisher, center, president of the Southold Unit, enjoys a lighter moment at the meeting.



▲ Coverage of Local 870 unit meetings, like this one at Lindenhurst, is one of the paper's most important items for readers.



Graduating Copiague High School seniors, from left, Sacajewana Idlett and Verlenis Espinal receive Copiague Custodial Unit's Bruce Williams Memorial Scholarship Fund awards from Pat Cirasole, unit president.



PHOTO OF THE MONTH



Leaders of the Village of Greenport and Town of Shelter Island units of Suffolk Local 852 met at Greenport recently to hear CSEA Political Action Coordinator Gretchen Penn, rear, second from right, discuss the importance of political action, knowing the candidates and voting in every election. "Gretchen was a wealth of information," said Kathleen Berezny, middle row, second from left, secretary of the Greenport Unit. Shown after the meeting at the village dock are, front row, left, Bob Marchica, president of the Greenport Unit, and Region President Nick LaMorte; second row, left to right, Linda Cass, vice president of the Shelter Island Unit; Berezny, Bonnie Smith of Greenport and Beverly Pelletier, secretary-treasurer of the Shelter Island Unit; rear row, from left, Jim Fogarty, Greenport vice president, Penn and Bill Walsh, Local 852 president.

Message from Long Island Region President  
**Nick LaMorte**



**T**ime sure flies, doesn't it? The November elections are already upon us and even though there are no national races to be concerned with, there are a variety of local elections that are very important to us here on Long Island. There are town supervisor and council races to be decided, county legislative contests are up for grabs in both Nassau and Suffolk, and assorted judgeships are on the line as well.

The local elections traditionally take place in an "off-year," that being the odd numbered year between each presidential or congressional election, but they are no less important than their more notable counterparts precisely because of the fact that the officials who will be elected this year are closer to the people than those on the national level.

For instance, it's quite possible that the candidate for town council will ring your doorbell and speak to you personally in an effort to get your vote. Likewise, county legislative candidates commonly pound the pavement in advance of Election Day just to meet the people they wish to represent. Thinking back to last year, I don't recall Chuck Schumer or Peter King knocking on my door to ask for my vote.

So you see where I'm going with this: It's important that you cast an informed ballot on Election Day for pro-labor candidates. To that end, CSEA recently conducted interviews with all the candidates to determine which of them hold positions most friendly to labor. We have endorsed candidates in almost every race based on the information gathered through this process and urge you take this into consideration before you go to the polls.

We have the unique opportunity as public employees to retain or terminate our boss during this local election cycle. You can protect your jobs and benefits by voting

for the CSEA endorsed candidates. It's not the party; it's the person. Both sides have wronged us at times; that's why we vote pro-labor.

Voting is both a right and a privilege, one that should be exercised at every opportunity. Election Day is Nov. 6 and the polls are close to your homes and open from 6 a.m. to 9 p.m. If things go our way on Election Day, the legislative process that follows is more likely to favor our pro-labor positions.

So don't be fooled by the term "off-year." This year's elections are as important as any other. Do your civic duty: get out and vote!

Yours in solidarity,

Nick LaMorte, president  
Long Island Region

Ceremony on Sunday, Nov. 11

**Veterans to be honored**

HAUPPAGUE — All Long Island CSEA members are invited to honor those who served in the U.S. armed forces on Veterans Day on Sunday, Nov. 11.

At 9:30 a.m. that day, the Long Island Region Veterans Committee will hold a ceremony at Armed Forces Plaza, near the H. Lee Dennison Building, to pay tribute to all those who served in the Army, Navy, Air Force, Marines and Coast Guard.

"The committee invites everyone to attend," said Maryann Phelps of SUNY Stony Brook Local 614, who chairs the committee. "Please join us in honoring the veterans."

The committee is also inviting all CSEA members in Nassau and Suffolk counties to take part in its annual holiday drive for veterans who live at the Long Island State Veterans Home in Stony Brook and at the Veterans Affairs Hospital at Northport.

Donations of combs, toothbrushes, toothpaste, denture tablets, bar soap, shampoo, nail clippers, shaving cream, underwear, T-shirts, winter scarves and gloves, sweat shirts, sweat pants, lap blankets and postage stamps are being accepted.

The donations will be delivered to the veterans in mid-December.

"Help spread some holiday cheer to some of our 'retired,' and in many cases disabled, veterans who so proudly served their country," said Phelps.

The deadline for dropping off donations at Long Island Region office at 3 Garet Place, Commack, is Monday, Dec. 3, 2007.

For more information or travel directions, call Phelps at (516) 971-4629.



Among those who took part in the Veterans Committee annual ceremony at Armed Forces Plaza in 2007 are, left to right, Barbara Maniscalco, Jill Mallon, Herman Williams, Edward Hussey, Veterans Committee Chair Maryann Phelps and Valerie Ciaramella.





# Inside Reporter

## A Q&A with Bob Rauff, president, Oyster Bay Local 881

The Long Island Reporter had the opportunity to speak with Bob Rauff, the recently installed president of Local 881, which represents 1,100 employees of the town of Oyster Bay. The discussion revealed the scope of his skills in labor relations, the depth of his participation in CSEA affairs and insight into his vision for the future of Local 881.

**LIR: What are some of your ideas on how to involve more of the membership in union activities? How do people benefit from union membership?**

*Rauff:* Some of our ideas here in Local 881 are to create better communication through our public relations committee, which involves all our shop stewards and officers. We have a "bulletin board" committee that goes out and makes sure all CSEA information — state, region and local — is posted. This information, once disseminated, enables the rank and file to realize how union involvement makes us stronger as a whole and demonstrates the union's worth. It reveals how solidarity benefits the people we work for and the people we serve. People benefit from union membership through collective bargaining, which serves to secure and improve pensions, health benefits and job security.

**LIR: Your local has been very successful with contract negotiations in the town of Oyster Bay. What strategies or techniques have you applied to achieve this outcome?**



John Venditto is now serving his sixth term as supervisor of the Town of Oyster Bay.

*Rauff:* The main strategy has been to foster a positive and productive relationship with our past and present town supervisors. John Venditto is the current supervisor and is now in his sixth term; during his tenure we've negotiated some of the best contracts in the state. Our communication with the membership puts us in a better position to make them aware of how important it is that Mr. Venditto and the town board consistently vote positively on labor issues. The free flow of ideas is the key that unlocks these doors.

**LIR: Do you think there is a need for greater communication between the various locals in the Long Island Region? How could this be accomplished? How**

**would CSEA as a whole benefit from this?**

*Rauff:* There's no question about it and I say this because the way it works with us is all about compromise and negotiating skill. We always try to bridge the gap on any contentious issue. The various Nassau locals communicate all the time. We share examples of how we've tackled tough problems and discuss the best ways to move forward. Jerry Larichiutta (president of Nassau Local 830), Bill Flanagan (president of Town of Hempstead Local 880), John Shepherd (president of Nassau Municipal Employees Local 882) and I also talk outside our positions as local presidents. We've used language from their contracts and vice versa. Any way we can assist each other goes to the greater good. Political action is also a great asset and another example of the benefit of communication. The techniques we are taught on the statewide level enable us to support the management teams and local politicians. CSEA would benefit from greater communication because members would more fully appreciate its short- and long-term goals. Elected officials would understand our issues and be able to tell us what they need to please the people that vote for them. Essentially, we're all working for the same people but coming at it from different angles. In the end, town residents are the ultimate customers who must be satisfied.

**LIR: Whose counsel have you relied on through the years? What is the best piece of advice you've picked up as you've moved through the ranks?**

*Rauff:* I've relied on the counsel of Long Island Region President Nick LaMorte, John Shepherd, Augie Buckhardt (former president of Local 881 who recently retired), Alex Bard (the local's executive vice president), and John Venditto to name a few. Len Genova has been key to my understanding of the managerial side of the equation. He's a manager who supports labor so he has interesting perspective. Fran Turner (director of CSEA's Legislative & Political Action Department) showed me the ropes on the political side and (CSEA President) Danny Donohue certainly has helped me to understand and appreciate the bigger picture.

The best piece of advice I've picked up along the way is to listen to the opposing position to gain a better understanding and facilitate negotiations.

**LIR: As chairman of the Long Island Region's**

**Education & Training Committee, what do you see as its primary goal and how can it affect the overall mission of CSEA?**

*Rauff:* We've made a concerted effort to reach out to the presidents of units and locals in the Long Island Region to find out where they're at and ascertain their needs. We've utilized AFSCME and CSEA online training and in last two years the Long Island Federation of Labor has provided workshops out of SUNY Farmingdale on health care, pensions and the negotiation of contracts. We communicate in myriad ways to make sure we get our message out to the members. Nick LaMorte and (CSEA Education & Training Department staff) Eric Muldoon and Sharon Lovelady-Hall have been integral to the success of the region's education & training committee. On the state level, Sharon is sensitive to our needs and does her best to meet them. Local 881 has also recently become a training site for all CSEA members.

**LIR: What other committees do you serve on? How do they fit into the scheme of things at CSEA?**



Left, John Shepherd, president of Nassau Municipal Employees Local 882, Rauff and other Nassau County CSEA leaders exchange information about problems and solutions regularly.

Below left, among those whose advice Rauff has listened to are Alex Bard, left, executive vice president of Local 881, and Augie Buckhardt, recently retired president of the local.



Right, Fran Turner, left, has taught Rauff some lessons in political action; Nick LaMorte, center, has passed along some of what he's learned as a local and region president, and Eric Muldoon has offered advice on training and education programs.



Above, Local 881 President Bob Rauff, left, talks with members Richard Misa, center, and John Hommel.

*Rauff:* I serve on the local, region and state political action committees and this fits into the scheme of things because it provides an understanding of key issues on every level, which allows for informed endorsements of politicians who are friendly to labor. I'm also involved in all the committees at Local 881, but in more of an oversight position. On the region level, I'm involved with the Membership Action Team, which allows me to see what goes on in other locals and units and try to communicate how we approach things in Local 881 to see if our methods can be utilized elsewhere. We're always rallying to help other locals and units better understand labor issues. With the region Constitution & By-Laws Committee, I help to change local and statewide constitutional amendments and advocate for the changes we want to implement. Gary Steckler of Local 880 is the chair of the regional Constitution & By-Laws Committee and he does a great job. He helps us write and understand the changes, along with Nick LaMorte. I'm the statewide chair of the Convention Committee, which has become more intense as the years go on, primarily because it has become more active in helping to design and determine the convention's many logistical aspects. I'm also on the



statewide Resolutions Committee, where we redesign resolutions brought forward by other locals. And, as federal Political Action Liaison to U.S. Rep. Peter King, I constantly initiate dialogue to help him understand our view of various labor issues, which is a tough task because he's not too friendly to labor.

**LIR: How would you characterize the role of a local president? What do you want to accomplish as you move forward with Local 881?**

*Rauff:* As president of Local 881, it's my job to get out there and let the members know the various ways we can foster their understanding of exactly what labor is and give them a sense of how important compromise is to the process of contract negotiations. We would rather compromise than fight here in Oyster Bay and that strategy has proved beneficial, which is evidenced by our string of successful negotiations. Moving forward, we want to bring more of the union to the members. We want to communicate our desire to make CSEA the strongest union in the state and the country.

**LIR: Differentiate between the function of the region, the local and the unit. How can the three entities interact to best serve the membership?**

*Rauff:* We're all on the same team, striving for the same goals. All three entities must work in tandem to most efficiently serve the membership. The free flow of ideas should be encouraged to strengthen solidarity. My involvement with the region committees provides a unique perspective on the problems facing other locals and units and serves as a springboard to solve similar problems that may be affecting the members of Local 881.

**LIR: How can your role as Long Island Federation of Labor vice president be of value to Local 881 and the CSEA Long Island Region?**

*Rauff:* The education they supply provides the impetus for me to conceive of diverse ideas, utilize these ideas at Local 881, and suggest these options to other union leaders.



## Ongoing negotiations addressed at Local 865 Levittown unit meeting

LEVITTOWN — Limited progress at the bargaining table was the message the negotiators for the Levittown School District Unit of Nassau Educational Local 865 brought to a large turnout of members at the Abby Lane School on Sept. 24.

The meeting began in the school's auditorium, with Levittown School District Unit President Roger DeGroff discussing items that were on the table in the ongoing talks between the school board and CSEA.

Because of problems with the air conditioning, the meeting moved to the school board room with 100 unit members present. The unit has 600 members who work as teacher aides, clerical employees and maintenance, grounds and custodial workers and is the Nassau Educational Local's largest unit.

Jim Della Rocca, the CSEA labor relations specialist who works with the unit, told the Levittown members that the negotiators had met with the board several times for a total of seven or eight hours. The tone was cordial, but not much progress had been made.

"Where we're at; we're not anywhere," he said.

After settling with the teachers' union in the district, the school board made a considerably lower offer to CSEA. "We know what the teachers got," Della Rocca said. "We don't know why the board offered us what they did."

DeGroff, a member of the negotiating team, said the union was upset with the board's inferior offer. "This is a great district; a great place to work, but the board didn't treat us fairly," he said.

Many unit members raised questions and commented from the floor. One hoped the district would make a reasonable proposal that the negotiators could bring to the membership for a vote. "The longer this goes on, it's bad for morale," she said.

The other negotiators for the unit are its other officers: Denis Carroll, 1st vice president; Mike Murphy, 2nd vice president; Maryann Churchill, 3rd vice president, and Mike Gunn, treasurer.



Left, listening to a Levittown unit member speaking from the floor are, from left, Unit President Roger DeGroff, 3rd Vice President Maryann Churchill, 1st Vice President Denis Carroll (partly hidden) and Treasurer Mike Gunn.



Above, members, from left, Mary Mergel, Vivian Perrella, Jerry Andres and Kathleen Thoma talk about the negotiations after the meeting ends.



Left, members listen to a report from their negotiators.



Left, Jim Della Rocca tells members about the tone of the union's meetings with the Levittown school board.



Right, a member raises a question for the negotiators.



## Around the Region

### Calendar of Upcoming Events: November 2007

- |   |  |
|---|--|
| 5 – Human Rights Committee — 5:30 p.m.  | 20 – Education & Training Committee — 5:30 p.m.            |
| 7 – Defensive Driving — 5:30-8:30 p.m.  | 21 – Region Executive Board meeting — 5:30 p.m.            |
| 8 – Defensive Driving — 5:30-8:30 p.m.  | 22 – Region Office Closed — Thanksgiving Holiday           |
| 11 – Veterans Committee – Soldiers Memorial at the H. Lee Dennison Bldg. in Hauppauge — 9:30 a.m. | 23 – Region Office Closed — Thanksgiving Holiday           |
| 12 – Region Office Closed — Veterans Day  | 27 – Political Action Committee — 5:30 p.m.                |
| 13 – Safety and Health Committee — 5:30 p.m.  | 28 – Member Action Team Committee — 5:30 p.m.              |
| 14 – Local 430 Executive Board meeting — 3:30-5:30 p.m.   | 29 – Local 430 Shop Steward meeting — 5-7 p.m.             |
| 14 – Local 430 General Membership meeting — 5:30-7 p.m.   | 30 – Human Rights Committee “Festival of Light” — 6-9 p.m. |
| 17 – Defensive Driving — 9 a.m. - 3 p.m.  |  |
| 19 – Women’s Committee — 5:30 p.m.  |  |

### Women’s Committee making final plans for walk



Making final plans for CSEA’s participation in the Making Strides Against Breast Cancer walk at Jones Beach on Oct. 21, the members of the Women’s Committee meet at the region office several days earlier. At the meeting are, seated, left to right, Bea Kustanowitz, Tillie Krupitsch, Chair Bobbi Eisgrau, Ruth Ambrosecchia, Barbara Maniscalco and Nydia Concepcion. Standing, left to right, are Carol Kelly, Loretta Zuch, Christine Urbanowicz, Debbie Buonagura, Shelley Davidson and Felicia Staub.



### English for Speakers of Other Languages graduates

CSEA members graduating from the first English for Speakers of Other Languages (ESOL) course at the State University of New York at Stony Brook hold certificates at recent ceremonies. The course, set up by the Local 614 and the New York State/CSEA Partnership for Education and Training, created a curriculum that addresses work and daily life situations. The course was created to meet the needs of the growing number of Stony Brook employees who are not native English speakers. “As CSEA leaders, it is our responsibility to keep the American dream alive for all our members,” said Local President Carlos Speight, rear left. Long Island Region President Nick LaMorte, rear, fifth from left, joins graduates, Partnership staff and local leaders at the ceremony.

### Local 881 Executive Board meeting

OYSTER BAY — The Local 881 Executive Board named shop stewards and committee chairs at its Oct. 11 meeting.

The board meeting was the first chaired by President Bobby Rauff, who took office in August.

Named shop stewards are Sal Cecere, Highway; Pat Davino and Jarvis Brown, Sanitation; Roger Zimmerman, Parks; Brian Hirtzel, Recycling; Terry Wulforst, Comptroller; Danny Reres, Central Vehicle Maintenance; Sam Ciccio, Public Safety; Terry Boryk, Public Works; Brigid Hand, Inter-Governmental Affairs; Frank Caliguri, Solid Waste, and Aldona Lawson, Environmental Resources.

Other officers of the local are Alex Bard, executive vice president; Gene Fallica, 1st vice president; Danny Hess, 2nd vice president; Josephine Matchia, 3rd vice

president; Jon Klein, treasurer, and Barbara Huben, recording secretary.

The local’s committees are Audit, chaired by Zimmerman; Education & Training, Rauff; Grievance Board, Davino; Grievance Screening, Fallica; Health and Safety, Zimmerman; Membership, Bard; Non-Discrimination and Anti-Harassment, Boryk; Political Action, Rauff and Bard; Resolutions, Hess, and Social, Boryk and Fallica.

Two new committees have been established — PEOPLE, chaired by Caliguri, and the Scholarship Committee, which is honoring the late Bette James, former 2nd vice president of the local, this year; Klein serves as the chair.

### Reading, gardening, family, travel

### Retiree plans to keep busy

GREENPORT — Janet Staples, registrar of the Village of Greenport, is retiring after 30 years of service to the community.

Staples, who served as treasurer of the Village of Greenport Unit of Suffolk Local 852, was honored by members at a party on Oct. 17.



Janet Staples

She and Halsey, her husband, have a daughter and two grandchildren.

“She wants to visit her grandchildren, who live in Maine,” said Kathleen Berezny, unit secretary. “She loves to work outside. She has a beautiful garden; beautiful flowers. She’s an avid reader and now she’ll be able to keep up with the bestsellers and travel and enjoy her husband and family.”



# CSEA members reach out to the community

EAST MEADOW — As a union of mostly government employees, CSEA members serve the public.

As individuals, CSEA members reach out to strengthen the ties with those they serve.

Members of the Port Washington Unit of Nassau Educational Local 865 play an important part in the annual Pride in Port celebration sponsored by civic organizations in Port Washington, held this year on Oct. 6.

And, Steve Cuomo, president of the Village of Floral Park Unit of Nassau Municipal Employees Local 882, could take particular pride watching runners from the Rolling Thunder Special Needs Program compete in the five-kilometer National Disability Championship Meet for people with developmental and physical challenges on Oct. 7.

Cuomo started the program.

## CSEA shows "Pride in Port"

This year, more than 50 members of the 76-member Port Washington School District Unit participated in the Pride in Port festivities. "Our members met up early in the morning to help assemble decorations and get the music ready," said Rich Acevedo, president of the custodial, maintenance and transportation employees unit. "Our participating in the Pride in Port parade was a success."

After the parade, the unit hosted a lunch for its members, their families and friends.

Unit vice president Monte Vane and Acevedo are members of the planning committee, which meets from November until the week before the Oct. 6 parade. They also chair the annual fund-raiser held on the evening of the parade. Several CSEA locals contributed gifts to the fund-raiser, which raised \$1,400 for the Children's Health Fund. The fund buys and equips mobile hospitals that serve needy children.

The mobile hospitals are now treating children in New Orleans and Mississippi who were victims of Hurricane Katrina, as well as children on Long Island.

The unit also presents scholarships to students in the school district they serve. Recently, \$500 scholarships were presented to two graduating students, with nearly all members participating through support of unit fund-raising activities during the year. "This was the second year the scholarships were awarded," said Jerry D'Agostino, scholarship committee chair. "These are two good kids who work hard and we're proud to help them pay for their education."

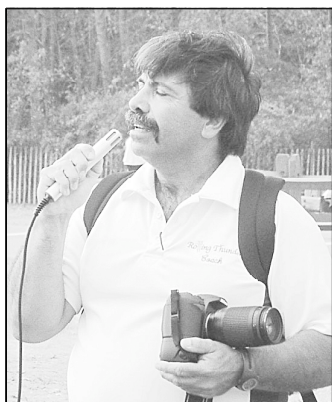
Summing up the unit's contributions to its community, Acevedo said, "We feel this is about giving to our community, which we love and care so much about."

Local 865 President Monica Berkowitz is a strong backer of the unit's efforts. "They really go all out," said Berkowitz. "The unit builds a stronger community and shows how CSEA supports involvement in the community."

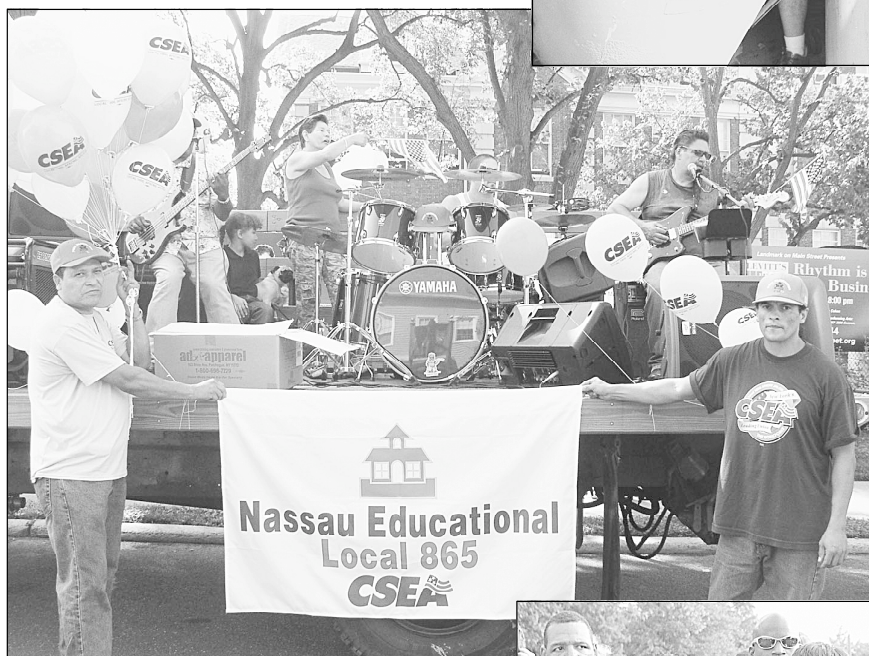
## Rolling Thunder

Steve Cuomo founded Rolling Thunder Special Needs

Right, Rolling Thunder founder Steve Cuomo speaks to runners before the meet. "Forget the disability and focus on the ability," Cuomo said.



Above, members blow up balloons with the CSEA logo to give out to children along the parade route. Rich Acevedo, right, is president of the Port Washington Unit of Local 865.



Below, Rolling Thunder racers await the start of the five-kilometer race at Sunken Meadow State Park. The group includes a member who is blind and several who use wheelchairs.

Above, the Port Washington Unit's float entertained thousands who watched the Pride in Port parade.

Program to push his son, who has multiple disabilities, to run on his high school track team.

"I saw him get confidence, self-esteem, and respect from the kids on the team, and I thought to myself that Steven's not the only one — there have to be other children like him with this kind of talent," the elder Cuomo said.

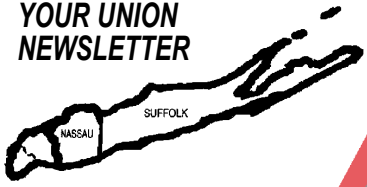
Rolling Thunder started with 15 youngsters in 1996, and now has 150 members. The group includes a member who is blind, several who use wheelchairs, as well as siblings of children with disabilities. At least five of the athletes have relatives who belong to CSEA.

Dozens of young people took part in the five-kilometer meet on Oct. 7 at Sunken Meadow State Park. Rolling Thunder members have run in the New York City and Long Island and other marathons.

The Long Island Region is a sponsor of Rolling Thunder. "CSEA is proud to be associated with a group that does so much for people with special challenges," said Region President Nick LaMorte. "When they cross



the finish line, we are cheering them on."



# EXPRESS



Message from CSEA Local 830 President Jerry Laricchiuta

## Local 830: Fiscally Strong in '07-'08

I want to take this time to report to you, our members, on the financial health of CSEA Nassau Local 830. This is the most appropriate time of year to do so since our fiscal year ends on Sept. 30 of each year. Our new budget has been brought to our executive board and was passed on Sept. 27, 2007. I am proud to once again propose a budget that was on time and very healthy.

When I say healthy, I really mean that we were able to present a budget that is balanced. For the second year in a row, Local 830 has worked very hard to ensure that we remain fiscally prudent. There is no need to bore you with all the details, but I can summarize some of the most important aspects of our 2007 and 2008 budgets.

Beginning in fiscal year 2007, I presented a budget to our executive board that halted spending practices which clearly rose above our cash intake. Basically, that practice of spending more than you take in equates to what is known as a deficit budget. Payroll costs had exponentially risen to the point where our staff was costing the local over a third of all our income. I had to make many tough decisions early on and I did. As a result of those decisions, we were able to cut almost \$200,000 per year off of our payroll. I also instituted a new policy as to time accruals for paid staff, effectively lowering our future liability for those who were employed by the union.

Today, Local 830 is budgeted for all expenses for the next 12 months. This includes unit rebates not yet paid out and all paid staff termination payouts. These last two factors are a vast improvement in the manner in which our local budgets for the future. In my opinion, Local 830 is now more solvent and financially healthy than ever before. There should be no surprises unless an issue comes up that is totally out of the realm of standard day-to-day operations. Our members deserve to have their union dues

**Our members deserve to have their union dues spent in a responsible way.**

spent in a responsible way. It is also extremely important that union leaders plan and prepare for the future of the local. I believe my administration has done just that. We have worked hard to turn the financial health of this local around and we have succeeded.

Let's also take a look at some other important issues in which your local is involved. As you may know, County Executive Tom Suozzi is big on consolidation. On the other hand, I am not. Consolidation can make sense in some areas of county government, but not in others. There is no need to consolidate just for the sake of consolidation. Suozzi's plan to merge together our police maintenance unit with our DPW unit is just that kind of a move. When I spoke recently at the county legislature to oppose the plan, I specifically asked county officials to show the savings in dollars. They could not, and they actually stated on the record that there were 'no savings in this plan.' I believe that this will be the reason why the legislature will not approve of that move.

The county also is interested in consolidating our county parks into the towns of Oyster Bay, North Hempstead and Hempstead. We oppose such a move for many reasons. Sticking strictly to the labor points, we simply want county workers to keep their county positions. Stop giving away our real estate and our jobs. No unit in Nassau County has taken a bigger hit than Rec and Parks when it comes to a loss in staff. When at one time Nassau County was

known around the country for having some of the most beautiful parks in the United States, we are digressing into a county which might have only one park left for its residents should this plan go through. That is not only ridiculous and wrong; it's embarrassing.

Despite some contention between CSEA and Nassau County over staffing issues, I am pleased to announce that for the first time in several

*Please see Message continued on Page 2*

## WHAT'S INSIDE

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• **2008 County Budget Completed**

☞ Pages 4 and 5

• **CSEA President Honored at NUMC Golf Outing**

• **Police Department Laborers Go Above and Beyond**

• **CSEA Attends Labor Picnic**

☞ Page 8

• **Sign up for the Annual CSEA Local 830 Holiday Party**



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

November 2007 • Vol. 12 No. 10

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

Ryan Mulholland, Editor  
 (516) 571-2919 Ext. #13  
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 DIANE RUSS, Consumer Affairs  
 ROBERT McLAUGHLIN, 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.

## Upcoming Events

- Tues. 10/23:** *CSEA Local 830 Information Fair*  
 11:30 a.m. - 2 p.m.  
 CSEA Local 830  
 400 County Seat Dr., Mineola  
 Lunch will be Served
- Wed. 10/24:** *NUMC Information Fair*  
 11:30 a.m. - 2 p.m.  
 Nassau University Medical Center  
 Auditorium  
 2201 Hempstead Tpke., East Meadow  
 Lunch will be Served
- Thurs 10/25:** *Presidential Forum*  
 Drug & Alcohol Department  
 60 Charles Lindbergh Blvd. — Rm. D035  
 12:30 -1:30 p.m.
- Tues 10/30:** *Presidential Forum*  
 County Clerk  
 Noon - 2 p.m.  
 240 Old Country Rd. — Basement  
 Cafeteria  
 Lunch will be Served
- Wed 11/7:** *Presidential Forum*  
 Juvenile Detention Center  
 2:30 - 3:30 p.m.  
 Cafeteria — Refreshments will be Served
- Fri 11/9:** *Presidential Forum*  
 Medical Examiners Office  
 Noon - 2 p.m. — Cafeteria  
 Lunch will be Served
- Tues 11/13:** *Presidential Forum*  
 WIC Union Members  
 Local 830 Office Cafeteria — 9 a.m.
- Fri. 12/7:** *Long Island Region Holiday Party*  
 7 p.m. Venetian Yacht Club, Babylon  
 \$80 per person
- Wed/ 12/19:** *CSEA Local 830 Annual Holiday Party*  
 7 p.m. - midnight  
 Crest Hollow Country Club
- Wed. 12/19:** *Presidential Forum*  
 Nassau Community College  
 CCB Building 1st Floor  
 Breakfast Meeting — 6:30 a.m.

### 2ND ANNUAL "MEMBERS HELPING MEMBERS"



After a hugely successful first year, CSEA Local 830 is again providing food, clothing, toys, and other items to families in need.

IF YOU ARE A CSEA LOCAL 830 MEMBER OR KNOW OF A MEMBER GOING THROUGH A DIFFICULT TIME, CONTACT YOUR UNIT PRESIDENT OR THE CSEA LOCAL 830 OFFICE AT 571-2919.

*All information received will remain confidential!*

### They Said It:

#### Quote of the Month

"How are you going to tell two mechanics working side by side but on different pay scales that they should be doing the same job? How can the county executive say the police guys are underworked and overpaid?"

— *Jerry Laricchiuta in the Sept. 23 Newsday regarding the county's proposal to merge the Police Department's Fleet Services with the Department of Public Works*

### Message Cont'd From Page 1

years the county work force has actually risen in number. Not by much, but at around a 3 percent rate countywide. I know many of you will say that's impossible since your particular unit is at an all-time staffing low. That may be true in your area, but some departments did hire at a respectable rate, such as the Department of Assessment. All in all, we still need hundreds more county workers, but it is a positive to report to you that overall, the county work force

went up and not down under this administration.

There are many more issues to talk about. I will be visiting many of our units in the near future to talk about contract negotiations. Visit our website, which has taken off with an average of 50,000 hits per month! You will learn a great deal of information there. Remember

you can always e-mail me at [jerry@csea830.org](mailto:jerry@csea830.org).

Great talking to you all and have a fantastic Thanksgiving.

Yours in solidarity,  
*Jerry Laricchiuta*  
 Nassau County Local President

### This Month in Labor History

**Nov. 9, 1935**  
 The Committee for Industrial Organization (CIO) was formed to expand industrial unionism.

# \$2.5 Billion County Budget on Tap for 2008

## CSEA Battling for Fair Contract While Fighting Off Departmental Mergers

MINEOLA — On Sept. 17, Nassau County Executive Tom Suozzi announced his 2008 budget totaling \$2.5 billion that does not include a property tax increase for the fifth consecutive year.

There was a 1.9 percent spending increase, a total of \$52 million.

Suozzi mentioned “changing the culture in labor contracts in Nassau County,” as a means of controlling the budget. “We can’t give the same increases that were given under prior administrations,” Suozzi said at the press conference announcing his budget.

The county claims to have set a precedent with the new Police Benevolent Association (PBA) contract in July that established a pattern of below-inflation wage growth.

With CSEA Local 830’s contract for its 7,000 county employees expiring at the end of the year, President Jerry Laricchiuta is confident about how the constant contract talks have been going with the county. “We are meeting with the county on a consistent basis, and are starting to make some progress,” he said. “Our main effort here is to keep our members’ benefits.”

The county is also looking for many ways to generate revenue, which could be a help to CSEA’s desire to reach a fair contract settlement. Ideas such as cigarette tax, red-light cameras, and uniform filing fees are all in the works and have to be approved by state lawmakers. There is also a new county plan of selling naming rights to prominent public facilities

that could take in around \$4.5 million annually.

However, there are plans to save money that CSEA does not favor, including departmental mergers. The impending merge of the Police Department’s Fleet Services Maintenance Unit with the Department of Public Works is now at the forefront.

At an Oct. 3 legislative meeting, DPW Commissioner Ray Ribeiro presented the merger proposal, but did not quantify how much money this might save, which left legislators such as Dave Denenberg and Fran Becker scratching their heads.

Laricchiuta said this merger would create morale problems and would really not save any money. He is sure that these changes must be negotiated. “How are

you going to tell two mechanics working side by side but on different pay scales that they should be doing the same job?” he said in the Sept. 23 *Newsday*. This is a plan that CSEA will be keeping a close eye on and will continue to address in the legislature.

CSEA will continue to fight hard for a fair contract, as well as battling to prevent department mergers that will have an adverse effect on the CSEA membership.

**“Our main effort here is to keep our members’ benefits”**

## Consolidation Begins

# Four Sewer Districts to Merge with Nassau County

LAWRENCE — At a Sept. 26 press conference at the Lawrence Sewage Treatment Plant, Nassau County Executive Tom Suozzi announced that four municipalities — the villages of Cedarhurst and Lawrence, and the cities of Glen Cove and Long Beach — have agreed to consolidate their sewage operations with those of Nassau County. CSEA opposes the plan.

The Nassau County Legislature and the four municipal boards must still approve the county’s takeover by mid-November. If this was to go through, the workers employed at the municipal facilities will become Nassau County employees. However, that won’t take place until 2011 because there first needs to be building and implementation of new pumps at the facilities.

Suozzi ensured that “no one will lose their jobs as a result of this merger.” However, CSEA is working to ensure the

workers’ prior service credit and residency issues are taken care of so they have no problems when they transfer to the county work force.

Nassau County treats 85 percent of the county’s sewage, and after this agreement that number would rise to 93 percent. Suozzi said he will next look to acquiring Great Neck, and Port Washington, which could be an issue as that additional waste would be forwarded to Nassau County’s Cedar Creek Sewage Plant in Wantagh.

About 160 CSEA members work at that plant, which is close to its waste capacity, Nassau County Legislator Dennis Dunne said.

CSEA will closely monitor any future mergers, as well as the logistics of this impending situation.



**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.**

**PEOPLE applications are now available by logging onto [www.csea830.org](http://www.csea830.org) and going to the member benefits section, or by stopping by the Local 830 office at 400 County Seat Drive, Mineola.**



## NUMC Employee Events Build Morale

EAST MEADOW— Nassau University Medical Center had its annual Employee Recognition Barbecue outside the cafeteria, as well as its annual Golf Outing at Eisenhower Park's Red Course Sept. 17.

CSEA Local 830 President Jerry Laricchiuta was honored at the Golf Outing along with Nassau Health Care Corp. CEO Art Gianelli, for their great collective work in restoring NUMC back to strong financial status. More than 100 people attended the golf outing and dinner that followed at the Carlton on the Park restaurant.

The Employee Recognition Barbecue was extremely well attended as always, and Laricchiuta, Gianelli and many members of the local and NUMC staff were behind the grill serving the employees. With a disc jockey, dancing, cotton candy station and much more, it was certainly a great time for all.



Above, Laricchiuta and Gianelli receive their awards.



Top photo, from left, Jerry Laricchiuta, local vice presidents Scott Mulholland and Ron Gurrieri and CSEA member Chuck Deleo get ready for their round.

Left, AIG Valic's Don Goldstein grills picnic food with Jerry Laricchiuta.



Above, NUMC Unit Executive Board members Ken Nicholson, Deb Buonagura, President Rob McLaughlin, Linda Dimonda, Gary Klein and Lynne Kramer.



The NUMC medical staff dances and enjoys the barbecue.

## NUMC Staff Camaraderie on the Sound Breast Imaging Center Gets Award

When you spend most of your week working and just passing by your co-workers on your way to your next task, you may not get to know them as well as you might like.

But Nassau University Medical Center registered nurse Stanka Petrovic was determined to build some camaraderie among her colleagues at the hospital's Breast Imaging Center.

She planned a Sept. 15 - 16 getaway for 18 women, all either current or retired CSEA Local 830 members employed in the center, including technologists, clerks and nurses.

They met during the afternoon of Sept. 15, at the quaint harbor village of Port Jefferson and enjoyed an evening of fun at Danfords on the Sound. The group was picked up by Vintage Tours, which provided a personalized and unique glimpse of wine country.

A highlight event was a picnic patio lunch with one final stop at a local farm stand, providing an opportunity to sample local desserts.

"I believe that when we enrich our lives, we enrich lives of people around us," Petrovic said. "Coming back to work on Monday felt different. Instead of a stressful place, it felt more like a place where people are united and happy."

In addition, congratulations to the staff of the Breast Health Center on being selected as the NUMC department to receive the 2007 3rd quarter Spotlight Award.

Right, front row from left are Stanka Petrovic, Yvonne Goeller, Yvonne Drain, Stella S. Harmon and Diane Cancvan. In the middle row, from left, are Dawn Nacovsky, Tere Gallardo, Anne Grechanik. Back row, from left, are Louise Parga, Cindy Lavelle, Charyl Hollien, Liz Pinner, Fran Risko, Cassandra Brown, Betty Sullivan, Chery Nazareno and Patti-Ann Olsen.



Above, employees of the Breast Imaging Center get their 3rd quarter Spotlight Award.



## Police Department's Custodians and Laborers Go Above and Beyond

MINEOLA — The Nassau County Police Department headquarters and precincts throughout the county are often lauded as very clean and top-of-the-line buildings, with police department events always being well equipped and organized.

These things would not be possible without the hard work of 32 employees of the Nassau County Police Department laborers and custodial staff, who are members of CSEA Local 830. Out of the 32 employees, nine work in police headquarters in Mineola and the other 23 are spread between the department's eight precincts.

Mike Ratti and Jake Heath are the laborer supervisors at headquarters and oversee many different responsibilities that his crew must take care of daily, ranging from the normal plumbing, electrical, and landscaping duties to cleaning holding cells.

Despite all this, the county executive has proposed an idea to merge these workers into the Department of Public Works, which CSEA opposes.

The laborers also help prepare facilities for press conferences and other events involving the police commissioner and county executive. The laborers even have a hand in catering, towing the canteen trailer to provide food at the events.

What most might not realize is the importance of their jobs, as these workers are subject to confidential material and different work environments not found outside the Police Department, including classified documents, confiscated drugs, loaded firearms, various biological hazards and prisoners. They also work alongside police



officers daily.

The crew also remains flexible while being deployed to the Emergency Ambulance Bureau, Crimes Against Property Squad in Westbury, and Safety Town at Eisenhower Park.

The proposed merger would cause some issues such as the "flex time" agreement that was instituted four years ago. These Police Department employees were also screened, drug tested, interviewed, and given security clearance for that specific position.

"This is an issue we believe would need to be negotiated," Local 830 President Jerry Laricchiuta said.

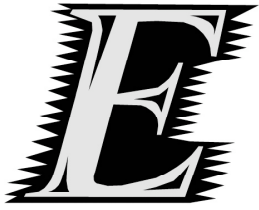
A letter from the staff to the county executive and police commissioner said, "We want our jobs that we applied for."

Among the nine-member crew at headquarters, there is collectively nearly 200 years of experience. The workers have spent most of those years together, which speaks to the great camaraderie between themselves and the officers, said CSEA Police Unit President Debra Imperatore, who has been around this crew for 17 years. "They are one of the most cohesive and unified group of guys I have ever been around."

Top left, Andy Artino works the forklift.

Top right, from left, Andy Artino, Frank DePalma, Jake Heath, Debra Imperatore, Mike Ratti, Frank Allotta, Kenneth Doyno and Jeff Liebling





## **JOIN THE CSEA E-MAIL TEAM!!!**

**FIND OUT HOW EVERYONE IS CONNECTING  
WITH CSEA BY LOGGING ONTO  
WWW.CSEA830.ORG AND SIGNING UP!**

***It takes just three easy steps and once you  
do, we will have your e-mail address and  
YOU WILL GET MONTHLY UPDATES ON  
THE LATEST IN CSEA NEWS!***

## **ATTENTION! PROSTATE CANCER SCREENINGS**

**Effective: Aug. 2, 2007**

**Any county employee is entitled to a paid leave of absence for a period of four hours per year to undertake screening for prostate cancer. This law allows the employee to have the procedure done by any doctor of their choice.**

- ✓ This leave is not cumulative and cannot be carried over. Any leave not taken by Dec. 31 is considered lost.
- ✓ The four hour per calendar year benefit may be taken in two-two-hour leaves per year.
- ✓ Travel time is included in the four-hour allotment.
- ✓ Any employee who used four hours of leave before to Aug. 2 is not entitled to have that leave considered paid leave.

## **Quick Hits**



**An agreement has been reached between CSEA and the county for increased security at Cedar Creek Sewage Plant.** Nassau County Public Safety will now be in charge of security 24 hours a day, 7 days a week from the old gatehouse which monitors parkland in the rear of the facility. Previously this area was manned by Cedar Creek employees. There is now an agreement for a new gatehouse at the entrance of the facility manned by Cedar Creek employees during day hours from 6 a.m. to 5 .pm., and monitored by a swipe card system at night.

**The Nassau court officers union, named the Court Benevolent Association of Nassau County, won a restraining order Sept. 19 blocking the implementation of 10,000-square-foot modules on a parking lot south of 400 County Seat Drive, which would be for probation officers.** This was done as a safety precaution with the court officers union saying parking in the area is already at a premium. However, the week of October 8, the case went back to court and a settlement was reached. The process of putting in the modules began the week of October 15.



## **BE PART OF PLANNING LOCAL 830'S PICNIC! TENTATIVELY SCHEDULED FOR SPRING 2008**



**If you are interested, please call 571-2919, and contact Steve Cohen (ext. 21) or Debbie O'Connell (ext. 18).**



## Veterans Corner

By the CSEA Veterans Committee

With Veterans Day coming up on Nov. 11 and the holidays just around the corner, there are plenty of events and activities for local veterans going on in Nassau County.

Nassau County will host a Homeless Veterans Stand Down for its residents Nov. 19 at the New York State Armory on Babylon Turnpike in Freeport from 10 a.m. to 2 p.m. There will be free haircuts, HIV screening and other medical service, showers and clean underwear and socks. A food pantry and clothes closet is provided, and veterans will have a chance to talk to service providers from federal, state, county and private agencies.

CSEA members from the Nassau County Parks, Recreation, and Museums Department are planning a holiday party for children of Nassau County families serving on active duty. Anyone who would like to help out can call Cindy Gillen at 572-0396.

Edward G. Aulman, the director of Veterans Services in Nassau County, also announced the county would be the first in the state to receive the names and addresses of all veterans discharged since Sept. 11, 2001. With proper safeguards in place, Nassau County will be able to do

direct outreach to the estimated 4,500 veterans who have served since Sept. 11, 2001.

Any veteran in need of a job may be in luck, as the New York Institute of Technology Old Westbury and the MTA New York City Transit are looking to hire veterans. The jobs at NYIT include tuition, and starting salary at the MTA is \$18 per hour and increases to up to \$27 per hour after 36 months.

For military retirees who have been reluctant to file for disability, a program called Combat Related Special Compensation has been created, so retirees with a 10 percent or more Veterans Affairs rated disability can apply for it by calling (866) 281-3254.

Remember, we are still collecting DVD and VHS movies for those deployed abroad, as well as non-perishable food and personal care items for homeless veterans. They can be dropped off to Debbie O'Connell at the CSEA Local 830 office at 400 County Seat Drive in Mineola.

## This Month From

### "Talkin' Labor with Local 830"



CSEA Local 830, as always, welcomed many great guests into the local's studios this month.

First, Village of Massapequa Park Mayor James Altadonna Jr. came in to discuss his job and the way he works with the 30 CSEA members employed by the village.

Also, Rich Nicolello from the county's 9th Legislative District became the 17th of the 19 Nassau County legislators to make an appearance on the show.

State Sen. Kemp Hannon offered a very informational show about health care as a whole, as well as CSEA members employed at Nassau University Medical Center and A. Holly Patterson. Hannon, an 18-year senator, is the chair of the senate Health Committee.

You can listen to all of these shows, and many others by logging onto [www.csea830.org/pages/talkinlabor.htm](http://www.csea830.org/pages/talkinlabor.htm).



Top photo, James Altadonna Jr.

Above, Rich Nicolello

Right, Sen. Kemp Hannon

## Rev. Martin Luther King Jr. 14th Annual Ceremony Luncheon

Presented by CSEA Unity Committee



Saturday, Jan. 5, 2008

12:30 - 4:30 p.m.

Coral House, 70 Milburn Ave., Baldwin

\$35 Adults; \$20 Children 12 and under

**ADVANCE SALE ONLY — NO TICKETS AT DOOR**

\* Entertainment \* Raffles \* Door Prizes \*

Scholarships Awarded \*

\* THE TUSKEGEE AIRMEN, A NON-PROFIT ORGANIZATION WITH 50 CHAPTERS NATIONWIDE, WILL BE HONORED. \*

**Please complete & return coupon below with payment. Check should be made payable to CSEA Nassau Local 830 and mailed to:  
CSEA Nassau Local 830, 400 County Seat Drive, Mineola 11501.**

### RESERVATION FORM

Name: \_\_\_\_\_

Home Phone \_\_\_\_\_ Work Phone \_\_\_\_\_

Agency Employed By: \_\_\_\_\_

Check Amount: \_\_\_\_\_

Please seat me with: \_\_\_\_\_



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

**Election Day is Right Around the Corner – Don't forget to Vote!**

Time sure flies, doesn't it? The November

elections are already upon us and even though there are no national races to be concerned with, there are a variety of local elections that are very important to us here on Long Island. There are town supervisor and council races to be decided, county legislative contests are up for grabs in both Nassau and Suffolk, and assorted judgeships are on the line as well.

The local elections traditionally take place in an "off-year," that being the odd numbered year between each presidential or congressional election, but they are no less important than their more notable counterparts precisely because of the fact

that the officials who will be elected this year are closer to the people than those on the national level.

For instance, it's quite possible that the candidate for town council will ring your doorbell and speak to you personally in an effort to get your vote. Likewise, county legislative candidates commonly pound the pavement in advance of Election Day just to meet the people they wish to represent. Thinking back to last year, I don't recall Chuck Schumer or Peter King knocking on my door to ask for my vote.

So you see where I'm going with this: It's important that you cast an informed ballot on Election Day for pro-labor candidates. To that end, CSEA recently conducted interviews with all the candidates to

determine which of them hold positions most friendly to labor. We have endorsed candidates in almost every race based on the information gathered through this process and urge you take this into consideration before you go to the polls.

We have the unique opportunity as public employees to retain or terminate our boss during this local election cycle. You can protect your jobs and benefits by voting for the CSEA endorsed candidates. It's not the party; it's the person. Both sides have wronged us at times; that's why we vote pro-labor.

Voting is both a right and a privilege, one that should be exercised at every opportunity. Election Day is Nov. 6 and the polls are close to your homes and open

from 6 a.m. to 9 p.m. If things go our way on Election Day, the legislative process that follows is more likely to favor our pro-labor positions.

So don't be fooled by the term "off-year." This year's elections are as important as any other. Do your civic duty: get out and vote!

Yours in solidarity,

Nick LaMorte, president  
Long Island Region

**CSEA KEEPS MEMBER PRICE DOWN AGAIN!**

Non-

**CSEA Local 830 Annual Holiday Party**

**Members: \$65**

**Wednesday, Dec. 19, 2007  
7 p.m. - 12 a.m.**



**Crest Hollow Country Club, Woodbury**

**Members and Fee Payers: \$36**

Name: \_\_\_\_\_

Department: \_\_\_\_\_

Phone No: \_\_\_\_\_

Number of tickets at \$36: \_\_\_\_\_ Number of tickets at \$65: \_\_\_\_\_

**PLEASE SEND FORM WITH CHECK MADE PAYABLE TO  
CSEA LOCAL 830. MAIL TO:  
400 COUNTY SEAT DRIVE, MINEOLA, N.Y. 11501  
ATTN: STEVE COHEN**

*\*Anyone who brings a toy valued at \$10 or more will be entered into a raffle with three cash prizes of \$200, \$100 and \$50.\**

**TOYS WILL BE DONATED AT THE ECONOMIC OPPORTUNITY  
COMMISSION'S CHRISTMAS ON JACKSON STREET.**