

# THE WORK FORCE

# Vote!

**It's  
your  
future**

**Cast your  
ballot Nov. 4**



## Photo of the Month



Photo by David Galarza

**Yan Kushelman, a surgical technologist at SUNY Downstate Medical Center, assists doctors during a surgical procedure. CSEA represents nearly 500 workers at the medical center.**

### Get more satisfaction from your coffee: Buy 100% Fair Trade

Order delicious Fair Trade coffee from [www.deansbeans.com](http://www.deansbeans.com), and gourmet Fair Trade chocolate, nuts and cranberries from [www.equalexchange.com](http://www.equalexchange.com). Dean's Beans will deliver your choice of 31 rich, flavorful coffee blends right to your door.

Equal Exchange sells mouth-watering organic chocolate, pecans, almonds and cranberries.

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- Shop Fair Trade and you support livable wages, community development, health care and education.



**Makes a great holiday gift!**

## CSEA offers ideas

# Donohue, governor meet on budget crisis

ALBANY — CSEA President Danny Donohue has met with Gov. David Paterson to discuss the state's worsening economic situation.

No specific plans were identified but it was a productive session with CSEA making a number of suggestions for areas to be considered for savings.

There was no discussion of layoffs or reopening the state contracts. Paterson personally assured Donohue this past summer that he would not pursue state employee layoffs.

The governor indicated that state operations have already taken a tremendous share of budget cutbacks to date and that employees are working under stress.

There was however, frank talk about the severity of that state's fiscal situation and the lack of good choices for addressing it.

The governor has also called state

lawmakers to a special session Nov. 18 to seek another \$2 billion in cuts in the current state budget.

The governor has also indicated that he will release his state budget proposal for next year in December, a full month earlier than usual.

Meanwhile, the state's projected future budget deficit continues to balloon, particularly with the downturn on Wall Street that accounts for a sizeable share the New York state budget and economy.

CSEA is extremely concerned about the impact of further cuts on local government, schools and other areas of funding.

In addition to the impact on CSEA members, cuts in those areas would also affect the delivery of needed services that New Yorkers depend on, especially in difficult economic times.

## Westchester agreement on contract reached

WHITE PLAINS — After more than three years, Westchester County Unit members have a tentative, six-year contract agreement in place.

The deal came just after members staged a demonstration marking 1,000 days of working without a contract. Ballots were mailed to members at the beginning of October. A ballot count is scheduled for Nov. 3 at the headquarters of the American Arbitration Association in New York City.

The tentative agreement comes from a fact finder's report from Martin F. Scheinman. He was appointed by the state Public Employment Relations Board to handle negotiations after mediation stalled.

"Given the economic climate, this is a worthwhile, acceptable deal," said Unit President Jack McPhillips. "We are accepting the fact-finder's report. The deal isn't one we're jumping up and down over, but it is one we realize we had to bring back to the membership and recommend ratifying."

McPhillips said more than 2,400 ballots had already been received as *The Work Force* was going to press. The contract covers nearly 4,000 Westchester County employees.

More details of the contract will appear in the December edition of *The Work Force*.

— Jessica Ladlee



# CSEA leads the way in disaster relief

CSEA has made a major contribution to the American Red Cross' National Disaster Relief Fund to help with the ongoing response for victims of Hurricanes Gustav, Hanna and Ike. Its support will help Red Cross chapters in New York state, too.

The need is real and CSEA encourages you do what you can to help. The Red Cross estimates the cost of emergency response will be well over \$100 million.

CSEA initially made a \$10,000 contribution to help jumpstart the fund-raising effort.

An additional \$50,000 contribution was made with help from our International union, AFSCME.

A representative of the American Red Cross spoke at CSEA's recent Annual Delegates Meeting in Washington, D.C., to thank delegates and provide an update on hurricane relief efforts.

In a letter accompanying the contribution, CSEA President Danny Donohue noted that CSEA members are no strangers to disaster response.

Many CSEA members are emergency



services professionals working alongside Red Cross staff and volunteers in a variety of situations; many more are first responders; while others are themselves Red Cross volunteers.

"We are very aware of the importance of disaster preparedness and response," Donohue said.

"We also know that our support of the National Disaster Fund comes back to help New Yorkers when disaster strikes here," he said.

"We are confident this contribution will help make lives better."

CSEA has requested that its contribution be distributed equally among all of the American Red Cross chapters in New York state toward their obligations in the current national campaign.



CSEA Statewide Secretary Denise Berkley presents a check for the Red Cross National Disaster Relief Fund to Red Cross of Northeastern New York CEO Gary Striar and Board Treasurer Catherine McCann.



CSEA President Danny Donohue is pictured with Emily Armbruster of the American Red Cross at CSEA's recent Annual Delegates Meeting in Washington, D.C. CSEA has made a significant contribution to the National Disaster Relief Fund in support of all Red Cross chapters in New York state. Armbruster spoke to CSEA delegates about Red Cross hurricane relief efforts.

**Make your contribution by calling 1-800-RED-CROSS or call your local chapter. You can also donate online at [www.redcross.org](http://www.redcross.org).**

# THE WORK FORCE

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## Your future is on the line

**I**t comes down to this: If you don't vote, you lose!

From the presidential race on down, the election of 2008 will be perhaps the most important in our state and nation's history dating back to CSEA's beginnings in 1910. It is your right and responsibility to cast your ballot, particularly at a time when there is so much economic uncertainty.

Each of you can and should make up your own mind about the candidates, but you should understand that CSEA is supporting Barack Obama and others with good reason:

- **Obama stands with us on the issues; protecting the middle class, addressing the need for universal health care, investing properly in education, ensuring working people's rights.**

- **He is the true candidate of change, inspiring us through his leadership, character and conduct.**

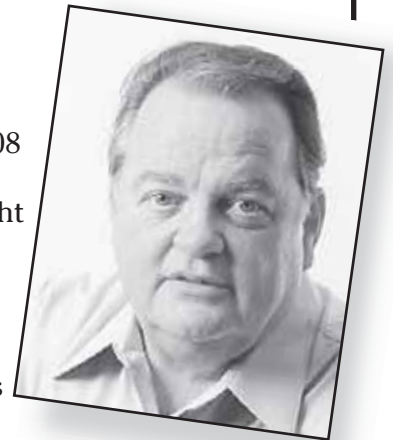
If there is any question about the character and commitment of the man, consider the experiences of your AFSCME brothers and sisters in Illinois. They have worked side by side with him throughout his career and there are no stronger supporters to be found for Barack Obama anywhere.

Our nation's future is too important for you to sit on your hands on Election Day. Get out and vote.

P.S. We have much at stake here in New York, too.

We have already had unprecedented mid-year budget cutting to address the worsening economic conditions, and Gov. David Paterson has called the legislature back to Albany for a special session for more action Nov. 18. It will not be easy and CSEA will need the involvement of every one of you to fight for what's right in terms of responsible state action. It is all the more reason for you to consider the CSEA-endorsed candidates for the state legislature.

We will need all the allies we can get in the months ahead.



# Creative solutions cut health care costs

CSEA recently has worked to reduce health care costs in two municipalities, potentially saving those local governments hundreds of thousands of dollars.

In doing so, CSEA is leading the way in coming up with creative solutions to help municipalities deal with increasing health care costs and decreasing revenues during the current financial crisis.

"We're willing to work with employers to come up with creative and alternative ways of saving money. Until we can get momentum in this country to make health care affordable for everyone, we'll have to continue to work around the system," said CSEA President Danny Donohue.

In Schenectady County, the county will save an estimated \$400,000 by offering the Medicare Advantage Plan to eligible

employees. The savings will ensure the county can provide salary raises to more than 800 union members in 2010, the last year of the county's CSEA contract, without having to make painful budget cuts elsewhere.

The health plan offers a variety of coverage and eliminates or lowers co-payments. The county legislature recently approved the measure.

## East Hampton proposal

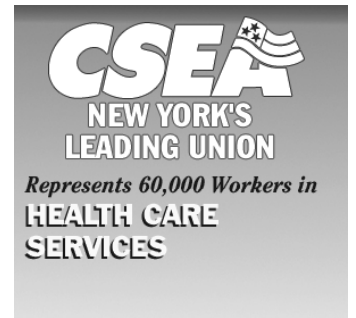
In East Hampton, CSEA has proposed a health insurance plan that includes a Canadian prescription drug purchasing option, which could significantly cut the cost of brand-name drugs.

CSEA and town officials have been locked in a dispute for nearly a year regarding health insurance costs for town employees.

"CSEA discovered an alternative prescription plan administered by CanaRX, which will significantly cut the cost of brand name maintenance prescription drugs for our members and for the town. It has the potential to save millions of dollars," said Bill Walsh, Suffolk County Local president. CSEA analysis showed the CanaRX plan would have saved East Hampton \$496,000 in the last two years.

"Every other plan we looked at would have drastically increased co-pays and severely cut our health insurance coverage," East Hampton Unit President J.J. Kremm said of other health care options.

In both instances, representatives from CSEA's Health Benefits Department worked with union leaders to come up with cost-cutting alternatives.



**"We're willing to work with employers to come up with creative and alternative ways of saving money."**

**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

## Freezin' for a reason! 2008

- **Nov. 15, 2008: Verona Polar Plunge**  
Verona Beach State Park, Verona
- **Nov. 22, 2008: Western New York Polar Plunge**  
Beaver Island State Park, Grand Island
- **Dec. 6, 2008: Rye Playland Polar Plunge**  
Rye Playland, Rye
- **Dec. 7, 2008: New York City Polar Plunge**  
Great Kills Beach, Staten Island
- **Dec. 13, 2008: Lake George Polar Plunge**  
Shepard Park, Lake George

## 2009

- **Feb. 8, 2009: Rochester Polar Plunge**  
Ontario Beach Park (Charlotte Beach), Rochester
- **Feb. 28, 2009: Long Island Polar Plunge**  
Town of North Hempstead Beach Park (formerly Bar Beach), Port Washington



## CSEA Voices



**"Something really needs to be done about this economy. I have a lot of friends who are losing their jobs, and that's a real big concern. Everything is going up and people can't afford to live."**

**— Richard Whitbeck, Metropolitan DDSO, on what he thinks should be the next U.S. president's top priority.**





# CSEA members give hope for those facing addiction

**“We try to treat every part of the kid.”**

**CSEA** *Voices*



**“The next president needs to listen better to the people. He needs to be labor-friendly and respect those who do the work. I don’t think they understand what the average American does.”**

**— Renee Moore, supervising licensed practical nurse, New York State Veterans Home at Oxford, on what she thinks should be the next U.S. president’s top priority.**

ALBANY — CSEA-represented workers at a private-sector rehabilitation center are giving hope to people with substance abuse addictions.

Hope House serves adults and teen-agers throughout the Capital Region through four programs: adult residential, children’s residential, women and children’s program and outpatient services.

As many as 35 clients at a time may be enrolled in the adult residential program, a long-term program for people who need support beyond the typical 30-day rehab and who wouldn’t be safe as an outpatient.

Hope House is a private sector, not-for-profit employer that receives a majority of its funding from public sources. CSEA is actively involved in organizing workers from such facilities, whether



**CSEA member Amy E. LaForte, a financial case manager at Hope House, helps keep the center’s records on track.**

they be addiction services, care for autistic adults and children, or private sector developmental disability service agencies.

CSEA’s public sector members often have decades of experience in such fields. The union can bring private sector workers better working conditions and treatment, while at the same time be an advocate for the employer when dealing with municipal and state regulating agencies.

## Helping to cope

“These are people who still need a very structured environment,” said Rebecca McGrath, an addictions counselor and CSEA member. “They don’t have the coping skills to be completely independent.”

Direct care staff are involved in all aspects of treatment and counseling, running groups, managing cases and teaching life skills to foster independence.

The Women and Children’s program can best be likened to a halfway house. The goal is to move to independence with emphasis on daily life skills. The six- to nine-month program provides clients with a strong support network and the resources needed to promote independent living. Women living here have access to the outpatient program while preparing for life outside the facility, getting a job and finding a place to live.

The Children’s Residential program treats youths from ages 12 to 18.



**CSEA member Rebecca McGrath helps people with addictions get their lives back on track.**

The program is co-ed, lasts about nine months and also addresses abuse and dependency issues. There is also an education

coordinator who gets the work from the youth’s home schools. “The schools will work with us to get the kids caught up,” said McGrath.

McGrath said Hope House looks at all aspects of the youths’ lives when trying to assist them as they prepare for life outside the program. Leisure skills, mental health, social skills and spirituality are also considered.

“We try to look at where we are at when the kids come in and where they want to be when they are out,” she said. “We try to treat every part of the child.”

**— Therese Assalian**

## Putnam members fight layoffs



**Pressure from CSEA helped kill generous raises for management listed in the proposed 2009 Putnam County budget, but county officials still approved the layoff of two CSEA members employed by the county’s highway department. CSEA members, including those shown above, demonstrated against the cuts before a recent public hearing on the budget. The budget also included the elimination of a number of vacant CSEA-represented job titles. The cuts came despite the fact that recent lobbying by CSEA has allowed Putnam County to enjoy a dramatic increase in sales tax revenues, a change that puts the county in a far better financial position than it has seen in recent years.**

# Asbestos exposure angers Eastchester school workers

SCARSDALE — What started this summer as a small roofing project at the Ann Hutchinson School quickly snowballed into a hazardous situation that has members of CSEA's Eastchester School District Custodial Unit fighting for safer procedures.

## Blindsided

A state Department of Labor safety inspector shut down work at the school late this summer after realizing that licensed asbestos removers, subcontracted through the roofing company, were working

outside the area they were authorized to work on. Uninformed that the abatement project had grown, CSEA members were unknowingly exposed to asbestos.

"We had workers right nearby installing floor tile," said Unit President Robert Grassi. "They walked right through the affected area."

The exposure occurred when a containment wall, built to seal off the hazardous work area, collapsed. The safety inspector found asbestos-laden plaster crumbles strewn about, the result of a roof leak that damaged the school's ceiling. News



Pictured outside the Ann Hutchinson School in the Eastchester School District are CSEA-represented custodians, from left, Kevin Moynihan, Unit President Robert Grassi, Chris Sassone and Carmine Giannelli. (Photo by Jeff Hyman)

of the exposure angered school workers and parents alike.

"We are very angry," Grassi said. "It was shoddy work by the contractor. They didn't seal off the room like they were supposed to. We thought we were safe because an environmental monitoring company and an abatement company were working on the project, but we were still exposed."

## Quick response

Grassi credited CSEA Occupational Safety and Health Specialist Jeff Hyman for his quick response to the exposure. Hyman is now trying to arrange for the school district to pay for baseline screenings of all CSEA members exposed to the asbestos.

The Department of Labor has since imposed fines on the contractor involved. CSEA has been

in contact with district officials to guarantee that any safety concerns are resolved.

The work shutdown coincided with the beginning of the school year, forcing the district to shuttle students from the Ann Hutchinson School to another district school for several days. Once the building was clean, CSEA members worked around the clock readying the building for students, Grassi said.

The experience has Grassi and his members on guard when future work in Eastchester school buildings is conducted.

"This was textbook bad contractor work," Grassi said. "It's shown us that if you think anything is going wrong [with safety and health issues], call CSEA. That's what they're there for."

— Jessica Ladlee



**"If you think anything is going wrong [with safety and health issues], call CSEA."**

**CSEA** Voices



**"I am just really nervous about the future. Everything is going up."**

—Lisa Darstein, licensed practical nurse, Erie County Home and Infirmary, on what she thinks should be the next U.S. president's top priority.

November 20th is the American Cancer Society's Great American Smokeout  
www.cancer.org/greatamericans

**Coffee break?  
Want a cigarette?**

For free help quitting,  
call the New York State Smokers' Quitline at  
**1-866-NY-QUITS**  
(1-866-697-8487)





**“You’re dealing with people’s lives.”**

**CSEA** *Voices*



**“H** *Health care should be the next president’s top priority. I want to make sure we are all covered and it’s paid for. Right now, if you have good insurance you get better care. If you don’t have insurance, you’re really in trouble. The cost of prescriptions is also a problem for the under-insured and uninsured. ”*

**— Helen Washington, nurse, Wende Correctional Facility, on what she thinks should be the next U.S. president’s top priority.**

# 911 center in distress

GOSHEN — When you dial 911 in an emergency, who is answering your call?

The CSEA-represented dispatchers at the Orange County E-911 Center say callers are entitled to speak with well-trained professionals equipped to handle life and death situations.

But constant vacancies from high turnover are making it tougher than ever for dispatchers to do their job. The result? The person answering your 911 call is often overtired and overworked.

Workers say something has to give. “We’re exhausted, and we’re worried that our exhaustion can impact how we do our jobs,” said CSEA activist Charlotte Martin, a 911 dispatcher.

Mandated overtime is frequent. “We don’t know until the end of our regular shift whether we will be mandated,” said Gregory Schmid, a four-year employee. “We aren’t able to get any sleep in anticipation of it. How safe is it for us to be driving on the road when we’ve worked three 16-hour shifts in a row?”

## High turnover

Dispatchers attribute several reasons for the high turnover, including the rigorous, extensive training. “It takes six months, maybe more, to properly train someone,” Martin said. “It takes a good year before you really fly on your own.”

Another reason is the pay scale. Dispatchers in 911 centers in surrounding counties make, on average, \$4 per hour more than Orange County’s



**Dispatchers, from left, Gregory Schmid, David Dalmanieras, Charlotte Martin and Chris Butcher are among the CSEA members at the Orange County E-911 Center fighting for better working conditions.**

dispatchers.

“When [E-911] first opened in 1996, the pay was comparable with surrounding agencies and we were able to accrue comp time,” said CSEA member Robert Garnham, a supervising dispatcher. “Now, people jump at the chance to go to a higher-paying agency.”

## Change in duties

Stress is yet another reason why some workers leave. “It’s tough when your job consists of people screaming at you over the phone, day in and day out,” Martin said. “It isn’t uncommon to have someone calling in with a baby who is not breathing, or something equally serious. You’re dealing with people’s lives.”

County officials recently made an exception to their current hiring freeze and hired several new dispatchers, but the training period means it’ll be months before the new dispatchers are working on their own.

Workers say the 911

dispatch programs simultaneously, is crucial.

“It requires a higher skill level,” said CSEA member Debbie Moretto. “You can’t just take anyone off the street. When we opened in 1996, we had both call takers and dispatchers. Now everyone is a dispatcher and there are so many additional duties.”

CSEA members at the center say change is needed at their workplace. County officials have refused the dispatchers’ request for an upgrade that would fairly compensate workers for these additional responsibilities and hopefully attract qualified candidates.

“It’s tough telling our workers they can’t go home and see their families because they are mandated,” Garnham said. “We hope the fact that other counties fairly compensate their emergency service workers will send the message that Orange County needs to do the same.”

**— Jessica Ladlee**

## **Are you studying for the New York state Keyboard Specialist 2 Exam being given on Dec. 6, 2008?**

If so, CSEA’s WORK Institute can help you prepare for the exam.

Classroom-style workshops are being offered in every CSEA region. We also have test preparation workbooks and an online learning center that may also be able to help. Check out our website for everything you need to know about Keyboard Specialist 2 and to register for our workshops online: [www.csealocal1000.org/wi](http://www.csealocal1000.org/wi)

You can also take a free demo of our online learning center at: [www.cseallearningcenter.org](http://www.cseallearningcenter.org).

For telephone assistance, call us toll-free at **1-866-478-5548**.



# Delegates act on changes to By-laws, Resolutions

WASHINGTON — Delegates to the 98<sup>th</sup> Annual Meeting made the following changes to the CSEA By-Laws:

- Added language in By-Laws **Article III – Statewide Elections** to clarify respective eligibility criteria for elected positions at the Statewide, Region and Board levels;
- Made a housekeeping change to By-Laws **Article VI – Committees** to correct an oversight omitting the Appeals Committee as a Board Committee;
- Deleted reference in By-

Laws **Article VI – Committees** to industry committees; and

- Created new committees in By-Laws **Article VI – Committees** focused on local government issues.

**Delegates referred the following By-Laws proposal back to committee:**

- Elimination of unnecessary and obsolete transitional language in By-Laws **Article III – Statewide Elections** initially added in 1998 when terms of office were changed from three years

to four years. There were no changes to the CSEA Constitution at this Annual Meeting.

**Delegates adopted the following resolutions calling for CSEA to:**

- Support programs to reduce child poverty;
- Promote the PEOPLE (Public Employees Organized to Promote Legislative Equality) program;
- Support and foster diversity in the labor movement;
- Promote efforts to address concerns/awareness of

domestic violence;

- Support efforts to protect retiree health care benefits;
- Address concerns about intimidation and harassment in the workplace; and
- Reaffirm the union's commitment to organizing the unorganized.

**Delegates referred the following resolution back to committee:**

- Calling for support of only *Single Payer* Universal Health Care as means to address health care insurance for all citizens.



**CSEA** Voices

SYRACUSE FOOTBALL

**Your CSEA membership gets you and your family members in FREE\* to see the SU Orange take on Louisville!**

\*while available, maximum 6 tickets per request

**CSEA Game Day**  
Saturday November 1st • 7 p.m.

To get your free tickets, call 800-559-7975, or stop by the CSEA Central Region Office in East Syracuse.

*Another exclusive CSEA member benefit!*

## CSEA supports high school athletics



In this 2007 file photo, CSEA President Danny Donohue records a promotional spot in support of the New York State Public High School Athletic Association's 30 state championship tournaments, with participation from CSEA Shenendehowa Unit members Gary Lanahan, Lori Hughes, Joe McCormick, Sherrie Peat, Richard Allen, and Michele Fazio. CSEA, a longtime supporter of the athletic association, will again sponsor the statewide championship tournaments.



**“H**health care has to be the first priority. I don't think people should have to worry about health care, especially when they are retired. We have a health care crisis right now. ”

— Carlene Kohanski, Central New York DDSO Local secretary, on what she thinks should be the next U.S. president's top priority.







# CSEA Leads the Way!

This year's Annual Delegates Meeting addressed short-term and long-term challenges: the economy; the budget crisis; recruiting a new generation of activists; and Election Day '08. In turn, CSEA's goal was to develop short-term and long-term strategies that put the union's stamp on the future.

"The key to past success has been hard work, and the lesson we learn from those successes is that nothing comes easy. To reshape the future we must not only learn from the past but also be willing to seize the moment. Most of all, we must be willing to grasp change. Our time is now," said CSEA President Danny Donohue.

"Going forward, we must lift all working people. We must break through the glass ceiling of privilege that has prevailed in the White House at the expense of working and middle class Americans," Donohue told the delegates.

## Mobilizing union members



CSEA delegates attend a plenary session at which AFSCME Secretary-Treasurer Bill Lucy spoke. Delegates broke into work groups after Lucy's address.

Hundreds of CSEA delegates took part in a plenary session aimed at mobilizing union members around issues related to political action, field representation and organizing.

Delegates met in 10 different rooms and were asked questions related to the three topics, and asked what union members needed to be educated about. Delegates were then asked what CSEA

leaders can do to mobilize the membership around the issues and take action.

Groups of delegates reported their ideas to facilitators, who recorded them and compiled the results for PowerPoint presentations given when the plenary reconvened later in the day.

Those reports will also be posted at [www.csealocal1000.org](http://www.csealocal1000.org).



Nearly 1,000 CSEA delegates and guests attend the opening business session of CSEA's 98th Annual Delegates Meeting in Washington, D.C., from Sept. 21 to 26.



DiNapoli

State Comptroller Tom DiNapoli addresses CSEA's Annual Delegates Meeting. DiNapoli spoke about the tough financial times New York is facing due to loss of revenue.



Clinton

Sen. Hillary Clinton celebrates becoming CSEA's first honorary member. Clinton urged CSEA members to vote for Sen. Barack Obama for president to help working people.



McEntee

AFSCME President Gerald McEntee expresses frustration while commenting on the nation's financial crisis to CSEA's delegates.



## Honoring the ultimate sacrifice



New York Parole District Local President Peggy Eason sings "The Star Spangled Banner" to open CSEA's 98th Annual Delegates Meeting. Part of a Marine Corps color guard is seen behind her. It was Eason's last ADM, as she is retiring.



CSEA Veterans Committee Chair Len Beaulieu, members Maryann Phelps and Bob Pyjas, and CSEA President Danny Donohue are escorted from Arlington National Cemetery's Tomb of the Unknowns after presenting a wreath. More than 200 CSEA members attended the wreath laying ceremony during the union's 98th Annual Delegates Meeting. Below, CSEA veterans from left: Joe York, Bill Curtin, Maryann Phelps, Evans Quamina, Len Beaulieu, Bob Pyjas, Ron Gillespie, CSEA President Danny Donohue and Len Foster at the Arlington National Cemetery wreath laying ceremony.

CSEA members employed in the state Executive Branch get copies of the new state contract in the vendor area. The contracts were a popular item with state division members.



Delegates from CSEA's Long Island Region, all wearing matching yellow shirts, applaud during the ADM's general business session.



*Photos on Pages 12 and 13 by Judy Rolfe and Ed Molitor. View more photos and videos online at: [http://www.csealocal1000.org//adm\\_2008.php](http://www.csealocal1000.org//adm_2008.php)*





## 48 years ago ...

CSEA was saddened by the recent passing of Harry Albright, who served as counsel to CSEA from the mid-1950s until the mid-1960s, when he went to work for Gov. Nelson Rockefeller. He later served as state banking commissioner and also assisted Rockefeller when he became vice president of the United States. Albright also served as president of the Dime Savings Bank and as the head of the Battery Park City Authority under Gov. Mario Cuomo.

Albright was a key figure for CSEA in the era before the Taylor Law was adopted, which recognizes public employees' right to collectively bargain for contracts in New York state. As counsel, Albright was deeply involved in advancing the association's agenda and representing members' interests through the legislative and legal systems.

In a 2005 interview for the CSEA 100 History project, Albright said, "I was a parochial lawyer in Albany, New York and I got to know the whole state of New York. I traveled around and I started that with the CSEA and I learned a lot about the state and how wonderful the state employees really were, in my opinion, and how much good they do."



**Above, Harry Albright discusses his experiences with CSEA during a 2005 interview for the CSEA 100 History project. Albright was counsel to CSEA in 1960.**

## Also in 1960 ...

- \* John F. Kennedy is elected the 35th U.S. President in a tight race against Richard Nixon. More than 70 million people had watched the presidential debates between the candidates.
- \* African American civil rights activists stage a sit-in at a Greensboro, N.C., Woolworth lunch counter that gains national attention.
- \* An American U-2 spy plane is shot down over Russia.
- \* Ninety percent of U.S. homes own a television set.
- \* Alfred Hitchcock's *Psycho* is released and becomes one the year's most successful films and one of the most memorable psychological thrillers.
- \* The Pittsburgh Pirates defeat the New York Yankees in the World Series, on Bill Mazeroski's dramatic 9th inning home run in the series's Game 7.

# CIVIL SERVICE LAW Section 75: The Disciplinary Process

**Editor's Note:** This is the last of a series of Civil Service Law articles to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). Get more information about legal services in the LAP by calling CSEA Headquarters at 1-800-342-4146, extension 1443, or by visiting [www.csealocal1000.org](http://www.csealocal1000.org), and clicking on the legal programs and services menu item.

This article provides an overview of Civil Service Law Section 75, which provides certain employee protection in the workplace.

Civil Service Law Section 75 provides basic disciplinary protection to certain classes of public employees subject to disciplinary penalties for "incompetency or misconduct."

## Who is protected?

Those employees protected against arbitrary actions of supervisors under this section include all permanent competitive class employees, all state permanent employees in the classified service who are veterans or exempt volunteer firemen, and all state employees in the non-competitive class who have had at least five years of continuous service.



Under Civil Service Law Section 75 an employee against whom disciplinary action is proposed must receive written notice of the proposed action and the reasons for the discipline. He/she must receive a copy of the charges and has at least eight days to answer the charges. A hearing date is set. At the hearing, it is the responsibility of the employer to prove the charges. The employee has the right to be represented by

counsel, or by a representative of a recognized or certified employee organization, and to summon witnesses on his/her behalf.

Before the hearing is held, the employee may be suspended without pay for a period not exceeding 30 days. If there has been no determination of the charges after the 30-day period, the employee must be reinstated to payroll. After the hearing is held and if the employee is found guilty of the charges, he/she may receive a reprimand, a fine not to exceed \$100, suspension without pay for a period not exceeding two months, demotion in grade and title, or dismissal from service. If the employee was suspended prior to the holding of the hearing, that period of time can be considered as part of the penalty. If the employee is found not guilty of the charges, he/she must be restored to his/her position with full pay covering the period of suspension up to reinstatement.

## Right to appeal

An employee can appeal the determination made in disciplinary proceedings. The employee has two avenues to appeal the determination, but he/she can only use one. He/she can appeal to the appropriate Civil Service Commission, provided the appeal is filed in writing within 20 days after receipt of written notice of the determination following the conclusion of the hearing. The Commission reviews the record of the hearing. The Commission's determination is final and conclusive and no further review can be made to a court.

The other avenue of appeal available is presenting the issue to a court of law.

Court action must be made within four months after the employee receives the Section 75 determination. The court is not bound by the penalties proposed in law but can decide on different and other penalties. If the court nullifies the previous penalty and directs the reinstatement of the employee, the employee will receive back pay from the date of suspension or dismissal, less any earnings or unemployment compensation he/she may have received during the period he/she was not in government service. A court decision is appealable up to the Court of Appeals.

## ATTENTION: Public Sector Local and Unit Presidents:

### Did you send your Election Committee Data Form to CSEA Headquarters?

Beginning early January 2009, registered election committee and election meeting chairs will receive an election package to help them carry out their election duties. As long as we receive your election committee data forms (known as ECDF), packages will be mailed.

CSEA Headquarters cannot send material and information to any appointed election committee or meeting chair, without first receiving the completed ECDF from the local or unit president.

Inquiries regarding election committees may be directed to the CSEA Statewide Election Committee at 1-800-342-4146, ext. 1447 or [sec@cseainc.org](mailto:sec@cseainc.org).

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

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

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

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

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave

without pay status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

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

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



## What's In It For You?

# CSEA Employee Benefit Fund in your region

The CSEA Employee Benefit Fund has assigned a senior benefits specialist to each region, except for the Metropolitan Region, which has no local government division members, to help with the complex process of negotiating our dental and/or vision benefits into local government contracts.

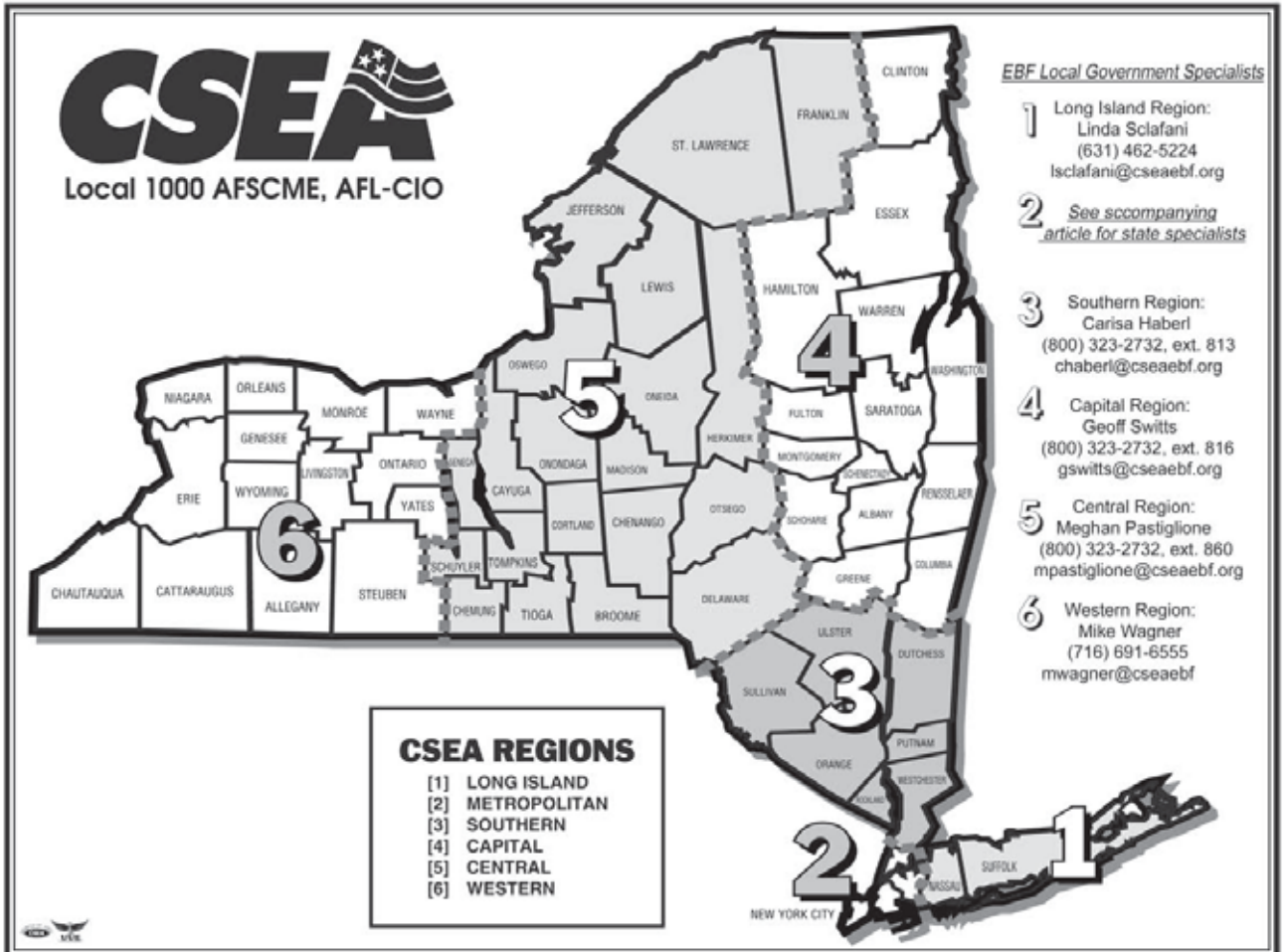
The specialists are available to attend membership meetings and information days. EBF senior benefits specialists can also help units compare an outside dental or vision plan to one of



EBF's plans, to keep members well informed when it comes time to go to the negotiating table. Senior benefits specialists are valuable resources to CSEA

members employed by local government agencies and school districts. To find your region's specialist, see the map on this page.

## Local government senior benefits specialists



## State benefits specialists

EBF also has two state benefits specialists to assist state locals with their benefits through the fund. They are available to attend information days and membership meetings, give presentations to members about their benefits and answer questions members may have about their dental and vision coverage.

**Long Island, Metropolitan or Southern regions, or Albany, Columbia, Greene, Montgomery, Rensselaer, Schenectady and Schoharie counties in the Capital Region:**

**Chuck Guild:** (800) 323-2732, ext. 818 or [cguild@cseabf.org](mailto:cguild@cseabf.org)

**Clinton, Essex, Fulton, Hamilton, Saratoga, Warren and Washington counties in the Capital Region, Central and Western regions:**

**Dave Reed:** (800) 323-2732, ext. 806 or [dreed@cseabf.org](mailto:dreed@cseabf.org)

## An Ever Better Future

### Productivity Enhancement Program available to eligible state employees

Eligible full and part-time employees may exchange previously accrued vacation and/or personal leave in return for a credit to be applied toward the employee share of their NYSHIP premiums on a bi-weekly basis.

The enrollment period for 2009 is Oct. 27, 2008, through Nov. 28, 2008.

To enroll, an employee must:

- Be a classified or unclassified service employee in the Executive branch in a title below salary grade 18 or equated to a position below



salary grade 18;

- Be an employee covered by the 2007-2011 New York state/CSEA collective bargaining agreement;

- Have a minimum combined balance of annual and personal leave of at least eight days after making the forfeiture; and

- Be a NYSHIP enrollee in either the Empire Plan or a HMO at the time of enrollment.

Full-time employees who enroll in the program during 2009 will forfeit a total of three days (22.5 or 24 hours for 37.5 and 40-hour workweeks, respectively) of annual and/or personal leave

standing to their credit at the time of enrollment.

In return, they receive a credit of up to \$450 to be applied toward the employee share of NYSHIP bi-weekly premiums. Eligible, part-time employees will be allowed to participate on a prorated basis.

If you are enrolled in PEP, you must re-enroll to continue your benefits in 2009.

For more information regarding the PEP program contact your health benefits administrator, usually located in your agency's personnel office, for details and an application.

# November is annual option transfer period

The following information is intended for CSEA-represented Executive Branch enrollees — enrollees employed by New York state and 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.

Your agency's health benefits administrator will receive a supply of *Choices 2009*, 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 you live and/or work.

The *Choices 2009* publication 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 2009 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 2009 plan year.

As always, enrollees will have 30 days from the date that the rate information is sent to agencies 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**

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

enrollees 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 IRS rules, by participating in the PTCP enrollees may change their health insurance deduction during the tax year only after a PTCP qualifying event (i.e. change in family status).

Note that under federal law, the domestic partner premium cannot be deducted pre-tax. Additional information on the PTCP is included in the NYSHIP Health Insurance *Choices 2009* publication.

If you wish to change your pre-tax selection for the 2009 plan year health insurance premiums, you must see your health benefits administrator and complete a health insurance transaction form

no later than Nov. 30, 2008. No action is needed if you wish to keep your current pre-tax option.

#### **NYSHIP HMO offerings for 2009**

Based on the annual review, NYSHIP approved HMO choices will remain consistent with the 2008 offerings, with two exceptions:

- **Mohawk Valley Physicians (MVP)** was approved for expansion into St. Lawrence and Franklin counties.
- **Preferred Care** was approved for expansion into Steuben County.

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 2009. 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 (800) 286-5242 (JCHB) or you may send e-mail to [healthben@cseainc.org](mailto:healthben@cseainc.org).



## Empire Plan introduces voluntary Half Tablet Program

Effective Oct. 1, 2008, the Empire Plan introduced a new voluntary Half Tablet Program, administered by United Healthcare/Medco, as part of the Empire Plan's benefit package.

#### **You get the same medication and dosage for half the cost.**

This new program provides Empire Plan enrollees and their eligible dependents with an opportunity to reduce prescription medication co-payments by using double strength tablets and splitting them in half.

#### **This program is voluntary.**

Enrollees who are eligible to participate in this voluntary program will receive an invitation letter from United Healthcare explaining the guidelines of this benefit. It is important to remember that only certain medications are approved for "splitting" and listed on the Empire Plan's Half Tablet Program list.

Enrollees who wish to participate in this program should speak with their physician to see if it is appropriate for them.

#### **How does the program work?**

Once you and your physician have decided

that the program is right for you, your physician will write your prescription for twice the dosage (i.e. 40 mg. vs. 20 mg.) and half the quantity (i.e. 15 vs. 30) of your current prescription. The dosing instructions will advise you to take a half tablet at your regularly scheduled time. By participating in the Half Tablet Program, you will only be responsible for half the usual co-payment amount.

If you have additional questions about the Empire Plan's new voluntary Half Tablet Program, please contact the Empire Plan at 1-877-7NYSHIP (1-877-769-7447).



## **Meet your leaders**



### **Nick LaMorte: Fighting for results**

**Editor's Note:** Throughout the year, the Work Force is devoting the *Leading Edge* to interviews with CSEA's 10 statewide officers and region presidents. This month we feature Long Island Region President Nick LaMorte.

A North Massapequa native, LaMorte has been involved with the union for more than 35 years, working his way up within CSEA. He served as vice president and president of CSEA's Nassau Educational Local, representing workers in 26 school districts, and chaired CSEA's Special Statewide School Committee before being elected region president in 1993.

#### **WF: How did you get involved in CSEA and why?**

**LaMorte:** I had to work my way through Hofstra University, so at age 19 I got a job as cleaner at Farmingdale High School. Eventually, I discovered that I was not receiving equal vacation benefits, so I decided to fight back by organizing a group of other workers and becoming active in the unit and then the local.



#### **WF: What lessons do you think this has for younger people in terms of getting involved today?**

**LaMorte:** I see the same things happening today, new hires getting active because of economic or working conditions. It can create some friction between long-term members and new members, but in the long run, it brings in new activists because they are coming into the union with the intention to make some type of change. What happened to me in 1972 is still happening today in some respects.

#### **WF: How have you seen CSEA change over the years?**

**LaMorte:** I've seen the organization grow from an association to a union – a very organized and politically driven union that our members can be proud of.

#### **WF: What are some of the unique characteristics of CSEA on Long Island?**

**LaMorte:** It's unique that we administer more than 250 contracts, some of which include multiple units in the same jurisdiction, such as schools. It's unique that we have a smaller geographic area than most other regions, consisting of two counties, in which we give a great deal of power and trust to our local leaders. It is a very unique geographic combination, which gives the union some very colorful characters.

#### **WF: What is your unique perspective coming out of a school district?**

**LaMorte:** I still receive my benefits from my school district. I look at things based on how they affected me back when I fought for my vacation rights, which I eventually got after 10 years, as well as for everyone else who came into that school district. This gives me the perspective to fight and to stay in the fight to get the results. We need to represent and defend the working rights of our members. I still look at myself as Nick LaMorte from Farmingdale School District, custodian by trade, but

all of that changes when you try to help people get what they need to survive.

#### **WF: One of the challenges that CSEA and other unions face is trying to bring people together in a sense of solidarity. What do you do to try to create that solidarity on Long Island and the recognition that we're all in it together?**

**LaMorte:** First, it's important to include everybody, whether it's in meetings or union activities. You need to get people from different opinions and perspectives to sit down and reason with each other in order to create compromise that benefits them.

#### **WF: I know you do a lot with the CSEA events, your members wear similar branded clothing and you always have an enthusiastic group. Why do you think those kinds of things are important for the union's solidarity?**

**LaMorte:** That's your badge of honor as far as being in the union. People always see us as a solidified group down to the clothes and pins we wear. It sends a message that we are solid, together and unified.

#### **WF: Would you tell me something about yourself that our readers may not ordinarily know about you?**

**LaMorte:** Well, being a product of the late '60s and early '70s I very much enjoy the music of Neil Young and Crosby, Stills, Nash and Young of course, as well as their respective music from Buffalo Springfield, The Byrds and The Hollies. I enjoy music to no end, people will often see me whistling or humming a tune, I just love music. I have somewhat of a musical family, and taught myself guitar when I was much younger. I guess I am happy-go-lucky that way and really do enjoy music.

## November CSEA calendar of events

### Statewide:

- Nov. 4: **Election Day.** Remember to get out and vote!
- Nov. 7-9: **CSEA Women's Conference,** Hauppauge

### Long Island Region:

- Nov. 15: **Contract Negotiations II: Negotiating Team Training,** Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 4 p.m., Hampton Bays High School, Hampton Bays
- Nov. 18-19: **Contract Negotiations I: Maximizing Our Leverage Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Suffolk Educational Employees Local Office, Medford

### Metropolitan Region:

- Nov. 5: **Conducting Successful Meetings Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., SUNY Downstate Medical Center, Brooklyn
- Nov. 12-13: **Steward Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Creedmoor Psychiatric Center Local Office, Queens Village

### Southern Region:

- Nov. 8: **Defensive Driving,** 9 a.m. - 3 p.m., Rockland County Local Office, New City. Call (800) 942-6874 to register.
- Nov. 12-13: **Contract Negotiations I: Maximizing Our Leverage Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Orange County Local Office, Middletown
- Nov. 15: **Defensive Driving,** 9 a.m. - 3 p.m., Rockland County Local Office, New City. Call (800) 942-6874 to register.
- Nov. 19-20: **Defensive Driving,** 6 - 9 p.m., Westchester County Local Office, New City. Call (800) 942-6874 to register.
- Nov. 22: **Contract Negotiations II: Negotiating Team Training,** Sign-in: 8:30 - 9 a.m., Workshop: 9 a.m. - 4 p.m., Corner Stone Park, Carmel

### Capital Region:

- Visit the Capital Region page at CSEA's website at [www.csealocal1000.org](http://www.csealocal1000.org) for the latest information about events in your region.

### Central Region:

- Nov. 1: **CSEA Game Day with SU Football.** Watch the Syracuse University Orange take on Louisville! CSEA members enjoy a ticket discount for the game by calling SU

- Group Sales at (315) 443-3212 and identifying yourself as a CSEA member!
- Nov. 5: **New York State Unified Court System State Grievance Representation Workshop,** Sign-in: 10 - 10:30 a.m., Workshop: 10:30 a.m. - 5 p.m., CSEA Central Region Office, East Syracuse. *PLEASE NOTE: This workshop is open only to Central Region Judiciary Local members.*
- Nov. 6: **An Overview of the Family and Medical Leave Act,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Central Region Office, East Syracuse
- Nov. 12-13: **Steward Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western University Inn, Canton
- Nov. 18: **Labor/Management Committee Training,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Best Western University Inn, Canton
- Nov. 18-19: **State Government Grievance Representation Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Elmira
- Nov. 19: **Sexual Harassment: What Union Officers & Activists Should Know,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., Holiday Inn, Oneonta

### Western Region:

- Nov. 5: **Conducting Successful Meetings Training,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Western Region Office, Amherst
- Nov. 15: **Defensive Driving,** 9 a.m. - 3 p.m., Western Region Office, Amherst. Call the Western Region Office for more information.
- Nov. 15: **Defensive Driving,** 9 a.m. - 3 p.m., Rochester Satellite Office. Call the satellite office for more information.
- Nov. 18-19: **Local Government/Private Sector Grievance Representation Workshop,** Sign-in: 5:30 - 6 p.m., Workshop: 6 - 9 p.m., CSEA Rochester Satellite Office, Rochester

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

### VOLUNTEERS NEEDED

— LeaderSpark, a League of Women Voters of New York State program designed to inform and involve young people in their governmental activities, needs volunteers for programs in cities across the state.

Volunteers are needed for programs in Buffalo, Geneva, Saratoga, Schenectady, Smithtown, Albany, Chautauqua, Larchmont, Rensselaer and Saugerties. CSEA is a longtime supporter of LeaderSpark, and union members are encouraged to participate. For more information or to volunteer, contact the League of Women Voters of New York State at (518) 465-4162 or by e-mail at [lwvny@lwvny.org](mailto:lwvny@lwvny.org) ... **NEW CONTRACT** — Quoque Highway Department Unit members unanimously ratified a new five-year contract that calls for annual salary raises, increased longevity pay and maintenance of the current level



of health benefits ... **AFL-CIO TV SHOW** — CSEA is a sponsor of the third season of the state AFL-CIO television series, "Working New York." The half-hour show, hosted by state AFL-CIO President Denis Hughes, is designed to inform the public of policies, issues

and initiatives important to working people and their families. The show airs the first and third Wednesday of each month on RNN, a regional network covering the Hudson Valley... **NEW PALTZ PACT** — Village of New Paltz Unit members recently ratified a four-year contract that consists of wage increases in each year of the deal, improvements to holiday pay and an increase in vacation days ... **RATIFIED** — The Bayport/Blue Point School District Teacher Aides Unit recently ratified a new four-year contract featuring annual raises and other improvements.

## Getting a Head Start

Head Start employees across the Capital Region recently met for a one-day conference to discuss issues affecting the program. Cecilia Perry from AFSCME's Department of Research and Collective Bargaining Services led the discussion that included new regulations, statutes, funding and reporting requirements. Capital Region President Kathy Garrison is fourth from left in the back row.



## Townsend is PEOPLE Recruiter of the Month

Basil Townsend of the Hudson Valley DDSO Local is PEOPLE Recruiter of the month of September. He recruited 97 new PEOPLE members at the MVP level.



Townsend

Townsend was recently named his local's PEOPLE Committee chair and serves as chair of the local's political action committee. He also volunteers for local and national political campaigns, most recently for the Obama campaign.

"So many of our members, myself

included, are immigrants, and we believe in empowering people to get involved," he said. "I explain to members that PEOPLE helps protect their rights and benefits on the job. Being active with PEOPLE is one way we can help select the candidates who will represent our interests as workers."

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.



*“Barack Obama represents everything that is of interest to the working families of this nation. It’s been too long since working families have been in the forefront and Barack Obama recognizes that, respects that and will respect us once he’s in the White House.”*

**— Bill Walsh, Town of Brookhaven**



*“I think it’s important to get Barack Obama elected because we need a friend for the working class; someone who will fight for the future of our families and the values that we all believe in, and for the economy, because we need help with the economy.”*

**— Casey Walpole, SUNY Oswego**



*“It’s important for CSEA members and their families to elect Barack Obama our next president because workers’ rights have been attacked for the last eight years and we need to elect a president who will stand with us. Also, it’s very likely the next president of the United States will be appointing three Supreme Court justices. We need to ensure those selected will protect workers’ rights and*

*the freedoms we enjoy and Barack Obama will do that for us and with us.”*

**— Bill Stanton, Roswell Park Health Research Inc.**



*“We’ve been in a downward spiral because of deregulation, including deregulation of the financial markets. Also, Barack Obama advocates card check agreements, instead of allowing the employer to stifle unions from organizing people to actually try and band together to try and make America better.”*

**— Abraham Benjamin, Bronx Psychiatric Center**

