

THE WORKFORCE

Heartfelt response



Photo by Rachel Langert

See stories on Pages 3, 4, 10 and 11

The Special Supplement, 2005 Statewide Officers' Reports, is enclosed

Photo of the Month



CSEA Division of Criminal Justice Local member Deborah Govel, a criminal justice program aide in Albany, demonstrates the Operation SAFE CHILD program to Gov. George Pataki as he stops by the division's new booth at the New York State Fair. SAFE CHILD scans fingerprints and puts photos of children onto ID cards as part of a new initiative to help locate missing children and promote awareness of child safety. For more about the program, visit: www.criminaljustice.state.ny.us

CSEA, NYPIRG urging budget reform amendment

ALBANY — CSEA is urging New York state voters to support a state constitutional amendment proposal that would reform the state's budget process.

The amendment that will appear on November's ballot moves the start of the state's fiscal year from April 1 to May 1 and will provide a contingency budget at the previous year's spending levels if a new budget is not approved by May 1. The measure also funds school districts on a two-year cycle instead of every year, allowing schools to do more long-term budget planning.

The amendment assures the state will be able to pay workers without emergency spending bills and meet contractual obligations with CSEA.

The Business Council of New York State, along with Gov. George Pataki, oppose the amendment, incorrectly saying that it will lead to more spending and higher taxes.

The New York State Public Interest Research Group, the League of Women of Voters of New York State and Common Cause/NY are among the other groups supporting the amendment.

Canal pact reached

ALBANY — CSEA and the New York State Canal Corp. have reached a tentative agreement on a new five-year contract through June 30, 2008, for more than 500 workers who maintain and operate New York's canal system.

The agreement includes wage increases totaling between 13 percent and 14.5 percent depending on salary grade. It also maintains dental, vision and health insurance benefits for current employees.

"This agreement was a long time coming and I commend all of the CSEA team members for their hard work and perseverance," CSEA President Danny Donohue said. "We also commend the Canal Corporation team for their efforts in meeting the needs of our members on the issues they said were important."

The agreement is subject to ratification

by the CSEA membership, which will be scheduled during the month of October and must then be approved by the Canal Board at its Nov. 14, 2005 meeting. Salary increases would then be paid in the Nov. 17, 2005 pay period.

CSEA will conduct informational contract ratification meetings throughout the state Oct. 3 to 6.

The tentative agreement is the result of 26 months of difficult negotiations, which ultimately required the assistance of a third-party mediator to obtain. The canal employees had been working without a contract since June 30, 2003, when their previous four-year agreement expired. The two parties had been meeting in negotiations since May 2003.

— Ed Molitor

Mount Vernon Library controversy continues

MOUNT VERNON — CSEA is pursuing all legal avenues to return 33 laid-off Mount Vernon Public Library workers to their jobs after weeks of controversy. The state Department of Labor ruled the building is safe for the workers to return. Library officials earlier ordered a closure due to asbestos in the building. The closure is the latest of many challenges workers have faced in recent years.

CSEA has fought for renovations to the library housed in a 100-year-old building plagued with a leaky roof and mold. Asbestos was discovered in August by workers replacing the library roof, prompting some workers to wear masks and gloves at work.

The layoffs came after the library's Board of Trustees chose to close the library amid safety concerns. The closure lasted nearly a week.

Meanwhile, the Westchester Library System has temporarily named Yonkers Riverfront Library

the system's central library, a designation held by the Mount Vernon Public Library since the 1960s.

"Management has criticized our members for their hesitancy to return to work at the library building, but we have legitimate concerns for the safety and welfare of our workers and patrons," said Mount Vernon Public Library Unit President Gary Newman.


Library officials initially opted to keep the library temporarily closed. One obstacle is cost: the library is independent, but

depends largely on funding from the city.

Library workers have been called in to work several times since the closure. The first time the entire staff was called in, many workers declined to enter the building, citing their rights under the Taylor Law not to work in a facility suspected to be dangerous.


Some compromises have been made to get employees working in limited parts of the building.

— Jessica Stone



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

ALERT



CSEA President Danny Donohue to meet Metropolitan Region union members on Nov. 3

CSEA President Danny Donohue will visit the CSEA Metropolitan Region Nov. 3 to meet with members. The meetings will be held in the region office at 40 Fulton Street, 22nd floor, Manhattan. Donohue will meet with union members from 1 p.m. to 7 p.m. Please call the Metropolitan Region office at (212) 406-2156 for an appointment and directions.

Katrina's aftermath

Flood of concern, kindness

The gut-wrenching devastation caused by Hurricane Katrina may require the largest mobilization and disaster response in U.S. history. CSEA members are already responding both on and off the job.

Many CSEA members, such as those who work for the State Emergency Management office (SEMO) are involved in helping coordinate important aspects of the recovery efforts (See story, Page 10). Other CSEA members are rising to the occasion and helping to raise funding and support relief activities.

"CSEA members' generosity and desire to help in a crisis is always inspiring," said CSEA President Danny Donohue.

Every bit of help can make a difference.

CSEA has already made a contribution to the American Red Cross and is supporting the AFSCME Fallen Heroes Fund, which can be accessed via CSEA's web site at www.csealocal1000.org. CSEA is



CSEA President Danny Donohue used the "CSEA Day" ceremony before Syracuse University's football home opener to note the importance of doing all that we can to help the victims of Hurricane Katrina. Donohue then presented a "kick-off" check for \$5,000 to the Red Cross for relief efforts. Pictured with Donohue are Red Cross Onondaga-Oswego chapter board Chair John Murad and Syracuse University Athletic Director Dr. Daryl Gross.

encouraging its members to contribute to known and legitimate relief agencies and to make

contributions by check whenever possible.

Disaster volunteers needed

The Red Cross has a desperate need for trained disaster volunteers. In New York, public employees who are Red Cross certified can receive paid time off to respond to the disaster. Classes are forming now across the state. You can find the chapter closest to you by visiting www.redcross.org or by linking from the CSEA web site at www.csealocal1000.org.

Co-workers help family with outpouring of support

FREEPORT — The storm really hit home for some members in the village.

Tara Sims, an account clerk in the village's water department, watched and waited anxiously to see where

Katrina would hit. Most of her family on her mother's side lived in the Ninth Ward — which was under many feet of water.

Eleven of her family were evacuated to safety, some to Baton

Rouge, La., but mostly to Texas. Her five cousins and her 85-year-old great-aunt are missing.

"It's been very stressful, looking for them and trying to find out if they're OK. No one knows if they left and made it to a shelter somewhere, or if they are even still alive," she said. "The ones who did leave are struggling so hard to make it every day," said Sims.

In the immediate aftermath of Katrina, her family took refuge like many others at the Superdome, taking only the clothes on their backs because they expected to come home right away. Their homes were completely flooded out in one of New Orleans' hardest hit areas.

Sims' family in New York pulled together what they could afford and sent it down, but knew more help would be needed.

Sims' co-worker and friend, Louphenia Jones, suggested she write a note telling of her family's plight. Sims gave the letter to Jones, who sent it around and posted it. In just a few days, Sims' co-workers at the village, from all different

departments, had raised about \$2,000 to help.

A couple of days later, the money was wired to Sims' family. The cousins in Texas were able to use the donation to get a decent apartment, and their mom is working in the first part-time job she could get. At least now they have some hope, even though they have no idea when — or if — they will ever be able to return to New Orleans, Sims said.

"We just want to thank everybody so much for their generosity. My cousin said she didn't know what they would have done without all of our help. And all I can say is, Thank you!" she said. Her union brothers and sisters are also collecting clothing for the family.

"It's extremely gratifying to work with a group of people that can come together, and reach into their pockets to help someone in need like this — without strings, and without asking a lot of questions," said CSEA Freeport Village Unit President Pete Reinke.

— Rachel Langert

Lending a helping hand



CSEA Village of Chatham Unit member Kelly Corbett staffs a Red Cross booth at the Columbia County fair. CSEA assisted the fund-raising efforts by staffing the booth and printing fliers with information about making donations.

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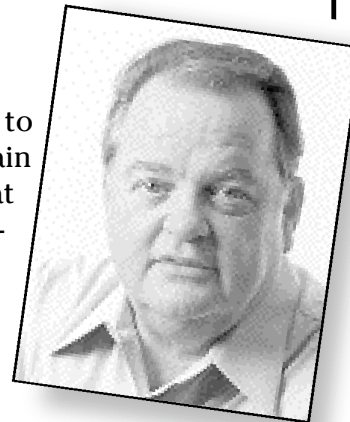


IN TOUCH WITH THE WORK FORCE

CSEA President Danny Donohue

Lessons of Katrina should not be lost on New York

The overwhelming response of CSEA members to the devastation of Hurricane Katrina once again shows your true heart. It also validates so much of what CSEA believes about the value and importance of a well-trained work force that's treated with fairness and respect, in both the public and private sector.



Nobody wants unnecessary and excessive government. We have government for the primary purpose of serving, protecting and anticipating the needs of people. That means a lot of things like building and maintaining roads, water, sewage and power systems, ensuring public safety and health and making sure we have the means to do all of these things under normal circumstances. It also means being prepared for the worst.

This doesn't come cheap. All of us want an experienced, trained and properly equipped work force responding in a crisis. We want to know that smart and able people are on the job and know in advance what must be done in an emergency.

That means hiring people with the skills and knowledge to do the job and making sure they have the help they need. It also means providing decent benefits and paying them fairly to keep them on the job. That's what CSEA stands for as a labor union.

Still, here in New York, you and the public services you provide continue to be under attack. For example, a self-appointed business group in Erie County is recommending what amounts to dismantling the county government. While the elected officials of Erie County have been recklessly irresponsible in handling the county's finances and operations, tearing apart and auctioning off the county government would be far worse.

Whether in Erie County or elsewhere, we can only hope that the lessons of Hurricane Katrina will not be lost on reasonable and responsible people.

Danny

Van Duyn workers gear up for fight to save nursing home

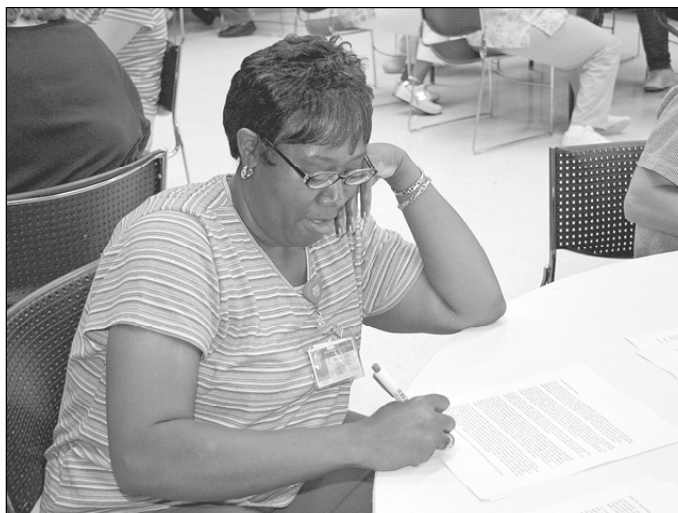
SYRACUSE — Public nursing home residents across the state are fighting along with CSEA members to secure updated Medicaid reimbursement rates that will help keep their homes alive.

At Van Duyn Home & Hospital in Syracuse, Onondaga County's nursing home, residents are working with CSEA to fight for sufficient reimbursement rates. At a recent forum that CSEA organized to allow Van Duyn workers to meet with their county lawmakers, home

county urging the public to "Keep Van Duyn Caring" and "Don't Cut Our Safety Net." Workers are also distributing posters and fliers to urge the state to change its funding system for public nursing homes. A recent CSEA event generated hundreds of letters to county and state elected officials to point out funding challenges at public nursing homes and urge action.

"We're getting out there and letting people in our community know that we're facing a big

problem and if they value the care we provide at Van Duyn, we're going to need changes in the funding system to allow us to keep operating as a public nursing home," said CSEA Van



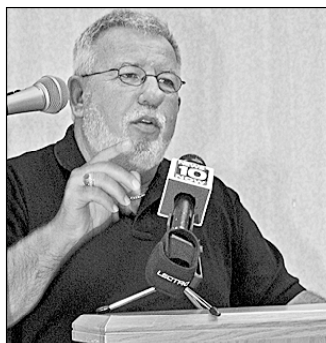
CSEA member Marlene Neal, a worker at Onondaga County's Van Duyn Home & Hospital, takes the time to sign letters to her local and stateelected officials pushing for Medicaid funding reform for public nursing homes, part of the union's campaign to keep the nursing home from being privatized or sold.

Duyn Unit President Barbara Taylor.

Onondaga County supported CSEA in its fight and officials have said closing or selling Van Duyn would be a last resort. County Executive Nicholas Pirro, at a recent CSEA meeting at Van Duyn, praised the union for its efforts and said the county would

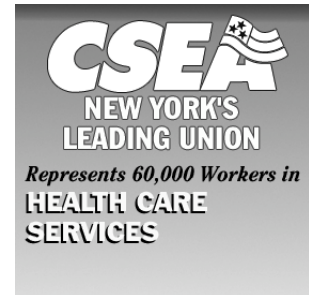
continue supporting CSEA in this fight. Pirro also praised the web site workers recently launched to discuss the Van Duyn campaign. Visit that web site at www.keepvanduyncaring.com.

— Mark M. Kotzin



Central Region President James Moore recently speaks about CSEA's campaign to save Van Duyn Home & Hospital.

CSEA is pressuring the state by keeping the issue public. Van Duyn workers are distributing lawn signs across the



"We're going to need changes in the funding system to allow us to keep operating as a public nursing home."

CSEA *Voices*



"I like belonging to CSEA because of the benefits and especially appreciate the contract protections in place for CSEA members."

— Vern Duesler, assistant foreman, Hudson River/Black River Regulating District and 24-year CSEA member.

Pataki vetoes retiree health insurance coverage bill

ALBANY — Gov. George E. Pataki once again vetoed legislation introduced by CSEA that would have prohibited public employers from reducing retiree health insurance benefits unless a corresponding reduction is negotiated for current employees.

CSEA introduced the bill (S.5758 – Farley/A.3216B – Abbate) to protect retirees against unilateral cuts to their health insurance coverage by their former

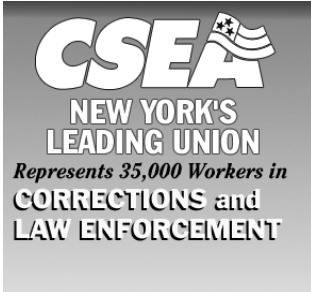
employers. School district retirees are protected under current law and some employers are bound by contract language. However, most public employers may reduce or eliminate retiree benefits at will.

"This legislation is about fairness and decency for those who have dedicated their lives to public service," said CSEA President Danny Donohue. "CSEA will continue to fight to protect

what they have worked so hard for against being taken away."

Pataki claims the bill would strip employers of their ability to effectively manage their benefit programs, adding there is no evidence that public employers systematically reduce retiree benefits. The governor has consistently vetoed similar legislation in years past.

— Ed Molitor



“The building was disgusting. We knew right away there were problems.”

CSEA Voices



“CSEA is very helpful. Everyone has been helpful and they have answered my questions and led me in the right direction. The union also provides job protection and that protection is very important.”

— Shawn Carroll, grounds worker, Western New York Developmental Disabilities Services Office and one-year CSEA member

Probation officers refuse dumpy office

SALAMANCA — CSEA played a major role in the recent closure of an unsafe and unsanitary probation office in Cattaraugus County.

The office, tucked between a trash dump and a sewage treatment plant, was shuttered at the insistence of CSEA, Cattaraugus County Local President Clara Ramadhan said.

Probation officers began reporting to the Salamanca office in early July, and safety issues quickly came to light. The office — often staffed by a single officer — had two unregulated entry points, no buzzer system and no panic alarm. Probation officers at the office had no way to know when a client had entered the building, leading to concern.

“There is no security at the building,” Ramadhan said. “You don’t know if someone is coming in if you are already with someone.”

The lack of a sidewalk would also force staff to walk along an access road, which could be especially dangerous in winter, Ramadhan said.

CSEA conducted an occupational safety and health inspection, which revealed the office did not meet local building code standards. “The building was disgusting,” Ramadhan said. “We knew right away there were problems.”

Following the inspection, some probation officers reported unusual illnesses while at work. Workers who never had asthma or who haven’t had an asthma attack in many years reported breathing difficulties.

Those complaints resulted in further action by CSEA. Ramadhan, along with Cattaraugus County Unit President Cheryl Smith, joined the county’s occupational safety and health committee on a tour of the facility. County officials said they would make repairs, but CSEA insisted union members be removed from the building immediately. County officials agreed and closed the office the same day.

For now, the probation officers are reporting to work in nearby Olean. The county has not yet decided if it will renovate the

closed facility to bring it into code, or if an alternative office space will be leased.

About 200 people on probation report to officers in Salamanca.

— Lynn Miller



CSEA Cattaraugus County Local President Clara Ramadhan is one of the many probation officers who had concerns about a satellite probation office at a refuse transfer station in Salamanca. Here she stands by a road sign listing the probation department just beneath “refuse.”

Fall skills for success courses offered

This fall the New York State & CSEA Partnership for Education and Training (Partnership) will offer *Skills for Success* training courses to CSEA-represented New York state employees across the state. Course offerings are designed to help you prepare for the challenges and demands of current and future jobs.

The *Skills for Success* training courses are scheduled Oct. 18 through Dec. 14 and available at no cost to you or your agency.

You are eligible to participate in courses if you are a member of the Administrative Services Unit (ASU), Institutional Services Unit (ISU), Operational Services Unit (OSU) or the Division of Military and Naval Affairs (DMNA) bargaining units. For clerical and secretarial courses, employees in

traineeships or serving a probationary period in an ASU transition title supported by the Partnership are given preference.

Reimbursement for your travel, lodging, meals, and parking expenses is at the discretion of your agency. Courses are held during the day at convenient training sites near your work site or home.

Choose from 19 courses in the following program areas:

- Adult education basics
- Clerical and secretarial
- Operations and maintenance
- Personal computer
- Work and life

Please work with your supervisor to select courses most suitable for your work and personal goals. You will need your supervisor’s approval to attend a

course. You may take any of the courses offered, not just courses that typically reflect the work you do.

There are no application deadlines for courses, but apply soon because classes can fill quickly. Please apply early.

The *Skills for Success* course catalog contains course descriptions, training locations and an application form. The catalog and application forms are available from your CSEA local president and agency personnel/training office, or can be downloaded from www.nyscseapartnership.org. You can also request a catalog by calling (518) 486-7814 or for areas outside the Capital Region call (800) 254-4332, or e-mail at learning@nyscseapartnership.org.

An honest weight for consumer protection

BUFFALO — When CSEA members spend their hard-earned money at local supermarkets, pharmacies and gas stations, they expect the scales and gas pumps to be accurate.

Workers in the Erie County Department of Weights and Measures work to protect the public and fulfill that expectation. Through unannounced visits and inspections, they ensure the equipment consumers use is working properly.

“You like your bathroom scale to be as accurate as possible because you like to know how much you weigh,” CSEA member and Deputy County Sealer Stephen James said. “We make sure supermarket scales are as accurate as possible so people don’t get ripped off.”

Recently, James visited a construction site to check the accuracy of a large truck scale. James monitored the equipment to ensure the amount of weight on the scale matched the number on

the display.

That same day, James also inspected a pharmacy scale at a supermarket, where James used tweezers to pick up tiny weights — just grams each — to make sure the druggists’ scale read correctly. At the pharmacy, he said, it’s not an issue of protecting people’s wallets; it’s an issue of protecting their health.

In the supermarket’s parking lot that contains gas pumps, James approached the attendant for an unannounced inspection.

“The Department of Agriculture and Markets allows me to do a random inspection any time the store is open for business,” James said. “They can refuse, but then they have to face the consequences.”

James also visits supermarkets to check scales and cash register scanners. He also weighs meat packages to verify the printed weight. James looks for instances in



Stephen James, a deputy county sealer for the Erie County Department of Weights and Measures, inspects a gas station pump in the parking lot of a downtown Buffalo supermarket.

which the scales may have been altered or in which a store employee may have forgotten to remove his or her thumb from the scale when weighing a product.

“It’s our job to take packages off the shelves and check them,” James said. “We are trying to protect people from being overcharged.”

James notes the system is not perfect as the Agriculture and Markets Law allows for a small degree of variation. The goal is to make the difference between “actual” and what the scale reads so small that it does not have a major impact on either the

consumers or profits.

“Our goal is really to get it to the point where the difference is not profitable for the store,” he said.

Weights and Measures workers also check timing devices in paid parking lots and ramps, dipsticks in tanks, and linear devices in stores such as those that measure chain link fencing. Department workers also check taxicab meters.

“There is so much out there,” James said. “When I started this job, I was just astounded. There are thousands of things we do.”

— Lynn Miller

Schenectady County drug program pays off

SCHENECTADY — A CSEA-negotiated alternative drug purchase program in Schenectady County is being credited with helping to improve the county’s bottom line.

The program, the first of its kind in local government in New York state, has been in effect for less than one year, but is already having a financial impact. Recent news coverage of a proposed 1 percent tax decrease for county taxpayers attributes a projected savings of \$1.5 million for 2005 to an optional Canadian drug purchase program and to a domestic mail-order drug program.

County employees enrolled in a Blue Cross Matrix plan are eligible to use either program for drug purchases, but a plan now in the

works could see the drug portion of the county’s three additional HMOs carved out and integrated into the county’s drug plan providing the same benefit to covered employees and their families.

“This will allow more people to take advantage of the savings,” said Joanne DeSarbo, Schenectady County local president. “We’re really excited about having the HMOs come on board.”

Members in Schenectady County save money by having reduced co-payments for domestic mail order and no co-payment for Canadian purchases. Those savings motivate employees whose drug purchases save the county money over traditional domestic pharmacy purchases. “It’s truly a win-win for

everyone,” DeSarbo said.

Though the plan has only been in effect since December, member use rates are soaring. Since December, the domestic mail order program rose from a 1 percent member usage to 25 percent.

“Those are phenomenal usage rates,” said Laura Balogh, director of CSEA’s Health Benefits department.

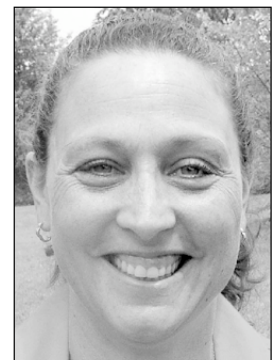
Other local governments continue to follow in Schenectady County’s footsteps. Auburn, in Cayuga County, is set to begin an alternative drug purchase plan Oct. 1.

— Therese Assalian



“We are trying to protect people from being overcharged.”

CSEA *Voices*



“The member benefits at CSEA are great. There are so many extras available to you.”

— Mary Shufelt, administrative assistant, Hudson River/Black River Regulating District and seven-year member



“These guys spent endless hours here putting these buildings together and saved county taxpayers millions.”

CSEA Voices



“I like being part of CSEA because it helps employees in stressful situations. The union also protects our jobs and benefits.”

— Marian Terrell, developmental aide trainee at Western New York Developmental Disabilities Services Office and one-year CSEA member.

CSEA workers save Delaware County millions, turning trash into treasure

WALTON — There's a quiet revolution starting to churn up the trash — and the trash processing business — amid the rolling hills of this rural Delaware County town, and it's promising to turn trash into treasure.

As this article went to press, Delaware County was placing the final touches on this brand-new, state-of-the-art, \$21 million co-composting facility, a project that's been in the works for years and wouldn't have come about if it weren't for the dedication and hard work of many CSEA members.

Co-composting is a very modern, high-tech version of a very old, low-tech process. It involves taking municipal solid waste, mixing it with biosolids (sewage sludge) and churning it in a rotating “bioreactor” for three days to accelerate the decomposition of organic matter. Non-organic matter is then sorted out, and the rest gets cured for 58 days into compost, which is then refined and stored, ready to be packaged and sold.

The process means that about 70 to 75 percent of



Delaware County Department of Public Works employees Ryan Boice, left, and Jerry Ford, right, work on landscaping outside pipes that carry air from the compost facility and filter it through the pile of cedar chips behind them.

all trash taken in can be recycled, a much higher rate than any other municipal solid waste operation.

In the late 1990s, Delaware County Local President George Lawson and his members fought hard to support the construction of a co-composting plant, recognizing it would extend the life and prevent privatization of the county landfill operated by CSEA members.

CSEA formed a local coalition, established a web site and began talking about all the benefits of co-composting. Lawson traveled to Quebec to tour a similar facility, and to Washington, D.C., to lobby for federal funding.

Eventually, the community got on board, and in 1998 a contractor was hired to design and build a new facility.

It's taken more than three years, 100,000 yards of earth-moving, 8,000 yards of concrete forming, and untold hours of manpower to build this new three-acre processing building — the largest of its kind in the world. Lawson said about 90 percent of the construction, including the site preparation, concrete work, machine installation, electrical work, plastering and painting, was all done by CSEA members working for the county's Department of Public Works.

Not only did the

members do a high quality job, but doing most of the work in-house saved the county about \$3 million, Lawson said.

“These guys spent endless hours here putting these buildings together and saved county taxpayers millions,” Lawson said. “I'm extremely happy this has finally become a reality and people will now see the dedication of Delaware County employees to move forward and build a state-of-the-art facility.”

“The county employees really did a terrific job out of this,” said Acting Plant Supervisor Mike McCann, a CSEA member in the department, who did much of the excavation work himself. “Beyond expectations,” Lawson said.

CSEA member Dan Sanford, a civil engineer for the department, who had a large role in coordinating the county workers' efforts, agreed, pointing to the quality of workmanship at the facility.

“I think we're all proud. You can tell by the quality of the workmanship. The county workers did a top-notch job,” he said.

— Mark M. Kotzin

CSEA supports state Transportation Bond Act

CSEA is supporting a \$2.9 billion Transportation Bond Act that was agreed to in the state budget earlier this year. In order to take effect voters must approve the bond act as a statewide referendum on the general election to be held Nov. 8, 2005.

The money will be divided between upstate bridge, road and highway projects and downstate mass transit projects. The governor and legislature have agreed to the specific projects and the agreement contains labor protections.

The bond act provides much needed repairs and maintenance for the state's infrastructure, creates jobs and provides revenue for the state Department of Transportation as well as many county and local highway departments.

'Green cleaning' law to protect school workers

ALBANY — Gov. George Pataki recently signed CSEA-backed legislation requiring New York state schools to use environmentally friendly cleaning products, a move that protects thousands of children and school staff, including CSEA members, from exposure to toxic and poisonous cleaners.

CSEA represents about 55,000 education support workers, including maintenance employees who use cleaning substances every day. The union fought for the law's passage along with the Healthy Schools Network, a national not-for-profit environmental health organization CSEA regularly works with to improve working conditions for members and students' learning environments.

"This new law gives greater environmental protections to our members employed in

school districts and to the children attending these schools," CSEA President Danny Donohue said. "They now can do their jobs and learn without exposure to any potentially harmful chemicals."

The law will take effect Sept. 1, 2006, allowing districts one year to use any existing cleaning supplies and plan to buy new cleaners that meet the new requirements.

The state Office of General Services, already required to buy environmentally friendly cleaning products for state agencies under an executive order Pataki signed in January, will work with school districts and other state agencies to help districts develop guidelines on buying and using environmentally friendly cleaners.

Environmentally friendly cleaners cost about the same price as chemical-



Watkins Glen School District employee and CSEA member Tom Harbot cleans the school cafeteria in preparation for the school year. Harbot is one of thousands of CSEA members who will be helped by the state's new law mandating the use of environmental cleaning products in school buildings.

based cleaners and perform just as well as traditional cleaning products. The environmentally friendly cleaners are biodegradable and contain low toxicity, low volatile organic compound content and reduced packaging.

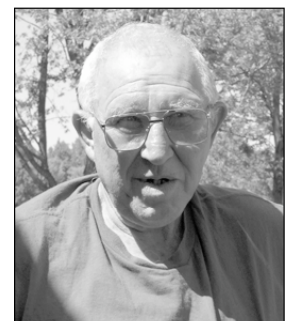
Many chemical-based cleaners found in schools, offices and homes contain

more than 50 harmful substances associated with numerous health issues including irritation and respiratory problems. The U.S. Occupational Safety and Health Administration recently estimated that poor indoor air quality affects 30 million to 70 million office workers.



"This new law gives greater environmental protections to our members employed in school districts and to the children attending these schools."

CSEA Voices



"Why mess with Social Security when the system has worked all these years? I don't worry for myself, but I worry about my daughter."

— Butch Brockman, 16-year CSEA member, masonry and plaster worker and local shop steward, Western New York Developmental Disabilities Services Office

School employees fight for fair contract

COPIAGUE — The CSEA Custodial and Grounds Unit in the Copiague School District represents 28 custodians, four maintenance workers, and three groundskeepers who have been working without a contract for more than two years.

The key sticking point is that management wants to seriously erode their seniority rights, but the members are standing firm.

The district had refused to talk about any other contractual issues, until the seniority clause was changed.

As a direct result of a protest on the day of State Education Commissioner Richard P. Mills' visit, the superintendent extended an invitation to Region President Nick LaMorte, Long Island region staff and several members of the unit's executive board, to sit down and talk about the impasse. At press time, a date was being scheduled.

— Rachel Langert



CSEA Long Island Region staff demonstrate near the Copiague School District grounds to urge district officials to give school custodians, maintenance workers and groundskeepers a fair contract. The demonstration coincided with a visit from state Education Commissioner Richard P. Mills. District workers were busy preparing the school for Mills' visit.

INSIDE THE WORK FORCE

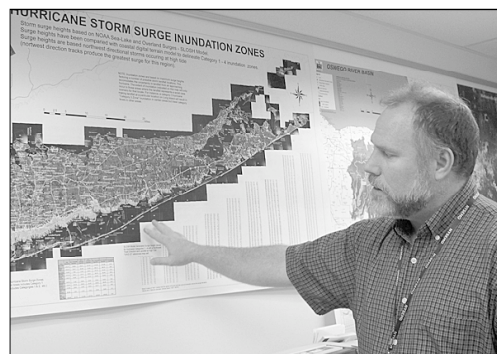
We respond to Katrina in different ways

SEMO workers coordinate relief

ALBANY — In the wake of Hurricane Katrina, CSEA members working in the State Emergency Management Office are doing their part to assist in recovery efforts.

Members are busy at work in operations, the communications center and in the geographic information system office. SEMO employees are working right now to support New York state's combined efforts with incident management assistance teams and the Emergency Management Assistance Compact, a form of mutual aid between states, as they heed the calls for help in the Gulf Coast.

Incident management assistance teams are made up of employees of various state agencies. They can be deployed inside or outside of New York state as needed for disaster response. The state may also activate the teams for planned events such as last year's Republican National Convention in New York City. Teams are now in the Gulf Coast assisting in response and recovery efforts.



Dan O'Brien of SEMO's geographic information systems office points to a map projecting storm surge heights and population impact for various locations on Long Island.

The task of coordinating New York's response and recovery efforts through the Emergency Management Assistance Compact are skillfully handled by operations personnel at SEMO.

Their control center acts as a clearinghouse for requests originating from emergency management offices in counties impacted by Hurricane Katrina.

Examples of requests are for a specific quantity of items or personnel such as specialty vehicles, buses, generators, firefighters, drivers, mobile command vehicles and building inspectors, just to name a few. Once a call comes in, operations personnel broadcast the request to New York counties. SEMO operations staff then respond to the compact's national coordination center when requests are filled.

Constant presence

State Emergency Management Office communications technicians staff the State Emergency Communications Center 24 hours a day, seven days a week. They are the people who receive the first call from any local government in New York looking for assistance.

They then direct the call or pass the request on to the appropriate agency. They monitor 12 separate pieces of equipment including those from weather services, the Department of Transportation and the Department of Homeland Security.

They also activate searches and other notifications systems and even spread the word about grid reductions for power shortages when needed.

SEMO's Geographic Information System office works to assemble maps.

These are not just ordinary maps, but "maps plus," as Dan O'Brien describes them.

Data can be imported into the system's database and layered to provide multiple levels of information about a specific location. Mapping assistance of this type is an invaluable resource in recovery and response efforts.

O'Brien's office provides support to incident management assistance teams through mapping assistance.

— Therese Assalian

106th Guard member deployed to help

WESTHAMPTON — Among those reporting for duty in the Gulf Coast is CSEA member Tom Payton, an airport firefighter at Gabreski Air National Guard Base in Westhampton.

Commuting between the Herbert Field Air Force Base in Florida and New Orleans, he is working as a radio operator on an HC130 combat search and rescue plane with his Air National Guard unit.

"We're basically the big gas station in the sky," Payton said. "We were called up to do refueling for the search and rescue missions, as well as anything else they need. Whether we do air drops, take people to hospitals or transport them to other states, we're basically prepared to do whatever we can to help them."

Payton, a 40-year-old father of four, said refueling helicopters in mid-air can be dangerous. "That's where our training comes in. It's an important mission, and we train all the time for times like this."

"Our prayers and support go out to all the people in the affected areas, as well as to our men and women in uniform who are down there to help," said George Kalamaras, president of the CSEA Long Island State Employees Local, which includes Gabreski employees.

"They have such a long, tough job ahead of them down South, but I know that our people can and will do everything possible to help out," said Long Island Region President Nick LaMorte. "CSEA members are caring, compassionate people and they really come through in tough times."

— Rachel Langert

Tragedy's odyssey ends happily

ALBANY — The days following Hurricane Katrina were particularly restless for a Capital Region family trying to reconnect with their daughter in New Orleans.

Denise Heiserman, a CSEA member employed at the University at Albany, spent days racing through airports trying to find her daughter Gretchen, a New Orleans area graduate student who was forced to evacuate the city with her fiancé, Mark, just weeks after starting school in the Big Easy.

Gretchen's landlord, who decided to evacuate at the last minute, dropped the couple off at the Superdome. After a few harrowing days there, the couple waited 21 hours in line to board a bus to Houston.

Gretchen was not in frequent contact with her family at this point. Her relatives believed she was heading toward Houston, so Heiserman and Gretchen's grandfather boarded a plane to that city.

Meanwhile, Gretchen and her fiancé's bus was diverted to Dallas and then to Tyler, Texas, 85 miles away. The bus then returned to Dallas at the request of the passengers.

Heiserman and her dad Al, a University at Albany retiree, connected with Mark's mom, who flew in from England. Together, they scrambled for a flight to Dallas, where, after more starts and stops and no shortage of serendipity, the group finally united. Gretchen is now home in Guilderland with her family.

Helping a friend

Co-worker Gail Redick spearheaded collection efforts. "(Denise) is just awesome," Redick said. "It just broke my heart."

Redick recently presented a check to the family and is still collecting donations, which will help replace necessities that Gretchen lost during the hurricane as well as offset the sudden travel costs for Heiserman and her family.

"We were on seven planes in two days," Heiserman said. She said she would do it again if necessary. "You do anything you can in a situation like that."

Colleagues in various departments also helped with collection efforts, including Human Resources, where Heiserman works.

"Denise is a very special lady," said Jennifer Watson, who helped coordinate fund-raising efforts in the physical plant. "Whatever we gave her was never enough to repay her for what she's given us."

Heiserman is grateful for the outpouring support. "I can't believe all of this, between the calls and e-mails," she said. "I'm speechless."

Heiserman said the money is already being put to use for necessities for her daughter. She said the support from co-workers is really making a difference. "It's been a blessing," she said.

— Therese Assalian



From left, EMAC operations employees Ken Bergmann, Stacey Dunn and Brian Head work the phones in the coordination center following Hurricane Katrina.

Worker's death points to astounding safety lapses

COMMACK — In response to the death on the job of a maintenance worker in the Miller Place School District, CSEA is urging district officials to institute policies and procedures to better protect employees.

"We were deeply saddened by the death of our brother, and former CSEA officer, Michael Sallee, and our hearts go out to his family," CSEA Long Island Region President Nick LaMorte said. "The fact remains that the death of Michael Sallee may have been preventable, and the employer did not do all it should have to ensure his and other members' safety on the job."



Sallee

On Aug. 28, Sallee, 37, was working on the wiring in the ceiling of Miller Place High School when he was apparently electrocuted and died.

Sallee, a 15-year district employee, had started as a custodian and was most recently a Maintenance Mechanic 4. He

was not a licensed electrician, although he had completed training in electrical work on his own time.

CSEA Occupational Safety and Health Specialist Komilla John and an investigator from the state Public Employees Safety and Health Bureau interviewed witnesses and reviewed the scene, only to find a chilling resolution to the probe.

"There were no policies, procedures or safeguards in place to insure that this kind of accident would not occur," John said. "Any employer who requires electrical work of their employee had to provide training that specifically addresses the work that is required. There are supposed to be specific policies and procedures in place to ensure the safety of workers before any electrical work is done."

The district also failed to provide the workers with sufficient safety equipment, something that could have prevented Sallee's death.

"The workers didn't have safety goggles, proper work gloves or insulated tools,"

John said. "They didn't have updated wiring diagrams available before work began, and that could have saved Mike's life."

One witness told investigators the last thing he remembers Sallee saying was that the ceiling wires they were working on were jumbled, and it was unclear which wires were which.

Sallee's death is not the first time a district employee was injured because of the district's failure to provide proper training. The district only made minimal efforts to provide training for the maintenance and custodial workers at CSEA's insistence, when a food service worker was shocked in a Miller Place kitchen last year.

"That 10-hour training was only on rudimentary safety procedures, not about the specific electrical work these custodial and maintenance workers were expected to perform," John said.

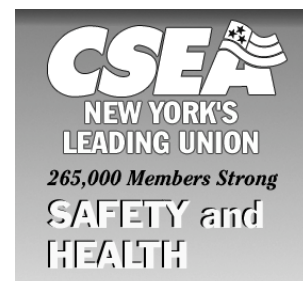
LaMorte said he hopes PESH will make Miller Place do the right thing by its employees. "The district must fix these problems and make sure that



CSEA Labor Relations Specialist Jim Wall investigates the accident that took a CSEA member's life at Miller Place High School.

this kind of terrible incident never happens again," he said. "It is so unfortunate sometimes it takes an incident like this to make us acutely aware of the importance of safe procedures."

— Rachel Langert



CSEA slams work site security veto

ALBANY — Gov. George E. Pataki's veto of legislation to prevent workplace violence ignores very real security risks in New York work sites and sends a bad message to workers and the public across the state.

"We're deeply troubled and disappointed by the governor's veto," CSEA President Danny Donohue said. "He had an opportunity to lead the nation in protecting the safety and security of workers and the public alike and prove he's as committed to preventing violence in the workplace as he says in his veto message."

The bill (S. 5773), which the governor vetoed citing technical

flaws, would have required public employers with more than 20 employees to assess risk and develop a plan of action to prevent potential workplace violence. The bill would have also established a complaint procedure for workers to call attention to the potential for violence.

The bill was vital to protect workers and the public, Donohue said.

"Whether we're working with violent offenders on parole or probation, angry and frustrated social services clients or unpredictable individuals in open public buildings, public employees are in harm's way

every day," Donohue said. "If our members aren't secure in public work sites, then neither is the public."

CSEA has been pressing for work site security protections for more than a decade. In 1994, the union proposed a work site security standard, similar to the bill the governor recently vetoed, following the 1992 murder of four Schuyler County Social Services workers. The state Department of Labor dismissed the CSEA proposal based on what the union called a "questionable" cost analysis and the union has been pursuing a legislative remedy ever since.

"We've spent 10 years trying

to convince the governor of the need for these measures and he's had plenty of opportunity to work with us to develop something he could stand behind instead of tossing it out whole cloth," Donohue said.

With workplace violence now one of the leading causes of death on the job in the United States and the leading cause of workplace fatalities for women, Donohue said the union will continue to fight until every job site across the state becomes a safer place to work.

— Ed Molitor

Retiree's charges fight for a better life

LACKAWANNA — For almost 25 years, Frank Balsano worked as a mechanic for the Western New York Developmental Disabilities Services Office.

Today, the CSEA retiree works to keep young people on the right path.

Balsano, a retiree activist in CSEA's Western Region, is one of three trainers involved with a youth boxing program designed to help teens develop dedication and discipline.

"We want to keep the kids off the street," Balsano said. "Our goal is to help them with any

problems they have. We try to help them solve them."

The boxers — the youngest is age 8 — meet at a Lackawanna gym almost every evening to work out and spar. Some joined the program at the direction of their parents, who sought a way to keep the child out of trouble. Others came at the urging of a friend. In any case, participation is not a right; it is a privilege.

"School is the number one thing," Balsano said. "They have to do well in school."

In fact, acceptable grades are a prerequisite for the program. Organizers hope that once the participants develop a love for the sport, they will want to work hard in school so they can remain in the program.

The boxing program is in need of sponsors to help it exist, Balsano said. Organizers pay for many aspects of the program themselves.

"It's hard for us to keep the program going with some of the money coming from our own pockets," he said. "Every little bit helps."

Program participants also box in exhibitions designed to showcase their talents. Money raised at the shows goes right back into the program. The next show will be held Nov. 12, at Michael's Banquet Facility on Southwestern Boulevard in Hamburg.

"Every penny we get from the shows helps us go to the



CSEA Retiree Frank Balsano works out a young boxer on a heavy bag in a Lackawanna gym. The former Western New York Developmental Disabilities Services Office worker is one of three trainers in a boxing program aimed at helping young people stay out of trouble and improve their lives.

Golden Gloves in Syracuse in May," Balsano said. "We pay for the kids' lodging, equipment and food while we are there. The Golden Gloves is the biggest competition we do."

The program seems to be working, Balsano said. The gym has been full every night this summer and more youths are expected to participate through winter. Two members of the group — a man and a woman — are positioned to join the professional boxing circuit. The man has fewer than a dozen amateur matches to fight before he can go pro. The woman has been taking a brief break from boxing to spend time with her new baby.

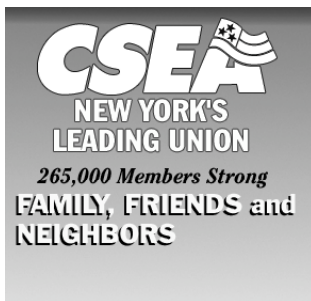
Balsano began training youths to box in the 1980s after someone he knew asked for his help. He worked with the owner of a gym to train young people throughout that decade, then,

he decided to take a break. Balsano returned to boxing a few years ago after a friend's son expressed interest in the sport. After much consideration, Balsano agreed to help him train. His return to the ring led him to the Lackawanna program.

Although Balsano retired from his position with Western New York Developmental Disabilities Services Office, he can still be found at just about every facility and CSEA Western Region event.

He regularly helps with sound equipment at region meetings and events, supervises the grill at picnics and barbecues, among other activities.

— Lynn Miller



Union member needs leave donations

ELMIRA — CSEA member Doug Duncan, a general mechanic at the Elmira Psychiatric Center is having a long recovery and CSEA is reaching out to his fellow union members for help.

A little over a year ago, Duncan suffered a serious spinal injury at home, and since then has been trying to recover and return to work. Unfortunately, the surgical treatment needed, a total lumbar disc replacement, is still considered "experimental" and he's currently appealing a denial of coverage from his health insurance provider.

In the meantime, Elmira Psychiatric Center Local President Rose MacBlane reports Duncan's co-workers at the facility have generously donated time to allow him to continue his health insurance, but those donations are about to run out.

MacBlane is asking any union brothers and sisters working for New York state who wish to donate leave time to Duncan speak to their agency's personnel department to fill out the appropriate paperwork.



45 years ago ...

The year 1960 was an important benchmark for CSEA as the year the association celebrated its 50th anniversary. More than 600 guests attended the Golden Anniversary dinner, including then-Gov. Nelson A. Rockefeller, the keynote speaker.

In his speech, Rockefeller announced great improvements to the state retirement system. First mentioned was a program the legislature approved that would give already retired employees vested rights and increased supplemental pensions. Rockefeller then revealed legislation that would reduce employee contributions to the retirement system.

Also during the event, CSEA President Joseph F. Feily honored Executive Director Joseph Lochner for his 28 years of service at the association, naming him "Mr. Civil Service Employees Association." The association also paid tribute to former CSEA President John F. Powers for his past service as an employee and later president of the association.



This 1960 article from the Civil Service Leader, then CSEA's official publication, discussed the association's 50th anniversary celebration at which the union honored then-CSEA Executive Director Joseph Lochner and former CSEA President John F. Powers. The annual business meeting was followed by a celebratory dinner, dance and show. In a show of times past, the evening's "handsome" souvenir for attendees was a commemorative ashtray.

Also in 1960 ...

- * John F. Kennedy is elected President of the United States, narrowly defeating then Vice President Richard Nixon.
- * Alfred Hitchcock's *Psycho* is released and becomes the top grossing film of the year.
- * Echo I, the first communications satellite, and Tiros I, the first weather satellite, are launched.
- * An American U-2 spy plane is shot down over the Soviet Union.
- * *Ben-Hur* wins 10 Academy awards, including Best Picture.
- * *To Kill A Mockingbird*, by Harper Lee is published.
- * British rock group The Quarry Men formed The Beatles in Germany.

CSEA celebrates Labor Day

CSEA members across the state recently marched in Labor Day parades in New York City, Albany, Ogdensburg, Syracuse, Rochester and Buffalo, just to name a few.

On this page are photos from Labor Day parades from across the state.



Moir Skalski from the Erie County Local prepares signs and passes out flags to be used in the Buffalo Labor Day Parade. (Photo by John Normile)



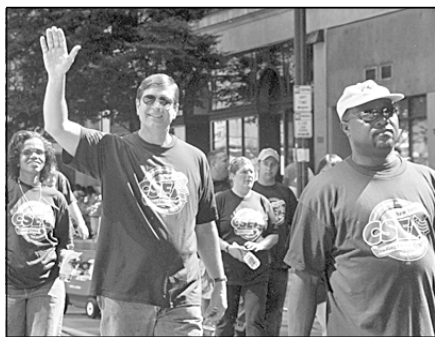
Long Island Region members carried the CSEA banner proudly in the New York City Labor Day Parade. From left to right are Oyster Bay Local 1st Vice President Bobby Rauff, SUNY Stony Brook Local members Maryann Phelps and Carol Low, Brookhaven White Collar Unit President Meg Shutka, A. Holly Patterson Unit President Les Eason, Nassau County Local member Valerie Ciaramella, Long Island State Employees Local member Nora Jane Adkins, Nassau County Local members Rudy Bruce and Nancy Ianson, Long Island Developmental Center member Richard McLaren, Suffolk Retirees Local member Al Lupp, Nassau Retirees Local President Dominic Ciaramella, and Lupp's wife Barbara.



Western Region President Flo Tripi discusses CSEA's fights for working families during a news conference during the Rochester Labor Day Parade.



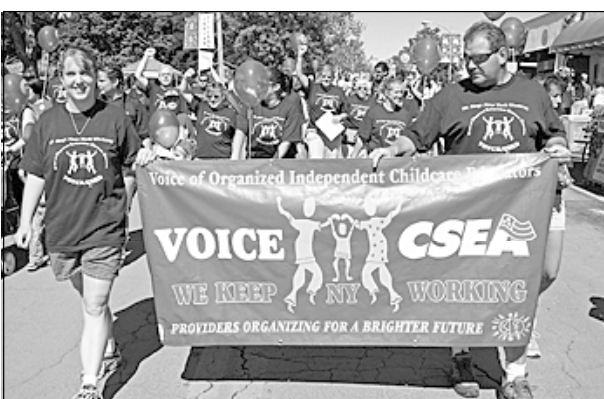
CSEA members get pumped for the Syracuse Labor Day Parade at the New York State Fairgrounds in Syracuse.



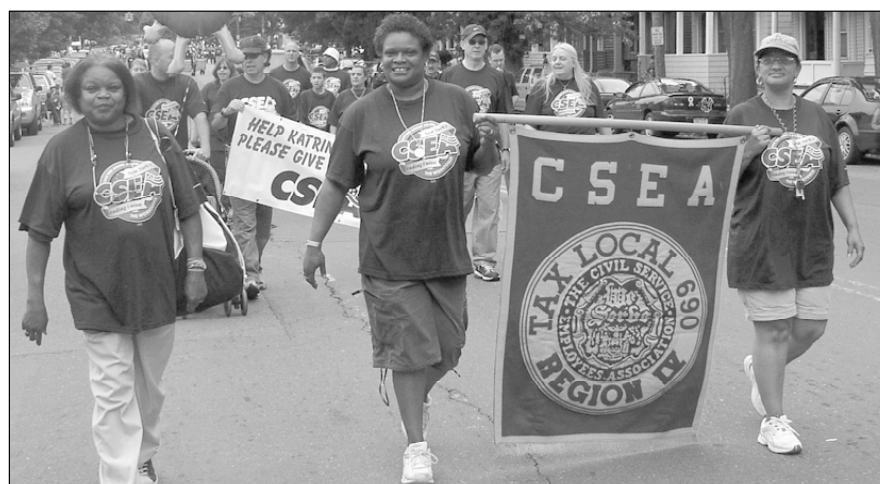
CSEA members marching in the Rochester Labor Day parade wave to the crowd of spectators.



Southern Region President Diane Hewitt, Metropolitan Region President George Boncoraglio, New York City Democratic mayoral candidate Fernando Ferrer, Long Island Region President Nicholas LaMorte and CSEA President Danny Donohue lead the union's contingent in the New York City Labor Day Parade.



VOICE members use their voices at the Syracuse Labor Day Parade.



Capital Region CSEA members marched in the recent Capital District Labor Parade in Albany, joining union members from more than 90 area unions. Left, members from the state Taxation and Finance Local march with the CSEA contingent.

More money for CSEA state employees — plan now to apply for the Dependent Care Advantage Account and save

Don't miss out on the open enrollment period for the Dependent Care Advantage Account. Apply now for the 2006 plan year.

If you have to pay for child care, elder care or disabled dependent care to be able to work, enrolling in the DCAAccount is a way for CSEA-represented state employees to keep more money in your pocket. Each year, your family may set aside up to \$5,000 from your paycheck tax free to pay for those expenses.

The enrollment period runs from Sept. 26 to Nov. 10. The process makes applying for enrollment quick, easy and secure. Just log onto www.flexspend.state.ny.us. On the site, you will find program information, a helpful tax calculator to help you identify your potential savings, the online application and instructions and forms you will need once you are enrolled in the program.

Completing the application form is easy. You simply provide basic information and the amount you wish to set aside in your account and hit the 'submit' button. Last year, it took employees an average of less than three minutes to complete

the application process online.

Not all employees have Internet access. You can call the New York State Flex Spending Account hotline at (800) 358-7202, then press '1' to speak with a customer service representative, who will complete the application for you. Paper enrollment is not an option.

If you decide to apply by telephone, you must sign and return a notification form that authorizes the state to take bi-weekly deductions from your paycheck for the DCAAccount.

If you do not return this form, your application cannot be processed and you won't be enrolled. A postage-paid envelope will be mailed to you with the notification form for your convenience. This extra step is necessary only for employees who apply by telephone rather than online.

There are two important changes for the 2006 plan year. First, the employer contribution rates for 2006 have increased. The employer contribution will provide up to \$700 for state employees who enroll in the DCAAccount. The new 2006

Employer Contribution rates are outlined in the box on this page.

The second change for this year is that there will be four employee information meetings about the program this fall to be held in Albany and Manhattan.

Please note: you must register to attend the Flex Spending Advantage Account information sessions and have a valid New York State ID to be admitted to the building and/or meeting room. If you have questions about the DCAAccount or would like

more information about the program, log on to the web site at www.flexspend.state.ny.us, or call the hotline at (800) 358-7202, then press '2.'

The deadline to apply is Nov. 10 at midnight. No applications will be accepted after that unless your family experiences an eligible change in status event. Don't miss this once-a-year open enrollment opportunity!

Employer contribution rates for 2006 Dependent Care Advantage Account	
Employee's annualized salary	Employer contribution
Over \$70,000	\$200
\$60,001-\$70,000	\$300
\$50,001-\$60,000	\$400
\$40,001-\$50,000	\$500
\$30,001-\$40,000	\$600
Up to \$30,000	\$700

Planning for 2006 health care expenses? Consider the health care spending account

The Health Care Spending Account (HCSAccount) is a negotiated employee benefit that helps state employees pay

for health-related expenses with tax-free dollars. The benefit includes medical, hospital, laboratory, prescription drug, dental, vision and hearing expenses that are not reimbursed by insurance or other benefit plans.

Before participating in the account program, you should carefully consider what your eligible expenses might be. Reviewing your expenses from previous years can help. Once you have estimated the amount of your expenses, you may then determine how much to contribute to your health care spending account. Under federal law, any money that you put into



your HCSAccount must be used for expenses incurred during the plan year in which it was contributed. For the 2006 plan year, the maximum annual contribution allowed by the program is \$3,000 and the minimum annual contribution is \$150.

The Health Care Spending Account open enrollment period for the 2006 plan year is from Sept. 26 to Nov. 10. The program's plan year covers from Jan. 1 to Dec. 31, 2006.

If you would like to know more about the Health Care Spending Account program or would like an enrollment kit sent to you, you may contact the program's administrator, Fringe Benefits Management Company, at 1-800-358-7202 or enroll online at www.flexspend.state.ny.us.

Health insurance choices for 2006

Once again, it's that time of year to start thinking about your health insurance options.

The NYSHIP option transfer period will be held after the 2006 health insurance premiums are approved. During the option transfer period, CSEA-represented state enrollees will have the ability to change their health insurance plan for the 2006 plan year. Members will be able to choose from the Empire Plan or one of the NYSHIP-approved health maintenance organizations (HMOs) in their area.

Enrollees will receive from the Department of Civil Service a copy of "Choosing Your Health Plan." Members should review each of the options carefully to determine which health insurance plan will best meet their needs and the needs of their family. "Choosing Your Health Plan" also includes web site information on resources (such as the state Insurance Department and Department of Health) that measure the quality of HMOs.

Please watch for additional information in *The Work Force* as the option transfer period draws nearer. The Joint Committee on Health Benefits will publish additional information on health insurance premiums for the 2006 plan year in an effort to assist you in making the most informed choices for you and your families' health care needs in 2006.

Your Insurance Service Team at JLT Services Corporation is now...



1-800-697-2732

Same people, same great service and now with in-state ownership!

Visit <http://www.cseainsurance.com> for more information on available programs.

How the new Medicare prescription drug benefits will affect you

Information for NYSHIP enrollees



your ability to use your NYSHIP prescription drug benefits will be affected (your NYSHIP coverage may be reduced).

The New York State Health Insurance Program provides health benefits and prescription drug coverage to state employees and retirees. Prescription drug coverage is provided through the Empire Plan or a NYSHIP health maintenance organization.

If you or a dependent is currently eligible for Medicare coverage or if you will become eligible for Medicare in the near future, you should be receiving information about new Medicare prescription drug benefits that will soon be available.

Starting Jan. 1, 2006, Medicare will begin providing prescription drug benefits to those who enroll in Medicare Part D.

NYSHIP enrollees or covered dependents eligible for Medicare in 2006 will continue to be able to receive the full prescription drug benefits under the health option in which you are presently enrolled, either in the Empire Plan or a NYSHIP HMO.

- There will be no change in NYSHIP drug benefits because you are eligible for Medicare Part D.
- You will not be required to enroll in Medicare Part D.
- The state will not reimburse your Medicare Part D premium if you choose to enroll; and
- If you enroll in Medicare Part D,

It is recommended that most NYSHIP enrollees should **not** enroll in Medicare Part D. Only those persons eligible for the Medicare Part D Low Income Subsidy should consider enrolling.

Individuals with very low incomes and limited assets are eligible for enhanced prescription drug benefits under Medicare Part D at a reduced or no cost. If you qualify for this extra help from Medicare, your out-of-pocket cost for prescription drug benefits may be much lower through Medicare than under NYSHIP.

If you have questions about eligibility for the low income subsidy, call Social Security Administration at (800) 772-1213 or visit the administration's web site at www.socialsecurity.gov.

The New York State Department of Civil Service will be sending additional information about how Medicare Part D will affect your NYSHIP benefits. This will include whether the current benefits you receive under NYSHIP are at least as good as the coverage that you would receive under a Medicare Part D prescription drug plan. Be sure to read all of your NYSHIP materials carefully when they arrive.

If you have questions about your Medicare benefits, call Medicare at (800) MEDICARE (1-800-633-4227) or visit www.medicare.gov.

Information for other local government & private sector employees

Beginning Jan. 1, 2006, Medicare will offer a prescription drug plan (Medicare Part D) to all Medicare eligible individuals. You will receive information from Medicare advising you of the new prescription drug plan.

Your employer is required to notify you of your current prescription drug plan and how it compares to the Standard Medicare Part D prescription drug plan. This information will be sent to you by Nov. 15. Generally, your employer provided prescription drug plan is better than the Standard Medicare Part D prescription drug plan.

However, if your employer's prescription drug plan is not equal to the Standard Medicare Part D prescription drug plan, your employer must advise you of your options. If you choose to enroll in the Standard Medicare Part D prescription drug plan, you must do so before May 15, 2006 to avoid a penalty.

It is recommended that you do not enroll in Medicare Part D unless:

- You are not eligible for a prescription drug plan, or;

- Your employer provided prescription drug plan is being terminated, or;
- Your employer has advised you that your current prescription drug plan is not equal to the Standard Medicare Part D prescription drug plan; or
- You are eligible for the Medicare Part D Limited Income subsidy (For more information, call the Social Security Administration at (800) 772-1213.)

Please note that if you terminate your employer provided prescription drug plan, you may not be eligible to re-enroll later. In some cases, terminating your employer-sponsored prescription drug plan may also require terminating your employer-sponsored health plan. Make sure you understand exactly what your options are and know your cost for the Standard Medicare Part D prescription drug plan before making any changes.

Be sure to read all of the materials carefully when they arrive. If you have questions about your Medicare benefits, call Medicare at 1-800-MEDICARE (1-800-633-4227) or visit www.medicare.gov. Specific questions regarding employer-sponsored prescription drug programs should be directed to your employer.

What's In It For You?

Do you know the difference between CSEA Member Benefits and the CSEA Employee Benefit Fund's benefits?

It can get quite confusing with all the acronyms (EBF, HBD, etc.) and the different benefits that CSEA members have available.

What is the difference between the CSEA Member Benefits Department and the CSEA Employee Benefit Fund? All CSEA members are eligible to participate in any CSEA sponsored benefit as a privilege of membership with the exception of agency shop fee payers who, because they are not members, are ineligible for benefits offered through the Member Benefits Department.

CSEA EBF participation must be negotiated through the collective bargaining process. State CSEA members are eligible for EBF dental, vision,

prescription drug co-pay reimbursement, and Workplace Security Items as a result of contract negotiations between CSEA and the Governor's Office of Employee Relations. Local government units negotiate fund benefits and can create different benefit packages to add to their list of contract proposals when the contract expires. To participate in our excellent benefit programs, remember to add the fund to your wish lists early. Don't miss out!

Let's take a look at the plan basics. For examples, we'll use the HEARING AID and VISION BENEFITS.



CSEA EBF HEARING AID BENEFIT — EBF's Hearing Aid Benefit provides an allowance of **\$450 per ear** toward the cost of a hearing aid once every three

calendar years. The member submits a completed claim form with the paid bill and a copy of the doctor's prescription for the hearing aid to the Benefit Fund. The member is reimbursed up to the maximum allowed. The Plan does not cover repairs to hearing aids or replacement batteries.

CSEA EBF VISION PLANS — All CSEA EBF VISION PLANS are available on either a 12 or 24 month vision benefit basis. When eligible members and their dependents use one of the Funds many participating providers, an eye exam and one pair of glasses or a starter

supply of contact lenses is covered with no out of pocket cost **provided** the member/dependent(s) stay within the designated Plan lens and frame bar. If you choose to see an out-of-network provider, you will be reimbursed according to your plan fee schedule. The Frame bar (depending on the plan negotiated) covers a large variety of styles and colors. The Lens bar (based on the plan negotiated) covers many lens types including contact lenses and prescription sunglasses. Riders are available which allows the unit to tailor a program to their needs!

For more information about benefits available through the Employee Benefit Fund, please call 1-800-323-2732 and press 4 for the Marketing Department.

An Ever Better Future

Leading Edge



As part of the CSEA 100 history project, CSEA has been interviewing individuals who have played a role in our history over the decades. The interviews will be used as part of a book and video documentary project being prepared for CSEA's 100th anniversary. The interviews are also being archived at the CSEA archives at the Grenander Special Collections at the University at Albany. As we celebrate CSEA's 95th anniversary, we are devoting the *Leading Edge* to some brief excerpts from a few individuals who have offered their perspective for this project.

Marty Langer, Retiree/longtime activist/ former CSEA staff member

"Listen to your membership. Don't rule from the top. Go down to your grassroots. Remember who you are... My strength at a local level was directly proportional to the strength of this organization at a statewide level."



played a big role. They were early in endorsing me in '94 and in '98. The thing about CSEA is, since it's a statewide union, it's really important to have them with you because it means in every community where you go when you're running, you've got CSEA people in those communities, in every city, town, village there are CSEA people. There are very few unions that have that kind of reach. When CSEA supports you they really go all out for you. They have the field operation. They have the workers. They have the skill to really help a campaign to be effective."



Jack Rice, CSEA Counsel 1962-1972

"I think the people who are leading CSEA can look back at the history of it and say that doing things that are right pays off and results in victory. That's an interesting word, victory, and it's interesting in the context of labor unions. There aren't that many things that you can do within the framework of the law for a large constituency that you can really categorize as a victory or defeat. Unionization is one of those things."

Ramona Gallagher, Longtime activist/former CSEA staff member

"I started in CSEA around 1969 or '70 in the New York State Department of Labor. Initially, I had not become involved in the union, but, there came a time when I felt the department was running roughshod over its own rules, actually. I got angry and I finally said 'enough is enough'."



Mary E. Sullivan, CSEA Executive Vice President

"A big thing that helped me growing up in CSEA is there were so many people that were willing to share what they knew because they knew that one day they wouldn't be there. They needed to leave their experiences, their knowledge to somebody so the tradition and the history and the progress of CSEA would continue. If we don't pass on the experiences we as leaders have, if the mentoring doesn't come from those who are already there, what is the union going to be when we've left? That's our obligation as leaders. That is our legacy."



Rita Wallace, Retiree/longtime activist

"You're dealing with ...a diverse work population and younger people have entirely different needs. They want money in-hand. They want spendable money and they're not interested in benefits. They don't realize until their children are ten ... and hit with an orthodontia bill that having dental insurance is very important. But as they go on in their years of service they suddenly come to realize ... what they didn't want at age 20, at age 50 becomes an absolute necessity."



Robert Lattimer, Former Western Region President (deceased)

"We came in touch with a group ... of people who wanted to change things and they were very helpful and very instrumental in changing the organization ... we were finding out that Mental Health and Mental Retardation had a tremendous nucleus of people and local government, untapped resources. There was a tremendous amount of talent in this organization and there always has been. It's just a matter of being able to help them, work with them to get to the front ..."



H. Carl McCall, former state comptroller and gubernatorial candidate

"CSEA's endorsement was very important and

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Break in membership affects eligibility for union office, voting privileges

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

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

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

If you go on unpaid leave or for any other reason have a break in your employment status, your dues will not continue to be paid through payroll deductions. You must make arrangements to pay your dues directly to CSEA to continue your membership status. If you are either laid off or placed on leave without pay

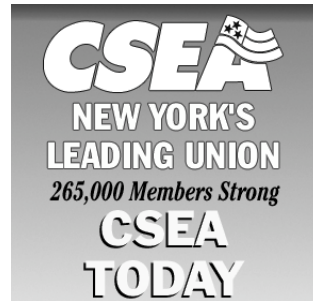
status due to becoming disabled by accident, illness, maternity or paternity, you may be eligible for dues-free membership status for a period not to exceed one year. If you are called up for active military duty you may also apply for dues-free status.

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

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

PEOPLE PERSON — The PEOPLE recruiter of the month of August is Patricia Metzger of the New York State Department of Taxation and Finance Local in the Metropolitan Region. She recruited 26 new PEOPLE members. PEOPLE is CSEA and AFSCME's political action program. It is responsible for raising money and collecting voluntary contributions from the membership so CSEA can effectively promote our interests at the state and federal level ...

HOT KITCHEN — CSEA is working with management at Wyoming County Community Hospital to correct a heat problem in the facility's kitchen. Throughout the warmest part of the summer, temperatures and humidity in the kitchen rose to potentially unsafe levels, resulting in an inspection by the CSEA Occupational Safety and Health Department. Workers in the kitchen say they know it may be a bit warm due to the ovens and other equipment, but



105 degrees is unacceptable ... **TENTATIVE AGREEMENT** — CSEA recently reached a tentative agreement with Fulton County. The 486-member unit will vote on the four-year deal in early

October ... **WESTCHESTER CONTRACT FIGHTS END** — CSEA recently resolved two of the toughest contract fights in Westchester County. The Lakeland School District Unit and the Town of Mount Pleasant blue and white-collar units both reached agreements after negotiating for more than two years. Health insurance was the sticking point in both fights ... **STATE FAIR WRAP** — CSEA recently staffed its 15th annual booth at the 12-day New York State Fair in Syracuse. Union members volunteering at the booth greeted thousands of members and other guests during the fair. President Danny Donohue also greeted hundreds of members when he visited the booth on Labor Day weekend.

A special collection



CSEA opens its archives at the University at Albany. From left, University at Albany President Kermit Hall, CSEA President Danny Donohue, University at Albany Local President David Harrison, and Brian Keough, head of the university's M.E. Grenander Department of Special Collections and Archives, mark the formal opening of CSEA's archives at the university. Grenander's state of the art facility is housing and preserving important documents, publications and other materials from CSEA's history for future use and research. To download a timeline of CSEA's illustrious history visit www.csealocal1000.org. The site also contains a link to the University at Albany's online photo collection, including CSEA's historic photographs.



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2005 Officers Reports to the delegates to the 95th Annual Delegates Meeting



DANNY DONOHUE, CSEA STATEWIDE PRESIDENT

“It is a familiar theme: Big business interests continue to pound away at your “overly generous” contracts and pension benefits in a clear attempt to undermine what you have gained. They want cheaper government but do not be fooled, because in many cases they would also like lucrative contracts to deliver those same services at their profit and your loss.”

It is our union, our future. The theme of our Annual Delegates Meeting is an appropriate call to arms as we celebrate our 95th anniversary year.

The challenges we face are enormous and our success will surely depend on how each of us responds. Certainly we can take encouragement from the lessons of our history and the tremendous record of success against stiff opposition. We can also look to a lengthy list of accomplishments from the past year where we have fought the good fight to secure our rights and benefits in contract campaigns, worked hard to protect funding for public services and tried to hold our ground on numerous issues and policy debates such as attempts to undermine the public employee pension system and Social Security. None of it has been easy.

But this is no time to rest on our achievements. From Mineola to Massena, from Oswego to Jamaica, from Sydney to Jamestown, from Valhalla to Peru, there is hard work to be done if we are to maintain what we have achieved and seek a brighter future. We need individual effort but we must also have collective action.

We need to fight back aggressively against the forces that would erode our hard-fought gains and seek to destroy us.

At a time when there is unfortunate confusion and disagreement on the direction of the American labor movement, CSEA remains focused on what is most important:

- Representation — negotiating and enforcing the best possible contracts that protect our members in every way;
- Political Action — Strengthening our ability to elect and hold accountable elected

officials who will work in the best interest of working people;

- Organizing — helping unorganized workers gain a voice in their worksites and preventing our rights and benefits from being undercut by cheap non-union labor.

These priorities are all linked. Our ability to continue to negotiate good contracts depends on whom we elect to office at every level and those we help organize to maintain our clout at the bargaining table.

Each of us has a stake in the outcome of all of CSEA's battles.

When we fight for the future of public health care, we are fighting not only for our members and the services they deliver, we are fighting for access to quality, affordable health care in communities across the state. Public health care facilities are not only providers of last resort, they also help provide healthy competition to other operators who stand to gain if our operations go down.

That means you and other members of the community would see less access to medical care, a run down on the quality of care and higher medical costs.

In places like Erie County we are already seeing attempts to go this route – driven by business interests, which stand to gain at your expense. We must not allow this to happen!

It is a familiar theme: Big business interests continue to pound away at your “overly generous” contracts and pension benefits in a clear attempt to undermine what you have gained. They want cheaper government but do not be fooled, because in many cases they would also like lucrative contracts to deliver

those same services at their profit and your loss.

Haven't we had enough of ethically challenged businesses telling us to do as they say, not as they do?

New Yorkers can take pride in their public services and the people who deliver them because of who you are and what you do. We are not going to allow anyone to undermine that.

CSEA is committed to helping unorganized workers become part of our union — especially workers in businesses and organizations that benefit from public funding or contracts. These workers want to do a good job but they often do not have the help, resources or support they need. They receive substandard wages and often have inadequate benefits. Because they fall under private sector labor law, which shamelessly favors employers, they are often subject to harassment and intimidation when they try forming a union.

This must end.

Supporting these workers is the right thing to do. They deserve fairness and respect along with decent wages, benefits and working conditions. The services they deliver and the people they serve deserve better than uneven quality and high turnover. The public deserves better than to see their tax dollars go to opportunistic operators making their profit on the backs of their employees. And you as a CSEA member deserve better than misguided contracting out that undercuts your labor.

We will have to fight these battles on many fronts and your activism is essential.

Perhaps no battle will be more important in

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MARY E. SULLIVAN, CSEA EXECUTIVE VICE PRESIDENT

“ I did not get involved in CSEA because someone had done anything to me. The union had not saved me from some harsh punishment by my employer. An opportunity was there, and I took it. And I think every member should consider doing the same thing. ... The more involved you are in your union, the more rewarding your membership will be and the stronger we will be as a union.”

One of the greatest things about our union is its inclusiveness. Just as important as the many benefits and services CSEA provides are the many opportunities it offers members to participate. Because of CSEA's unique democratic structure each and every one of us has an opportunity — and I believe a responsibility — to get involved.

It was my wise mouth that got me started in CSEA.

After graduation, I got a job as a social worker for Herkimer County. I had been there about a year and had absolutely no interest in or contact with the union whatsoever, other than dues coming out of my paycheck. One day, the woman who was president of the union at the time came around asking if anyone was interested in running for office because they were about to hold unit elections. Well, being the smart-mouth person that I am, I said “sure, why not?” When she asked which position I wanted to run for I said “President,” never thinking anything would come of it. But, a few months later, there I was, President of the Herkimer County Employees Unit.

Remember, all I knew about CSEA at the time was that I had joined the union when I was first employed and that CSEA negotiated my contract and protected my rights as a worker. I had never bargained a contract, never handled a grievance and never been involved in any of the union's activities. I had no training, no experience and now I was the president of the Herkimer County unit about to go into negotiations for a new contract. To make matters worse, across the table, representing the county was my old high school guidance counselor!

Luckily, because a few more experienced members were kind enough to coach me through it, everything worked out. We got our contract and it has been one wonderful experience after another, working with my brothers and

sisters to make CSEA a better union. I have had amazing opportunities, including the chance to study labor relations at Cornell and Harvard, and the privilege to have served as a Local President, a Region officer, the CSEA Statewide Treasurer and currently as your Executive Vice President.

The first point of my story is this: I did not get involved in CSEA because someone had done anything to me. The union had not saved me from some harsh punishment by my employer. An opportunity was there, and I took it. And I think every member should consider doing the same thing.

You do not have to start off as the president to be an activist. Unlike many unions, CSEA's open, democratic structure makes it easy for members to get involved. You can start off with something as simple as offering to keep the union bulletin board at your work place up to date. You can sign up for a committee that may interest you like your political action, health and safety or the membership committee. Or you can step up and offer to form a new one like a newsletter committee for instance.

You can help by putting a face on the union through community involvement. Many CSEA locals and units sponsor or take part in a wide range of community projects such as food drives to feed the hungry, toy collections to bring smiles to children during the holidays and events like the Race for the Cure, Making Strides Against Cancer Walk and March of Dimes Walkathon to raise funds for research in the fight against disease. Sadly, the devastation left recently by Hurricane Katrina will provide us all a community outreach project for many years to come.

One of the most important ways you can get involved is through political action. In CSEA, politics means participation, not simply handing money to candidates. You can be part of the political program in a variety of ways.

You can take an active role in selecting the candidates that CSEA endorses. You can volunteer to contribute and/or raise money for our PEOPLE program. You can work on a phone bank or hand out leaflets door-to-door on behalf of our endorsed candidates. You can also help make a difference by lobbying lawmakers for legislation that is beneficial to working people and letting them know that you oppose legislation that may be harmful to us.

The more involved you are in your union, the more rewarding your membership will be and the stronger we will be as a union.

With local and unit elections recently completed, new and re-elected officers are looking for members to work with them on the various challenges that they face every day. I urge you to take the time to meet them and find out what you can do to help make our union stronger. I also urge the newly elected officers to reach out to their members and ask for their help.

And this leads me to the final point of my story: Although I began my career as a union activist by seizing an opportunity, I would not have progressed very far had it not been for the guidance, advice and, of course, constructive criticism over the years from many CSEA leaders and staff. They believed, as I do, that those in leadership positions have a responsibility to help develop the future leaders of CSEA by creating opportunities for our members to learn about CSEA and the labor movement, to participate in the union's activities and to have a voice in the direction that our union takes in the years to come.

Brothers and sisters, the union belongs to every member so we all have a responsibility to ensure that CSEA continues to be a force for working people for at least another 95 years. □



**BARBARA REEVES
STATEWIDE SECRETARY**

“Any tax on benefits translates into another burden for working families already being squeezed by out-of-control health care and prescription costs.”

Talk about passing the buck. It appears health insurance problems are about to get worse with a proposed tax on health benefits.

The Bush administration views the tax as a way to raise revenue without jeopardizing its \$1.2 trillion tax cut plan for upper-bracket Americans. For the rest of us, it’s another example of passing the buck to millions of workers and their families.

There are already too many people without sufficient health insurance in the U.S.A. Any tax on benefits translates into another burden for working families already being squeezed by out-of-control health care and prescription costs.

American health care is unique among advanced countries in its heavy reliance on the private sector. It’s also uniquely inefficient. We spend far more per person on health care than any other country, yet many Americans lack health insurance and don’t even receive essential care.

One study estimates more than 45 million working Americans are uninsured while the overall health care system has become a huge bureaucracy trying to pass the buck.

America is ruled by conservatives with a privatization fixation. They believe that more privatization, not less, is always the answer. And their faith persists even when the evidence is undeniable that our health care system is broke.

In 2005, estimated average premium increases for employer-sponsored insurance ranged from 8 percent to 10 percent. While that’s down from an average 12 percent jump in 2004, the costs are still rising much faster than inflation.

Ironically, corporate America should be lobbying for some form of national health coverage because our economy is being strangled by its health care costs.

Even worse, the Bush administration believes health insurance is too comprehensive and encourages people to consume too much health care. This is where the new tax comes in.

The President’s Advisory Panel on Federal Tax Reform is said to be examining a plan that would allow employers to provide tax-exempt health coverage up to a certain dollar limit. Benefits that exceeded the limit would be treated as taxable income. And, make no mistake about it, that money will be coming out of our pockets.

It’s said to be forewarned is to be forearmed. Keep your eyes open and your ears alert because we may soon be facing another assault on union-negotiated benefits.

Never forget: A strong union is our best defense! □



**MAUREEN S. MALONE
STATEWIDE TREASURER**

“As we shop for back-to-school clothes and look forward to holiday shopping, we all must continue to look for the union label and buy American made goods.”

During the course of each year, the one time I am able to correspond with all of you is convention time. For the past 11 years something in the national news has sparked my interest or had an effect on what I chose to write about. This year is no different. Issues that in my mind relate directly to each other have provided the basis for this article.

The first item that caught my attention in early July was something we can all relate to. The headline read “Shanghai, Beijing raise minimum monthly wages.” While reading the article, it hit me what was so great about being a member of CSEA and the union movement. See if you agree.

China has raised minimum monthly wages in its capital Beijing and commercial hub Shanghai by an average of 45 yuan (\$5), the official Xinhua News Agency reported. No wonder goods made in China are so cheap. Shanghai’s minimum monthly wage rose from 635 yuan (\$77) to 690 yuan (\$83). In Beijing the minimum rose from 545 yuan (\$66) to 580 yuan (\$70). Beijing also raised monthly pensions to an average of 120 yuan (\$15).

This is the reason I continue to live in New York state, work for New York State and happily belong to CSEA. We truly do try to negotiate the best contracts with the best benefits. Can you just imagine having a monthly wage of \$83?

As we shop for back-to-school clothes and look forward to holiday shopping, we all must continue to look for the union label and buy American made goods. Several years ago the U.S. Congress passed NAFTA — North American Free Trade Agreement. The rhetoric at the time was that opening the borders of the United States to goods from North American countries, and sending U.S. made goods to those countries, would result in more demand for American goods and an industrial rebirth. As many of us know, the result has been just the opposite with a loss of over 1 million American industrial jobs. Now, by two votes, the same cast of characters in the U.S. Congress passed CAFTA — Central American Free Trade Agreement — even though NAFTA is a failed trade proposition for working people. These trade agreements do not, and will not, produce middle-class jobs with decent wages for Americans.

We need to stick together to protect our way of life. Open borders for trade do not result in good paying industrial jobs for American workers. What they do produce is more American companies building plants in Mexico, Central America and Third World countries, auto plants closing, and the last American made silverware company in Sherrill (New York) ceasing production in favor of imported goods.

In many of our cities, towns and villages, shops are closing and local jobs are being lost. Small town shop owners are being put out of business by the Wal-Marts and super centers that buy cheap goods in great volume to increase their profit margins. In my hometown, Price Chopper recently bought out TOPS Supermarket.

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**NICK LAMORTE
LONG ISLAND
REGION
PRESIDENT**



Greetings Brothers and Sisters,
This has been a year of action and achievement in the Long Island Region. One of the first things we did was renew our commitment to fighting the good fight. By that I mean, the fight for

justice and respect. After all, we just cannot afford to give up.

The anti-union, anti-working class attitudes that are so prevalent today will no doubt fuel more and more anti-worker legislation in the months to come. So it will be up to every one of us to stay alert, communicate with one another and support each other's struggles.

Remember that even though you have a contract today that protects you from certain managerial abuses, everyone's contractual rights are revisited every few years during negotiations. Just as labor protections against overwork, lack of pay, health and safety were implemented years ago, they can also be taken away. So it is up to each and every one of us to make sure that the gains that so many have fought for are not erased.

In numerous places, CSEA staff and officers were able to gain ground for our members at the bargaining table. In places like the Miller Place School District, the towns of Hempstead and Oyster Bay, new collective bargaining agreements were reached.

I am also proud to report that CSEA activists from all over Long Island supported the contract struggles of their brother and sister members in two particularly difficult situations — and those struggles bore fruit — in the Nassau Health Care Corporation and in the Town of Southold units. After more than two years without a contract, fair and equitable agreements were finally reached for both bargaining units. In both cases, CSEA hit the streets, lobbied intensely, held protests, and got the message out through use of the news media to rally support for their cause. These fights were long and hard, but we dug in our heels, resisted management pressure to fold and the result was two very critical victories. Still, neither would have been possible without the support of the membership. While CSEA has a duty of fair representation, to defend its members' rights without regard to race, creed or religion, each member also has a duty to CSEA.

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**GEORGE
BONCORAGLIO
METROPOLITAN
REGION PRESIDENT**



Greetings Brothers and Sisters,
We ended last year with some great news. After months of battling for a union and a contract at their workplace, our brothers and sisters at QSAC (Quality Services for the Autism Community)

were finally successful in obtaining both and they deserve a lot of credit and praise for their efforts.

Their contract and their union are the products of long days and nights, some frigid and others sweltering, where workers engaged themselves in planning meetings, rallies, home visits, lobbying elected officials and press conferences.

Why did they do it? Because they knew that the dignity and rights they deserved were intricately involved in preserving and improving the quality care they wanted to provide for their consumers.

Building on this successful campaign, we are once again working with some 1,200 employees at Lifespire who recently held a press conference with local elected officials to let everyone know about this New York City based agency's union busting tactics, poor working conditions and quality of care issues.

Lifespire workers provide services to the developmentally disabled in all five boroughs of New York City. And, just like QSAC, the agency receives over 90 percent of its funding from the state of New York. They do the same work as our members but are not entitled to the same salary, safety, job protections and other benefits that our members enjoy.

We have established an extremely efficient process for unionization through the card check/neutrality agreement and we are more than hopeful that by the time you read this message that management at Lifespire will agree to allow employees to choose if they want a union free of employer harassment and intimidation.

Earlier this year, after working tirelessly to force the state to make numerous health and safety improvements at the Lower Manhattan building they were forced to move into, CSEA members also pitched in to help fellow workers from other unions to demand the same improvements.

In the labor movement we often say an injury to one is an injury to all, which is why

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**DIANE HEWITT
SOUTHERN REGION
PRESIDENT**



Greetings from the Southern Region! The past year has been a busy one for this Region, as our workers have encountered many uphill battles. I'm proud to report many of our issues have been resolved in our favor.

Congratulations to all our newly elected officers, which include many seasoned CSEA veterans as well as some eager newcomers. Thank you to those officers who concluded their terms at the end of June. Your service is appreciated.

This year's convention theme, "Our Union, Our Future", very much applies to activity in the Southern Region. We have continued our push to organize with great success, while showing solidarity in our struggles.

Late last year, over 100 private sector food service workers working at Westchester Medical Center successfully organized with CSEA. Low pay, chaotic working conditions and respect from management were real issues for these men and women. They saw that the hospital's laundry and housekeeping workers benefited from their private sector CSEA Local, so Crothall Local President, Robert Freckleton, worked with CSEA's Organizing and Communications departments to organize these workers. They are now negotiating their first contract.

For those of you who remember the tough fight the SUNY Purchase food service workers faced in organizing with CSEA, we have good news. Their local now has its first contract, and it includes a livable wage, fair sick time and binding arbitration, among other things. Congratulations!

Across the river, village workers in Suffern are in the process of organizing with CSEA. For years, these employees felt no need for a union because they were working in a family environment. Due to political changes, that is no more. The Village of Suffern employees should be commended for standing up for their rights and demanding fair treatment from management.

On the contract side, there are successes to report. The Rockland County Unit recently ratified a two-year contract that includes wage increases, PEOPLE direct deductions and better dental benefits. Our Southern Westchester BOCES Unit, negotiating its first contract, emerged victorious after a bitter two

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**KATHY GARRISON
CAPITAL REGION
PRESIDENT**



Greetings Brothers and Sisters:

It has been a busy year in the Capital Region, a year that has been marked by change, growth, action and purpose. We have had our share of victories and we have suffered losses too.

Last year was dominated by a hard-fought battle in Montgomery County. Last fall the Board of Supervisors there made the mistake of approving the sale of the county home, Montgomery Meadows. That sale is still in transition.

The vulnerability of other public nursing homes in the Capital Region also spurred us to action. I wanted to find a way to engage Capital Region members and activists on the issue of public healthcare. To that end, the Capital Region Nursing Home Task Force was formed this past spring. Currently, CSEA members are at work in public nursing homes in Schenectady, Saratoga, Warren, Essex, Clinton, Fulton and Montgomery counties. As I write this, there is no active discussion of sales in any of these other counties, but I felt it was important to be prepared should it happen again. The task force has had five meetings and is working to promote the mission and value of public nursing facilities. Activities stem from a two-prong approach that recognizes the need to educate and inform both internally, among our own members and externally, throughout the community. Activities so far have included building a presence at community events, the creation of an informational brochure to be used at various events, and print and radio ads surrounding National Nursing Home Week. This is in addition to political action activities. Interest in the task force continues to grow and our most recent meeting included a presentation from CSEA's OSH Department on the considerable savings associated with a zero-lift policy. I want to recognize the hard work and dedication of all the activists involved in this task force.

We have also had to fight to demonstrate why we are New York's leading union. In the spring an organization with a shady history and even shadier motivations tried to undermine us in the Warrensburg School District and caused CSEA members no end of aggravation. We fought back and turned them

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**JIM MOORE
CENTRAL REGION
PRESIDENT**



Forty years ago this coming October 10 I was faced with making a decision on taking one of two jobs that were being offered to me. My parents had finally provided me with the, "It's time to get a job Jimmy — good luck."

One position was a management job with General Electric. The other was with the State of New York working as an attendant at the then-Utica State Hospital. I have never been unhappy that I accepted the latter. Within a week after joining the staff at the hospital, I was asked to sign a union card to become a member of CSEA. I did, and it was the beginning of a career that has provided thousands of fine moments as well as several frustrating ones.

As many of you know, I have announced my intention not to seek re-election to my job as President of the greatest region in our union. That decision was best for me and for the union. It was not made hastily nor without an awareness of the activities that would take place within the region, as leaders examine their opportunities to vie for the opening and activists begin to "look over" potential candidates. I am pleased that no negative effects to the region have taken place as a result of the announcement. That is a tribute to the 1,700 officers and leaders as well as a quality staff that service our membership.

Before looking at the current state of the labor movement, I think it worthwhile to reflect on some of the highlights of the past. Personally, winning the right to designate a union to bargain for me and my fellow employees was probably the most important development. It gave me, as a union officer (a local president) the right to sit equal with management at not only the bargaining table, but back home at the Psychiatric Center where the director, prior to recognition, had the habit of meeting with me in the hallway as opposed to his office.

Our first state-wide negotiated contracts, of which I am proud to say I was party to, gave us grievance and disciplinary language that for the first time allowed us to protect our members from inappropriate

continued on page 7



**FLO TRIPI
WESTERN REGION
PRESIDENT**



Brothers and Sisters in CSEA:

It is hard to believe that another year has passed. I do not know where the time goes but it certainly moves quickly. On behalf of the Region Officers, region 6 staff and the Region 6 CSEA

leadership, we welcome all the CSEA delegates to CSEA's Western Region. We are happy that this year's Annual Delegates Meeting is in Buffalo. This is a beautiful part of New York state and we hope that you will take advantage of all this area has to offer. We pledge to do everything possible to make your stay both pleasant and productive.

Our year in Region 6 again has been a banner year. Our activities continue to be successful thanks to the hard work and dedication of our Region Committees. Congratulations to those who served on Election Committees. We in the Western Region welcome all our newly elected officers into our CSEA family. Our election process is complete, with a record number of elections held and very few problems.

With all our success, we have had our share of troubles. Erie County is just beginning to stabilize after a year of budget deficits and layoffs. We in the Region 6 office, along with the Erie County Unit and Local officers, have done everything possible to make sense of a difficult situation. Of course, our first priority has been to get our members back to work. Again, we have had some success and will not rest until all our members are back to work. We look to next year's budget process with much anticipation and concern.

We have fought attempts to privatize and sell off public hospitals in many localities. We continue to fight contract battles to protect and retain the benefits that our locals and units have fought so hard to obtain. I know this is preaching to the choir, as many of you in CSEA have experienced much of the same. These are tough times for us not only as union members but also as working people.

By now, many of you have heard of the division in the House Of Labor. I, along with other CSEA members, attended the recent AFL-CIO convention where two major unions, SEIU and the Teamsters, decided to leave the AFL-CIO and form a coalition called "Change to

continued on page 7

LONG ISLAND REGION PRESIDENT *continued from page 4*

If you want your union to be strong for you when you need it, you should work to make the union strong for others. Two long-time activists exemplified that philosophy. Nat Zummo — who was an LRS and then served as Vice President for the Retirees' Local — passed away this year. Cathy Pipitone, who served this region for many years, first through her local, then as secretary of the region and member of the Women's Committee, also passed on. Their dedication and participation will be missed.

We did have great participation in this year's Lobby Day. Through the lobbying sessions, the influence of our State PALs and our PAC Department, we were able to beat back threats like proposed funding cuts and tax increases to our public hospitals, like NUMC and University Hospital at Stony Brook, and our nursing homes like A. Holly Patterson Extended Care Facility. We were even able to stop the governor's plan to sell off state hospitals, like Stony Brook, and restore funding to our libraries.

Long Island even hosted the first joint Region 1 and 2 State PAL training, where activists acquired the knowledge and skills they need to help us achieve positive change for working families. I know we left armed with a renewed sense of purpose and commitment. It certainly was a worthy investment of time and resources that can only benefit us all in the long run.

Through it all, members in participating locals saw their efforts, struggles and concerns reflected in the pages of the *Long Island Reporter*. Since its inception in October, the monthly insert into the CSEA paper has enhanced communication around the region every month.

In addition to the news highlights, like new contracts, the progress of contract campaigns, grievances, and election results, members have also seen profiles of themselves at work. Average ordinary members in the Village of Hempstead, SUNY Stony Brook, the Long Island State Veterans Home, Brookhaven Highway, Smithtown Fire District, DOT, Hempstead Library, Suffolk Cooperative Library and Pilgrim Psychiatric Center, all saw their faces, and their struggles and their work, depicted with pride and dignity.

Through the pages of the *Long Island Reporter*, they came to better understand one central truth:

We are one.

We are one union.

And now with the election of new officers and the re-election of veterans, we know that as long as we continue to communicate effectively, to pull together, and work together for the betterment of our members, we can continue to achieve one great thing after another! □

METROPOLITAN REGION PRESIDENT *continued from page 4*

we will always fight to protect the safety and wellbeing of all workers. It is something we are entitled to and we will not rest until these improvements are made.

Scores of CSEA members participated in a large noontime rally to support their brothers and sisters at 90 Church Street, adjacent to the World Trade Center site. The building was heavily contaminated with lead, asbestos, mercury, dioxin, mold and other dangerous poisons during the attack on the World Trade Center on 9/11. It took nearly three years for the building to be decontaminated and opened.

Workers will be directly exposed to toxic diesel fumes from trucks and construction equipment, harmful particulates from the demolition of contaminated buildings and extremely high levels of noise through the buildings old, leaky windows. Currently only four of the 15 floors in the building have double windows to shield workers from contaminated air and noise.

Our CSEA representative at the Department of Health, Marie Rogers, said it best: "It's great that we all came together from different unions to form this coalition. We can get so much accomplished by working together."

Finally, I would be remiss if I did not express my outrage with the governor's decision to close the city's only Department of Labor Telephone Call Center.

The state claims that a \$10 million reduction in

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SOUTHERN REGION PRESIDENT *continued from page 4*

years of negotiations. In Orange County, the Monroe-Woodbury School District Unit and Port Jervis School District Unit both won tough contract fights. In our locals, the New York State Bridge Authority Local and the private sector Crothall Local both ratified new contracts.

Nevertheless, challenges remain. In Westchester County, both the Mount Pleasant Blue and White Collar Units and the Lakeland School District Unit are facing protracted contract fights. Affordable health insurance is the sticking point, in both instances. The Town of Stony Point Unit, in Rockland County, recently staged informational pickets to let the townspeople know that all town workers deserve fair compensation. Our Ulster County Unit is in the beginning stages of what looks to be a real challenge with the county facing a huge budget shortfall and talk of cuts imminent. Our Sullivan County Sheriff's Department Unit has been fighting for a just contract and recently filed for impasse. The Westchester Medical Center Unit has also begun negotiations. The hospital's grim financial situation means that our members there will

have to be creative in negotiating a contract that is fair to employees while keeping in mind the hospital's fiscal issues.

Speaking of Westchester Medical Center, this regional facility has been the focus of a large majority of our efforts this year. Not only were CSEA members facing the privatization of roughly 90 jobs at the medical center, we acknowledged we had the ability to play a strong role in securing some of the financial backing so desperately needed to save this world class facility.

The members of this unit have truly proven themselves. Their grassroots efforts, with the help of our Field and Member Services Department and region staff, saved the Patient Accounts and Information Systems departments from outsourcing. Our members participated in a "Walk for Fairness" around the hospital campus, to demonstrate their solidarity; they regularly attended County Board of Legislators meetings to bring attention to the issue; and, most importantly, they used their knowledge gained from doing their jobs to show the hospital Board of Trustees and the Board of

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CAPITAL REGION PRESIDENT *continued from page 5*

away decisively. As a result we launched a campaign in Rensselaer County to bring back the 900+ county employees previously represented by CSEA. With the solid involvement of staff and activist members we have found considerable interest among the employees in rejoining CSEA. That campaign is ongoing.

Of course, we do not always have control of the battles we must engage in. I fear this may be true of the recent developments with the AFL-CIO. I had the opportunity to attend the convention in Chicago. There was a wealth of collective emotion surrounding the decision by SEIU and others to step outside of the umbrella of the AFL-CIO. Betrayal, anger, concern and uncertainty over what the future might hold were undeniable feelings among attendees in the wake of this momentous decision. My thoughts turned immediately to the Capital Region and how unnecessary these distractions are. We should all be focused on working together and better meeting the challenges faced by working people.

The Social Security issue is one of extreme importance to members in the Capital Region. There have been a number of events and activities over the last few months surrounding this current

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CENTRAL REGION PRESIDENT *continued from page 5*

management harassment. Salary increases, good health coverage and so many benefits now taken for granted by new employees were hard earned and took many years to finalize.

There was no pension system as we know it to exist now. Every year we, as well as other public employee workers, would go to the State Legislature with our hat in our hand to convince them to extend the existing pension system for another year. CSEA was instrumental in securing a permanent pension plan for not only our state division members, but also our members who worked for the local governments throughout the state.

Throughout the '60s, '70s, '80s and '90s, CSEA was involved in issues that went beyond our contract agreements. The Martin Luther King rally in Washington was a tremendous affair as was the rally on the anniversary. Our ongoing fight for equal pay for equal work is still a battle that we must give attention to. No union worker should be paid below the poverty level. We are still dealing with the ill effects of the dumping of thousands of mentally ill individuals and will be until all of the folks are in our state prisons and local jails. Public officials at all levels of government should be ashamed of their inability to deal with this issue in a humane manner. CSEA can be proud of our efforts on behalf of not only our members but for those needing care. Our battle continues.

The creation of our internal legal department was a good thing and I am very, very proud of the role I played in this saga of our history. It was overdue and not accomplished without great personal sacrifice to many enlightened leaders. Our department is considered one of the greatest legal union divisions in the country.

METROPOLITAN REGION PRESIDENT *continued from page 6*

federal funding and real estate costs are forcing them to close the call center and move workers that are willing to telephone call centers upstate in Endicott and Troy. Yet the state has still not been able to explain why workers are being moved out so soon since the lease for the call center does not expire until January 2007.

I must question the Governor's decision to move over 300 jobs from Lower Manhattan at a time when the state and city are trying to lure and retain jobs near the World Trade Center area.

The Manhattan call center handles numerous telephone queries about unemployment claims. The center also provides critical services to non-English speaking members of the public, primarily

Former President William McGowan bringing CSEA into the house of labor was a good thing. There will always be a need for unions as there will always be employers that do not treat their employees fairly or with respect.

I must credit former President Joseph McDermott for setting up region offices throughout the state, therefore bringing to each of our members a professional work force and allowing each region to establish itself as a hub for the locals and units to seek assistance. President Danny Donohue has continued encouraging independence, and I feel it has resulted in a stronger union that has seen its members become more involved in their communities and also painted a more respected image for our members.

We recently went through what most unions would acknowledge as the most democratic election process in the country. There were those who won elections and there were some who lost. It is better to win; it hurts to lose.

To all of those who participated in the process, as candidates, as election committee members, to our loyal staff who helped provide assistance and, most importantly, to the members who took the time to vote, I thank you.

I have had a wonderful career as a union activist spanning almost four decades. I acknowledge the tremendous support I have had from my family. I applaud and thank the backing of most of the region officers I have served with, and I pledge to continue until I leave to be the watchdog on behalf of our members. □

Spanish speakers. We have had many press conferences, demonstrations at City Hall and been involved in other measures to prevent this senseless move and I would like to encourage all of our members to place a call to their elected officials to make a complaint on behalf of their brothers and sisters as well.

Finally, I would like to congratulate all the new and re-elected officers, the members have placed you in a leadership role within our union and I am confident that you will serve them all zealously and proudly. And once again, I would like to thank all the Region 2 members and our activists for allowing me to serve you for another year and I look forward to an even more productive, a bigger, stronger and mightier union in the years to come. □

WESTERN REGION PRESIDENT *continued from page 5*

Win." Other unions are considering joining them and announcements that they will leave the AFL-CIO are probably forthcoming. Although the convention was filled with the business of approving Constitutional amendments and resolutions to strengthen our position as the House of Labor, clearly it is not a good time for labor. We have spent many years working with our brothers and sisters in the labor movement. While we did not always agree, we settled our problems internally and managed always to support each other. We at the local level have worked shoulder to shoulder with our labor union brothers and sisters walking picket lines, in organizing campaigns and living wage campaigns, with labor religion coalitions, on economic and social justice issues, in Labor Day parades and Workers' Memorial Day ceremonies, and so on.... Now, because of the egos of the two men who are leaders in SEIU and the Teamsters, labor's house will be divided.

Brothers and sisters, there are some of you who say good riddance to the unions that have left the AFL-CIO, but if the truth be known, this is not good for us or for the House of Labor. We in the AFL-CIO have battles to fight. Those battles deal with our very existence as workers in this country. We should be worried about the makeup of the Supreme Court, the continuation of workers' rights, the right to join a labor union, OSHA protections, collective bargaining, overtime paid at time-and-one-half, the preservation of Social Security as we know it, keeping American jobs in this country, not sending them to China and India — just to name a few. We must fight the administration in Washington D.C., not each other.

I have worked within the AFL-CIO for many years, first with the Rochester Labor Council and now with the Buffalo Labor Council. I have found the relationship to be interactive and very positive. A few years ago CSEA delegates made the commitment to fully participate in the various AFL-CIO councils and Area Labor Federations. CSEA delegates recognized that we, CSEA, must be involved in decisions affecting the direction that labor will take. We must have a say in what happens to us as working people. We must have input as to who will lead us politically. Most of all we must organize the unorganized, strengthening our position at the bargaining table. That is our mission. That is our cause! That message must get out to all members of CSEA and other unions. It is important that everyone know what we in the House of Labor must do. Our futures depend on that.

I believe firmly in CSEA and the role we play in the House of Labor. I leave you with this quote by President John F. Kennedy.

"The American Labor Movement has consistently demonstrated its devotion to the public interest. It is, and has been, good for all America."
Need I say more! □

CSEA STATEWIDE PRESIDENT *continued from page 1*

the year ahead than electing a new governor who will value working people and work for responsible and progressive public policies. We certainly do not expect that we will agree on every issue with any candidate, but let me be clear that no candidate should assume CSEA's support. We will make a decision about who best earns CSEA's support in the course of the year. Then we will fight like hell to get that candidate elected and follow up on what needs to be done once in office.

We must keep looking to the future of our union and work in the best interest of our members for today and

tomorrow. We have many new local and unit officers as a result of last spring's elections. I congratulate and say thank you now. You already have much to do and will need to focus your efforts. The strength of CSEA is in our size and experience – we are more effective when we work together and you should not hesitate to seek the help you need.

It is also important to acknowledge that this fall will see the first graduation of our LEAD (Labor Education and Development) program which has been working to better prepare CSEA leaders. The first group of participants deserves

our praise and respect for their dedication and outstanding effort through a rigorous program. We look forward to continued accomplishment from all of them and look forward to the next group entering this program, which is essential to our future.

Each of us should be enormously proud to be a part of CSEA. Each of us has a role in keeping our union a vital force for working people. This is the time to renew our commitment to the hard work that lies ahead.

Remember — It is our union, our future. □

CSEA STATEWIDE TREASURER *continued from page 3*

All TOPS employees will be losing their jobs at the end of September and will not be rehired because they are union. It is a very sad commentary on the values of corporate America.

The lesson here is simple: Support the union to keep our share of the American dream. Look for the union label, and buy items made in the USA.

We must stick together or it may be too late for those who come after us.

Being union, buying union, supporting union is necessary for today and essential for tomorrow. □

SOUTHERN REGION PRESIDENT *continued from page 6*

Legislators why they should remain in these jobs. I hope hospital officials will continue to look to our workers for solutions to help the Hospital in its crisis. No one knows Westchester Medical Center better than the men and women who keep the hospital running.

Another example of the power of a good labor/management relationship occurred at Ellenville Regional Hospital. The tiny rural facility sprang back from bankruptcy this year, with help from CSEA being part of the solution. CSEA leadership there, along with our Political Action Department, worked with Assemblyman Kevin Cahill to find grant money to fill a pension shortfall left by previous management. That cooperation saved a retirement fund that workers in this Ulster County hospital depend on.

This year, like the last few years, come with news of the closing of Middletown Psychiatric Center. This year, acknowledging that changes at the facility were inevitable, CSEA used a different approach. Negotiating with the state, we are the only union to guarantee local jobs for each and every member employed at Middletown Psych. Some will be

working in community residences, transitional units, clinics and treatment programs that will soon be established. Others will transfer to other state facilities or Rockland Psychiatric Center, if they choose.

Other negotiated transfers occurred in Dutchess County. Licensed practical nurses working at Downstate Correctional Facility were transferred to Fishkill Correctional Facility due to their title being eliminated at Downstate.

On a happy note, members of the Southern Region were proud to have one of their own as the winner of this year's Mission Achievement Award for the Private Sector. Crothall Local President Robert Freckleton, works well not only with his own members, but has also reached out to organize the non-unionized employees at Westchester Medical Center.

At the same time, it is my sad duty to report the recent deaths of two members. Denis Keenan, of the City of Poughkeepsie Department of Public Works, was killed this past January as he unloaded salt from the back of a DPW truck. Due to a missing safeguard from the truck's machinery, Keenan was strangled. Village of Ossining DPW employee John Rodrigues, on the job only couple months, died in July after falling off the back of a village sanitation truck.

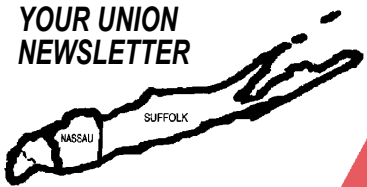
Finally, I would like to thank Irena Kobbe for all her years of dedication to CSEA, both in Putnam County and statewide. A longtime Putnam County Local President, Rena retired early this year after decades working for the county. Proof of her hard work and dedication came via a retirement party held in her honor. Needless to say, the room was packed. We miss you Rena, but hope you enjoy retired life in Florida. □

CAPITAL REGION PRESIDENT *continued from page 6*

administration's misguided attempts to privatize Social Security. CSEA members in the Capital Region have attended a number of forums run by US Rep. John Sweeney. The Capital District Area Labor Federation held a rally outside of Schwab's Albany offices in late March. The rally was part of an AFL-CIO coordinated day of action and our message that day was clear, "don't pick our pockets to line yours!"

The 3rd Annual Capital Region Spring Conference was held in March. Attendance records were set and conference attendees enjoyed a range of workshops from education, to health and safety to wellness. In July, I hosted an installation ceremony for new and newly re-elected officers. That too was well attended and the spirit of optimism and solidarity was evident. And, in late August we held our annual meeting at Kutsher's in Monticello. Special thanks to all committee members for their hard work and the valuable role they play throughout the year with these important and educational events. □





Message from CSEA Local 830 President Jerry Laricchiuta

CSEA Nassau County Local Members' Diversity Represents Workers in Many Titles

Our union is changing and I'd like to believe for the better. With each day come new challenges to our local. With nearly 7,000 county employees and 3,000 health care corporation workers, CSEA Nassau Local 830 faces many daily obstacles and it will be our goal to confront them with you.

Now that we have completed our first two months in office, I can report back to you that we have been fairly successful in implementing the first of many of our initiatives which will make our union stronger and more efficient. I am proud to announce to our membership that we have begun our 'COMMUNITY OUTREACH PROGRAM.'

As of this writing, we have had two quarter-page messages written in the weekly newspaper *The Long Island Press*. With each week, we will highlight another area or group of CSEA workers to educate the public in what our members do. Our union is diverse as we represent workers in hundreds of civil service titles.

Because we are so large in number, it is easy for the public to forget how very important our services are to everyday life here in Nassau County. For instance, we received a great response from members and the public when we illustrated that our 911 communication operators and fire communicators answered more than 800,000 calls in 2004. (That's right, it's 800,000!)

Our ambulance medical technicians (AMTs) responded to more than 55,000 emergency calls last year. This was done by only 123 AMTs. Our members always get the job done as these two examples illustrate, despite the fact that we are severely understaffed in many agencies. I urge all our members to get your free copy of *The Long Island Press* each Thursday at a convenient location.

As we approach Election Day, many of our members are asking us about our political endorsements for this year. These endorsements are important and they require a great deal of work and effort on our part.

The candidates have all been interviewed by me and our entire political action committee, and we are still going through the tough process of deciding which candidates are best for CSEA. I hope to be able to deliver our

endorsements to you in the next *Express* before Election Day.

Our endorsements should serve as a recommendation to you as to which candidates your union leadership believes will be most favorable in labor related issues. As a Nassau County resident and county worker, you probably have your own idea of which candidates you would like to vote for. You may take our recommendation or not, but it is imperative that every one of our members get out and VOTE!

This is an important time of year when you can make your voices heard, so don't throw it away by staying home. Exercise your right to vote and be a part of our great system.

CSEA labor relations in Nassau County seem to be strained at best. As I write this article, I look forward to vastly improving the way we do business with the county. If needed, we will step up the fight and dig in for the long battle which may lie ahead. I am hoping to establish a better working relationship with management.

For our union to be able to declare an end to our ongoing labor battle, many important infractions on the county side would have to be halted. One of the most frustrating practices is the use of subcontractors to perform our members' job duties.

This practice has grown by leaps and bounds over the past few years. We will soon begin our hard-hitting campaign against the use of private contractors who take our jobs and yet do not perform the duties nearly as well as our CSEA members.

Another area of deep concern is the county's new use of non-union staff. In fairness to the county administration, they have entered into meetings with us regarding these very serious issues. Our first such meeting resulted in some positive discussion and I believe that our continued vigilance will help us to see some light at the end of the tunnel.

I have recently taken steps to help our members who work in the public benefit corporation ('PBC'). Most importantly, I believe we have opened up dialogue at the medical center for future promotions of personnel.

I cannot urge our members enough to continue to help our fellow Americans who have been ravaged by the devastating natural disaster of Hurricane Katrina.

Last month we entered into an agreement to have 65 nurses promoted from Registered Nurse 1 to Registered Nurse 2. We are now staying on top of this issue by helping the administration to effectuate a schedule of promotions. We will closely monitor these promotions and we hope that all 65 members will be promoted by year's end.

We also toured the A. Holly Patterson Health Care facility and spoke with many of our members. I learned a great deal about what our members in that center must deal with on a daily basis. I am extremely proud of our health care professionals and I feel very lucky to represent them.

Our health care professionals within the entire PBC system work extremely hard. A quick look at our clinics in Nassau County will show you how adept our members have become at working in adverse conditions. Regardless of the understaffing and immediate surroundings which, in some cases are substandard, our members always provide their patients with excellent medical care in a friendly and professional way.

I am once again asking for friends to attend our installation dinner on Oct. 22. I am hopeful that we can show unity and solidarity at this important event.

I cannot urge our members enough to continue to help our fellow Americans who have been ravaged by the devastating natural disaster of Hurricane Katrina.

I have made several inquiries into the possibility of

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MARLA ROWE, Probation Department
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EARL STROUGHTON, Nassau University Medical Center
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comments to Tony Panzarella, Editor, Nassau County
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Graduation for CSEA Members at A. Holly Patterson Extended Care Facility

Five CSEA-represented employees at the A. Holly Patterson Extended Care Facility were honored recently upon graduation from the Vocational Education and Extension Board of Nassau County Licensed Practical Nurse school. On hand to congratulate them was A. Holly Patterson Senior Vice President Larry Slatky, third from right. From left, are Robert Harris, Patricia Makin, Nicole Lorde-Matthews, Slatky, Carol Wallace and Sarah Tonon. Facility staff members received tuition reimbursement through a grant from the Nursing Home Quality Improvement Demonstration Program.

DISCRIMINATION LAW: Introduction

Editor's Note: This is the first in a series of articles appearing regularly to provide valuable information regarding important areas of protection available through the CSEA Legal Assistance Program (LAP). The Legal Assistance Program covers employment and labor issues involving disciplinaries, contract grievances and arbitrations, court litigation and agency proceedings. 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, and clicking on the legal programs and services menu item.

This article provides an overview of the various laws that provide protection against discrimination in the workplace. In future articles, some of these specific laws will be dealt with in more detail.

Federal, state and local civil rights laws, as well as some collective bargaining agreements, prohibit employers from discriminating against employees in the terms and conditions of their employment. In other words, employers cannot fire, discipline, or treat employees or groups of employees differently regarding compensation and benefits when the reason for that differing treatment is an employee's membership in one of the groups protected under the law.

In addition, employers are prohibited from discriminating against employees based on various protected activities and conduct by employees, including: a) union activism or support; b) opposition to unlawful discriminatory practices; c) complaints to federal or state authorities about health and safety problems; and d) participation in certain political or leisure activities.

Under federal law, it is unlawful for an employer or a labor union to discriminate based on a member's **race, color, religion, sex, age, national origin, or disability** or to cause an employer to discriminate against an individual. The Americans with Disabilities Act requires employers to reasonably accommodate disabled employees in certain circumstances.

The First Amendment to the United States Constitution prohibits public employers from retaliating against employees for speaking out on issues of public concern and/or for engaging in partisan political activity while off-

duty.

New York's anti-discrimination laws provide broader protections against employment discrimination. Under New York state law, it is unlawful for an employer to discriminate against an employee or a member based on **race, sex, color, national origin, religion, disability, marital status, age, genetic predisposition, sexual orientation, military record, arrest record or prior criminal accusation.**

As a labor union, CSEA is committed to fighting all forms of illegal discrimination. CSEA officials and activists must continue to be vigilant in the fight against such discrimination. Locals and units should consider sponsoring training for members regarding discrimination issues.

With the exception of charges relating to retaliation for union activity, before CSEA will consider commencing court litigation or administrative claims regarding alleged discrimination, the CSEA Labor Relations Specialist must file a request for Legal Assistance. To assist CSEA, members and activists interested in having CSEA represent them in a discrimination case may be requested to fill out a Discrimination Questionnaire.

All requests for Legal Assistance are reviewed by the CSEA Legal Department and, where appropriate, by the CSEA Standing Legal Committee, before any proposed litigation is approved. If Legal Assistance is approved, CSEA will provide representation and pay the costs of the litigation.



Consumer Affairs Employees

CSEA Members Protect the Public From Scams and Frauds

With the price of gasoline and home heating oil at record levels, the community needs someone to ensure consumers get the gas and oil they pay for.

That "someone" is likely to be a CSEA member employed at the Nassau County Department of Consumer Affairs.

When you get a fill-up at the service station, you can be certain Consumer Affairs inspectors have already ensured the station calibrated the pumps correctly and have an accurate octane rating. Department inspectors also do similar checks with home heating oil delivery trucks and the fuel terminals where the trucks are filled.

"Our operation is more proactive than reactive," said Glenn Powell, assistant consumer affairs director in charge of weights and measures. While other aspects of the Consumer Affairs department are geared more toward handling consumer complaints, Powell's office focuses more on inspections, a year-round, ongoing process. The weights and measures division also responds to complaints.

Although some gas station operators may cringe when they see the department's testing truck pulling up, most welcome the chance to prove that they are honest, Assistant Director Richard Russ said.

"Some bad apples out there give everyone a bad name," he said. "By doing what we do, we level the playing field for everybody."

Overall, the compliance rate is pretty good, Russ and Powell said. In many instances when inspectors

detect a problem, the cause is more likely due to faulty equipment rather than intent to defraud.

Powell said there were 578 gas stations in Nassau County at the end of 2004 and each is inspected at least once a year. Fifteen years ago, about 10 percent of the gas stations were found to be in violation each year. That number has now dropped to about 2 percent.

Consumer fraud can mean big fines for the perpetrators and possible revocation of the permits and licenses needed to do business in Nassau County. Russ said fines often range as high as \$10,000 per incident.

Overall, there are seven Weights & Measures inspectors who inspect gas and oil along with other types of consumer scales. For example, they check butcher and deli scales, as well as hardware stores for such things as rope and wire measuring.

At grocery stores and supermarkets they make sure that the weights and measures on packaged foods are accurate and that dates are not expired. They even check the scanners at the check-out counters for accuracy.

Powell said his office must oversee a total of 3,011 businesses accounting for 17,882 measuring devices. Although he acknowledges the enormous amount of ground his staff must cover, he is satisfied with the job they are doing.

"They are experienced people and they get the job done efficiently and effectively," he said.

Consumer Affairs, however, does much more than regulate weights and measures.

The office, under Commissioner Roger Bogsted, regulates through licensing such areas as the home improvement industry in Nassau County, which garners the most industry complaints each year. They advocate for consumers in disputes in which a resident believes he or she has been the victim of consumer fraud or other unscrupulous business activity. In such cases, the department often works with the district attorney's staff on criminal matters and with the county attorney's staff on civil matters.

"Consumer Affairs employees are highly skilled workers who perform an extremely important service for the people of Nassau County," Nassau CSEA President Jerry Laricchiuta said. "They are to be commended for the outstanding work they do, often in the face of very trying circumstances."

The department publishes information pamphlets to help consumers make decisions about purchases and warn them of various scams and frauds, such as identity theft.

For more information on the Office of Consumer Affairs or to file a consumer complaint, call the department at (516) 571-2600 weekdays during business hours, or they can visit the Consumer Affairs office at 200 County Seat Drive in Mineola. You can also visit the county's consumer affairs department web site at <http://www.co.nassau.ny.us/consumer/consume.htm>



Left, standing in front of the Consumer Affairs mobile test van are Inspector II Jill Navarra, Inspector II Tom Delsignore, Inspector Paul Knuerr, Inspector AI Prestinari, Bill Salvemini and Yuri Hein of the office staff, Inspector Tony Cangelosi and Assistant Director Richard Russ.

Bottom left, Consumer Affairs Director Glenn Powell, seated, goes over statistical information with Assistant Director Richard Russ.

Bottom right, Consumer Affairs staff stand in front of a truck equipped with devices used to determine if gas pumps are correctly calibrated and the octane level is correct. They are, from left, Assistant Director Richard Russ, Inspector II Tom Delsignore, Inspector Paul Knuerr and Director Glenn Powell.

How to Complete a Voter Registration Application

Filling out the voter registration application must be taken very seriously. The Board of Elections can reject any improperly completed applications, preventing you from voting.

New York state recently simplified its voter registration applications. Although they are now much easier to complete, note the following points for proper registration:

1. Type of application: Check the appropriate box. If you've never voted before, check "New Registration and Enrollment."
2. Citizenship: This section MUST be completed. If you are a U.S. citizen either by birth or naturalization, check "YES." **You cannot legally register and vote if you are not a U.S. citizen.**
3. Name: Fill your name in completely, listing in order your last name, first name and middle initial.
4. Home address: Enter your complete home address.
5. Mailing Address: Complete this section ONLY if your mailing address is different than your home address.
6. Date of birth: Fill in completely — month, day, year of birth.
7. Descriptive information: Circle, as appropriate. To register to vote in New York state you must:
 - be a U.S. citizen;
 - be at least 18 years old by Dec. 31 of the year in which you file this form. You must be 18 years old by the date of the general, primary or other election in which you want to vote;
 - live at your present address at least 30 days before an election;
 - not be in jail or on parole for a felony conviction;
 - not claim the right to vote elsewhere.



Oct. 7 Is Voter Registration Deadline; You Can't Vote Unless You're Registered

In order to vote, you must be registered. The last day to postmark a voter registration application this year is Friday, Oct. 7. It must be received by the Board of Elections no later than Oct. 14. If you call the CSEA Nassau Local Office in Mineola at (516) 571-2919, we will be happy to get an application to you. You can also have a registration form sent to your home by calling the New York state Board of Elections Voter Registration hotline at (800) FOR-VOTE. The call is free.

Interesting Facts About Election Day

Our way of life in the United States has changed significantly over the course of our history, but many remnants of our early traditions and customs still linger.

Election Day, for instance, was set up based on the realities of life in early America. Here's why Election Day falls when it does:

- November was selected because the harvest work was done.
- Tuesday was selected because many people had to travel the day before to reach the polling place. Since most people did not travel on Sunday for religious reasons, Monday was not considered a good day for voting.

Early Americans did not want Election Day to fall on Nov. 1 because that day is All Saints Day.

Early leaders did not want Election Day to fall on the first of any month because many shopkeepers balanced their financial books for the preceding month that day.

Shop Steward Training Offered by CSEA

Nassau Local members who would like to become more involved in their union should consider signing up for upcoming shop steward training workshops sponsored by the CSEA Long Island Region.

The union's Education and Training Department will present the program.

The workshops are designed to train officers, stewards, grievance representatives and other activists in communicating, organizing and leading employees in the workplace, with the ultimate goal of building and strengthening the union. Registration is a must. Light meals will be served at each session.

The workshops will be held at the following dates and locations:

- Saturday, Oct. 1, 9 a.m. - 3 p.m. — Levittown Memorial Education Center cafeteria, 150 Abby Lane, Levittown.
- Wednesday & Thursday, Oct. 5 & 6 - Long Island Region Office, 3 Garett Place, Commack. Attendance is required at both sessions.
- Tuesday & Wednesday, Feb. 7 & 8, 2006 - Town of Hempstead Local office, 1580 Merrick Road, Suite 212, Merrick. Attendance is required at both sessions.

Because the class size is strictly limited, prior registration is required. Call the Long Island Region office at (631) 462-0030.

Questions regarding the workshops should be directed to the CSEA Education & Training Department at the union's headquarters at (800) 342-4146, ext. 1363.

Scholarship Forms Now Available

Plan Ahead: Get Your Tickets Now for Martin Luther King Luncheon

It's never too early to assure yourself a spot at CSEA's annual Martin Luther King ceremony luncheon.

The Unity Committee, which sponsors the program, has announced that tickets are now on sale for the 2006 event, which will be held on Saturday, Jan. 7, 2006, from 12:30 p.m. to 4:30 p.m. at the Coral House in Baldwin. The price is \$30 per person (\$20 for children 12 and under).

The luncheon will include entertainment, raffles and door prizes. Guest speakers will be Hempstead Village Mayor Wayne Hall and the Rev. William Watson.

Nominating forms are also now available for the annual college scholarships presented at the luncheon each year. This year, the Unity Committee will award four \$500 scholarships.

The Unity Committee's Scholarship Subcommittee is now accepting nominees for its annual scholarships. Verification must be submitted that the student is a graduating high school senior or an enrolled college student in good standing. The student must maintain a cumulative average of 3.0 (B) or better and must be the child or under the guardianship of an active CSEA Local 830 member. Financial need is also a factor. The award may be renewed at the discretion of the Unity Committee.

It must be shown that the student has active personal involvement in the advancement of the principles of human rights within the community.

For more information on the luncheon or scholarships or to buy tickets, contact Juanita McKinnies at (516) 378-2790 or (516) 353-0459. Reservation forms are available at the CSEA Nassau Local office at 400 County Seat Drive, Mineola.

Ticket Sales Start Oct. 3

CSEA Holiday Party Set for Dec. 14

CSEA's very popular annual holiday party will be held this year Wednesday, Dec. 14 from 7 p.m. to midnight at the Coral House in Baldwin.

"This is our biggest event of the year and tickets usually sell out quickly," Nassau Local President Jerry Laricchiuta said. "I would advise our members to get their tickets early so they don't get shut out."

The ticket price will once again be \$25 per person for bargaining unit members and \$45 per person for guests. "Once again, we've held the line on the ticket price in order to keep the party affordable for all our members," Laricchiuta said.

Ticket sales will start Monday, Oct. 3 and will continue through Monday, Nov. 21 or until sold out, whichever comes first.

Social Committee Chair Susan Cohen said partygoers will have a chance this year to choose, on a first-come, first-served basis, any of the three rooms reserved for the event. Two adjoining rooms will feature music and dancing. A third room has been reserved for members who prefer quiet conversation, and, if they wish, may join their colleagues on the dance floor in the main room.

"All rooms will include a cocktail hour, open bar, full sit-down dinner and, of course, raffles and prizes," Cohen said. Once again, members will be asked to bring an unwrapped toy for the U.S. Marines' "Toys for Tots" program.

For more information, call Cohen at (516) 571-2919, Ext. 20. The Coral House is located on Milburn Avenue in Baldwin, just north of Merrick Road.

Defensive Driving Courses Scheduled for Fall 2005

CSEA's defensive driving course, which saves participants money on their automobile insurance, will return this fall.

Two six-hour courses will be offered in three-hour segments, and two courses will be offered as full six-hour classes that will run straight through on each of two Saturdays. The following is the fall schedule:

- Monday and Tuesday, Oct. 17 & 18, 6 p.m. - 9 p.m. each night
- Tuesday and Wednesday, Nov. 15 & 16, 6 p.m. - 9 p.m. each night
- Saturday, Nov. 3, 9 a.m. - 3:30 p.m. (half hour lunch break - bring your own)

Saturday, Dec. 10, 9 a.m. - 3:30 p.m. (half hour lunch break—bring your own)

Early registration is advised because space is limited and classes will be filled on a first-come, first-served basis.

When the program is completed, participants are eligible for an immediate 10 percent discount on their auto liability and collision

insurance for a three-year period on all vehicles for which they are the principal operator. Drivers with moving violations will receive a four-point reduction on their driving record.

The location for all sessions is the CSEA Nassau Local office at 400 County Seat Drive, Mineola, in the basement of the south wing. Family and friends of CSEA members are also welcome to participate, but no children are allowed in the class.

The new, reduced cost is \$20 per person for CSEA members and \$25 for non-members. For more information, call Judy at (516) 571-2919, ext. 19. To register, fill out the form at right and return with your check (payable to CSEA Local 830) to: CSEA Nassau Local 830, 400 County Seat Drive, Mineola, N.Y. 11501, ATTN: Judy.

NAME _____

WORK PHONE _____

HOME PHONE _____

DEPARTMENT _____

INDICATE SESSION YOU WOULD LIKE TO ATTEND:

Sept. 27, 28 _____ Oct. 17, 18 _____ Nov. 15, 16 _____

Nov. 5 _____ Dec. 10 _____

MEMBERS _____ # NON-MEMBERS _____

AMOUNT ENCLOSED _____



Installation Dinner

Thursday, October 20, 2005

Westbury Manor

Jericho Turnpike, Westbury

7 p.m. - 11 p.m.

Join us for the formal installation of newly-elected
Local 830 President
JERRY LARICCHIUTA
and his slate of officers

Tickets: \$65 per person
For more information contact:
Sue Cohen — 571-2919, ext. 20
Stephen Cohen — 571-2919, ext. 21

Reservations will not be accepted without payment in full! Reservations will be taken on a first-come, first-served basis. No reservations will be taken over the phone. Make checks payable to "CSEA Local 830." No refunds will be given. Reservation deadline is Oct. 3, 2005.

*Please complete and return the coupon below with each dinner payment to:
CSEA Local 830, 400 County Seat Drive, Mineola, NY 11501, Attn. Social Committee.*

NAME _____	HOME PHONE _____
DEPARTMENT _____	WORK PHONE _____
NUMBER OF TICKETS REQUESTED @ \$65 PER TICKET: _____	CHECK AMOUNT _____
PLEASE SEAT ME WITH _____	

Set for Oct. 20

Tickets Still Available For Installation Dinner

Some tickets are still available for members and friends who would like to attend the Installation Dinner Dance at which CSEA Nassau Local 830 President Jerry Laricchiuta and his victorious slate of officers will be officially sworn in. The date is Thursday, Oct. 20, 2005, starting 7 p.m. at the Westbury Manor on Jericho Turnpike in Westbury. Laricchiuta and all the newly elected Local 830 officers will take the formal oath of office at the dinner.

"I hope we can generate a good turnout at this affair. It's important to show unity and solidarity as the largest public union in Nassau County," said Laricchiuta.

The ticket price for the event is \$65 per person. The price includes a full-course dinner, open bar and dancing to the tunes of DJ-Joey. Social Committee Chair Susan Cohen reminds members that tickets will be sold on a first-come, first-served basis and that reservations will not be accepted without payment in full.

Reservation forms can be obtained at the CSEA local office in Mineola or by calling either Susan Cohen at 571-2919, ext. 20, or Stephen Cohen at 571-2919, ext. 21. Checks should be made payable to "CSEA Local 830" and sent to CSEA Nassau Local 830, 400 County Seat Drive, Mineola, N.Y. 11501, Attn. Social Committee.

OCTOBER 2005

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Nassau County Local Members March in Labor Day Parade

Long Island Region members carried the CSEA banner proudly in the New York City Labor Day Parade. From left to right are Oyster Bay Local Executive Vice President Bobby Rauff, SUNY Stony Brook Local members Maryann Phelps and Carol Low, Brookhaven White Collar Unit President Meg Shutka, A. Holly Patterson Unit President Les Eason, Nassau County Local member Valerie Ciaramella, Long Island State Employees Local member Nora Jane Adkins, Nassau County Local members Rudy Bruce and Nancy Ianson, Long Island Developmental Center member Richard McLaren, Suffolk Retirees Local member Al Luppo, Nassau Retirees Local President Dominic Ciaramella, and Luppo's wife Barbara.

LaMorte

On Thursday, Oct. 27, 2005
Long Island Region President Nick

is being honored for
Excellence in the Field of Labor by the
Italian American Political Action Committee
(IAMPAC).

At the Huntington Townhouse
124 East Jericho Turnpike
Huntington Station, NY 11747

Cocktails are at 6
Dinner and reception are at 7 p.m.
Tickets are \$125.00

There will not be a journal.
For tickets contact:

Italian American PAC
c/o Vincent James Management
attn: Robert Fonti
31 East 32nd Street, 12th floor
New York, NY 10016

Message *continued from Page 1*

I am once again asking for friends to attend our installation dinner on Oct. 22. I am hopeful that we can show unity and solidarity at this important event.

I cannot urge our members enough to continue to help our fellow Americans who have been ravaged by the devastating natural disaster of Hurricane Katrina.

I have made several inquiries into the possibility of sending CSEA volunteers to the affected areas to help relieve the suffering so many Katrina victims are now facing. However, there are many legal issues as well as strategic problems we would need to overcome. In the meantime, we began our fund-raising efforts at the Nassau University Medical Center on Sept. 7 with huge success. In just one day, our members raised nearly \$3,000 for Katrina victims by setting up a table in front of the cafeteria. This is a great deal of money from some truly fantastic people.

Please keep it up and call our local for a flier announcing when our next fund-raising dates will take place.

I hope you all had a great summer. Now, we enter into the fall and political season. Let's stay healthy and I look forward to presenting my next report to you in November's issue of the *Express*.

Yours in unionism,

Jerry Laricchiuta

Nassau County Local President

A Message From Long Island Region President Nick LaMorte



Greetings brothers and sisters,

It's time once again for the annual Making Strides Against Breast Cancer walk at Jones Beach State Park! This year, the walk is being held Oct. 16, at 8 a.m. The Long Island

Region Women's Committee has been hard at work making all the arrangements for this worthwhile event.

We always need people to help us with the fund-raising. If you sign up for the walk, you go out and get some sponsors who will pledge money to have you walk the 5K course. It's a great way to do something positive for so many of our sisters,

mothers, friends, wives and daughters who are fighting, or may one day fight, this terrible disease.

On Long Island, the breast cancer rate is even higher than that of the national average. The disease often robs us of the people we love the most by cutting them down in the prime of life. It doesn't just affect the women we love — men can get breast cancer too.

If you want to help out at a fun and worthwhile event, speak to someone on the women's committee or call the Long Island Region office for the forms and information. The money raised at the Making Strides walk will help fund research for better, more effective breast cancer treatment and ultimately a cure. The walk also helps raise money for educational and disease support programs.

Since October is Breast Cancer Awareness month, it may be a good time to get a mammogram, especially if you've been putting it off. After all, if we don't take care of ourselves, how are we going to keep fighting for others?

In solidarity,

Nick LaMorte
Nick LaMorte, president
Long Island Region

"Making Strides" Cancer Walk Sponsor Information

What: Making Strides Against Breast Cancer 5K Walk

Where: Jones Beach State Park

When: Sunday, Oct. 16

Time: registration & start 8 a.m. (rolling start)

Purpose: To raise money for breast cancer research, programs and facilities

Sponsorship Packets: Get packets through work site "team captains" or at the CSEA Nassau Local office, 400 County Seat Drive, Mineola.

Returning Packets with Pledge Money:

Wednesday, Oct. 5 from 9 a.m. to 2 p.m., Nassau University Medical Center CSEA Office, Room B216; Thursdays, Oct. 6 and Oct. 13 from 10 a.m. to 5:30 p.m. at the CSEA Nassau Local Office, 400 County Seat Drive in Mineola.

Commemorative T-shirts: While supplies last, participants returning sponsorship packets over a certain pledge level (to be announced), will receive specially designed T-shirts on a first-come, first-served basis. **Shirts will NOT be distributed on the day of the walk.**

More Information: Call the Nassau Local Office at (516) 571-2919, Ext. 15

Oct. 16 at Jones Beach

Still Time to Sign up for "Making Strides" Cancer Walk

There's still time for CSEA members to sign up for the Oct. 16 5K "Making Strides Against Breast Cancer Walk" at Jones Beach.

Last year's CSEA team raised more than \$20,000 for this important cause. The CSEA Long Island Region has been designated once again a flagship sponsor of the event.

The walk starts and ends at Parking Field #5, proceeding along the Jones Beach boardwalk and circling back to the starting point. Registration and a "rolling" start will take place continuously from 8 a.m. to 11 a.m. at the CSEA tent.

Women's Committee Co-Chairs Diane Russ and Debbie O'Connell said an estimated 2,000 Long Island women will be diagnosed with breast cancer this year. Money raised through the walk will support scientific research into causes of breast cancer and related important programs and facilities for people across the country affected by the disease, including Long Island residents.

CSEA members, family and friends who wish to participate or who desire additional information can call the local office at (516) 571-2919. Sponsorship packets are available through unit representatives or at the Local 830 office in Mineola.

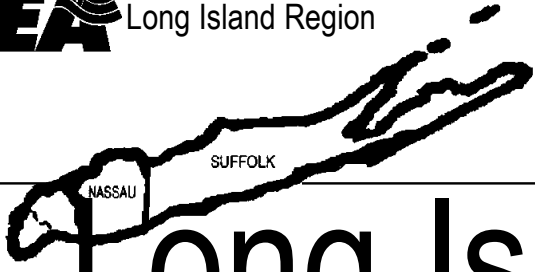
All members of the CSEA team who submit a completed sponsor sheet with pledges totaling at least \$50 will receive a specially designed, commemorative long-sleeve T-shirt containing both the event and CSEA logos. T-shirts will be distributed while supplies last on a first-come, first served basis when pledges are returned at the following dates and locations:



- Wednesday, Oct. 5 — Nassau University Medical Center CSEA Office — Room B216, 9 a.m. – 2 p.m.

- Thursdays, Oct. 6 & 13 — CSEA Nassau Local Office, 400 County Seat Drive, Mineola, 10 a.m. – 5:30 p.m. each day.

T-shirts will not be distributed on the day of the walk.



Long Island Reporter

Alessi victory boosted by region, Suffolk members



The Suffolk Local's Executive Board shows its support of Marc Alessi in the 1st Assembly District election. From left to right are President Bill Walsh, Dave Clark, Jim McDowell, Bill Parente, Matt Hattorff, Meg Shutka, Pat Fisher, Nick Zambelli, Debbie Trapp, Jeanne McCarthy and Richard Vacchio.

R

IVERHEAD — With strong support from the CSEA Long Island Region and Suffolk Local members, Marc Alessi won election in the State Assembly's 1st District Sept. 13.

Please see Alessi, continued on Page 4

PHOTO OF THE MONTH



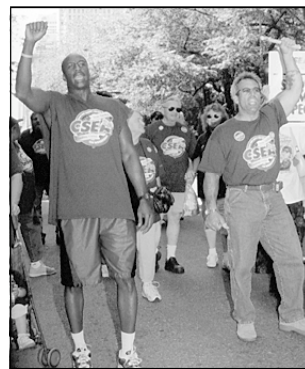
Long Island Region members carried the CSEA banner proudly in the New York City Labor Day Parade. From left to right they are Oyster Bay Local 1st Vice President Bobby Rauff, SUNY Stony Brook Local members Maryann Phelps and Carol Low, Brookhaven White Collar Unit President Meg Shutka, A. Holly Patterson Unit President Les Eason, Nassau County Local member Valerie Ciaramella, Long Island State Employees Local member Nora Jane Adkins, Nassau County Local members Rudy Bruce and Nancy Ianson, Long Island Developmental Center member Richard McLaren, Suffolk Retirees Local member Al Luppo, Nassau Retirees Local President Dominic Ciaramella, and Luppo's wife Barbara.




Many CSEA members and officers from Long Island joined their brothers and sisters from the Hudson Valley and New York City in a spirited show of solidarity at the Labor Parade in Manhattan.



Nicole Schmidt, the littlest CSEA marcher, makes her way down the parade route with a little help from her mom, Linda, a member of the SUNY Stony Brook Local.



Message from Long Island Region President
Nick LaMorte



Greetings brothers and sisters,

It's time once again for the annual Making Strides Against Breast Cancer walk at Jones Beach State Park! This year, the walk is being held Oct. 16, at 8 a.m. The Long Island Region Women's Committee has been hard at work making all the arrangements for this worthwhile event.

We always need people to help us with the fund-raising. If you sign up for the walk, you go out and get some sponsors who will pledge money to have you walk the 5K course. It's a great way to do something positive for so many of our sisters, mothers, friends, wives and daughters who are fighting, or may one day fight, this terrible disease.

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If you want to help out at a fun and worthwhile event, speak to someone on the women's committee or call the Long Island Region office for the forms and information. The money raised at the Making Strides walk will

help fund research for better, more effective breast cancer treatment and ultimately a cure. The walk also helps raise money for educational and disease support programs.

Since October is Breast Cancer Awareness month, it may be a good time to get a mammogram, especially if you've been putting it off. After all, if we don't take care of ourselves, how are we going to keep fighting for others?

In solidarity,

Nick LaMorte, president
Long Island Region



Nick LaMorte

Education and Training workshops scheduled for Nassau and Suffolk Counties

COMMACK — CSEA's Education and Training Department will be conducting five workshops for stewards and state government grievance committee members in Nassau and Suffolk in the near future.

A steward training workshop will be offered Saturday, Oct. 1 from 9 a.m. to 3 p.m. at Levittown Memorial Education Center's cafeteria, 150 Abbey Lane in Levittown.

Steward training will be offered at the Long Island Region office, 3 Garet Place in Commack, on Wednesday, Oct. 5 and Thursday, Oct. 6 from 6 to 9 p.m.

Training for stewards on the East End of Long Island will be given Tuesday, Dec. 6 and Wednesday, Dec. 7 from 6 to 9 p.m. at the Best Western, 1830 Route 25 in Riverhead.

Training for state government grievance committee people is being offered at the Long Island Region office on Wednesday, Feb. 1 and Thursday, Feb. 2 from 6 to 9 p.m.

Steward training will also be offered on Tuesday, Feb. 7 and Wednesday, Feb. 8 from 6 to 9 p.m. at the office of Town of Hempstead Local 880, 1580 Merrick Road, Suite 212, in Merrick.

Registration begins a half-hour before the classroom sessions. Pre-registration is required for the workshops. Members who wish to participate should call the Long Island Region office, (631) 462-0030, to sign up.

Region Executive Board and Delegates Meeting

COMMACK — Fifty Long Island Region leaders participated in a joint Executive Board session and pre-convention meeting at the region office Sept. 17 for those attending the upcoming Annual Delegates' Meeting.

Marc Alessi, who won election to the state Assembly several days earlier with strong CSEA and other union support, got a warm welcome. Alessi, a former political action coordinator in the Long Island Region, brought Sara Ruby, his young daughter, with him.

"I had to come down here to thank you," Alessi said.

His victory in the special election, he said, was the result of a positive campaign that stuck to the issues.

"I can't thank you enough and hope to make you proud of me," he said.

President Nick LaMorte announced the appointments of three local officers as chairpersons of region committees: Dominic Ciaramella, Nassau Retirees Local, Public Relations; Maryann Phelps of the SUNY Stony Brook Local, Veterans, and Gary Steckler, Town of Hempstead Local, Constitution & By-laws.

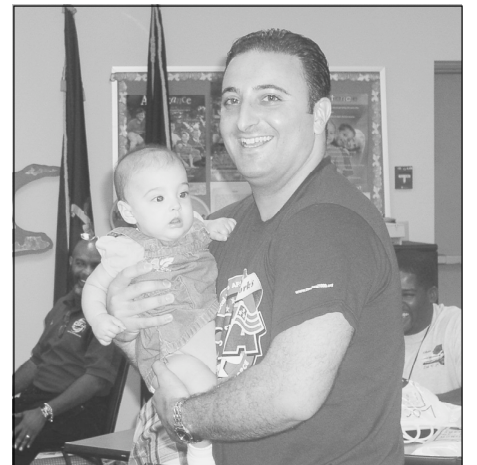


Long Island Region officers make notes during the meeting. They are, from left, 2nd Vice President Jane D'Amico, President Nick LaMorte, Secretary Lee Reynolds and Treasurer Christine Urbanowicz.



Among appointments announced at the meeting were Maryann Phelps as chair of the Long Island Region Veterans' Committee, and Dominic Ciaramella, chair of the Public Relations Committee.

Marc Alessi, who won election to the state Assembly several days before, and daughter Sarah Ruby, 6 months old, were warmly welcomed to the meeting. Mom is Gretchen Penn, CSEA Long Island Region political action coordinator, a position that had earlier been held by Alessi.



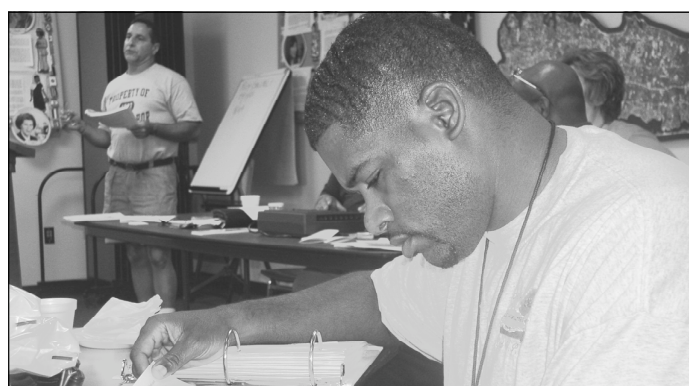
Participants from the SUNY Stony Brook Local are, from left, around the table, President Carlos Speight, Rich Tuckosh, Jimmy McPherson, Martin Catapano, Ramon Valdez (partly hidden), Debbie Nappi-Gonzalez and Keith Krejci. Aldoray Cowell also attended.



Bobby Rauff of the Town of Oyster Bay Local urges Long Island Region delegates to attend sessions of the convention's Resolutions and Constitution & By-laws committees before the general session. He is chair of the CSEA Convention Committee and one of the region's two representatives on the union's Resolutions Committee.



Manny Mangual, president of the Pilgrim Psychiatric Center Local, makes a point during discussion of a resolution that will be offered at the Annual Delegates' Meeting.



Andre Sigmore of the Long Island State Employees Local, one of the region's two members on the convention Resolutions Committee, reads text of a resolution being submitted to the convention by Gary Steckler, at rear.



Inside Reporter

Alessi victory

Continued from Page 1

Alessi, a Democrat and former CSEA political action coordinator in the region, beat Republican Michael Caracciolo by a 52-48 percent margin.

"The support I received from labor in general and CSEA in particular was overwhelming and helped put me over the top," Alessi said. "I believe I had such strong support because they know my background firsthand and they know how important it is to me to fight for issues that matter to working men and women."

Alessi was to be sworn into office Sept. 21. The district he represents includes the entire North Fork and the north shore of Brookhaven. He is the first Democrat to represent the district.

"It's a great win for CSEA," said Suffolk Local President Bill Walsh, who rallied members of his local in the campaign. CSEA members served as poll watchers, did literature drops, staffed phone banks at the union office and attended an Alessi fund-raiser in Greenport Sept. 8.

"They did whatever they could to help out Marc," Walsh said. "Union supporters talked about Alessi being our friend, being there for us, and that cut through party lines. That may have been the determining factor. Marc appeals to working people regardless of their party affiliation."

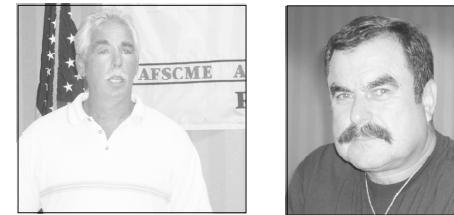
Tom Skabry, a vice president of the Southold unit who served as a poll watcher for Alessi, agreed. "From his background at CSEA and in the political arena, it sounds like he's the right man for the working people," Skabry said.

Alessi will be one of the 105 Democratic members in the 150-member New York State Assembly.

"Now that Marc has been elected, East End folks will have a representative in the majority," said Walsh. "I'm sure Marc will bring more home to that district than was ever brought home before."

OFFICER INSTALLATIONS

In addition to building support for the former CSEA employee at the Executive Board meeting, held at the Hampton Inn in Medford on Aug. 31, Walsh also installed officers of units who were present. They included President George L. Dobler Jr., president, Juan Ramirez, vice president, and Margaret Hennings, secretary, of the Town of Huntington Library unit; Dan Durinick, president of the Village of Patchogue unit; John Christ, president, Richard Roberts and Henry Herman of the Village of Babylon unit; Kathy Weiss,



Top photo, with Local Executive Vice President Pat Fisher, standing, an employee of the Smithtown Library, are officers of the Town of Huntington Library — George L. Dobler Jr., seated left, president, Juan Ramirez, vice president, and Margaret Hennings, secretary. Anne Grofik is the unit treasurer.

Bottom left, Bill Walsh urges Executive Board members to attend a fund-raiser for Alessi, held at the Harborfront in Greenport just days before the Sept. 13 vote.

Bottom right, Dan Durinick, new president of the Village of Patchogue unit, is a constable for the village.

president, and Bob Pease, first vice president, of the Town of East Hampton Unit, and Pete Collins, president, and Pat Densieski, secretary, of the Town of Southampton unit.

The local comprises 35 units from the Nassau-Suffolk County line eastward, with members employed by seven towns, 11 villages, a dozen public library systems and other local governmental agencies.

Dobler, who attended his first meeting as a unit officer, said that it was a chance to network with other CSEA leaders and learn what their concerns were. A



Top photo, Kathy Weiss, second from left, of the Town of East Hampton unit, talks with Meg Shutka of the Brookhaven White Collar Unit while Pete Collins of the Town of Southampton unit, left, chats with Bob Pease, right, also of the East Hampton unit.

Above, representing members who work for the Village of Babylon are, left to right, John Christ, unit president, Richard Roberts and Henry Herman.

discussion of sick banks sparked interest among the officers. "We've already started working on that," he said.

Head of maintenance and security at the library, Dobler has worked there for nearly 17 years. The CSEA unit includes all library employees except for pages, who are part-timers.

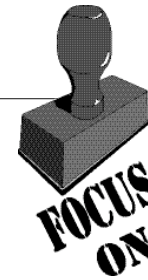
— Charlie Michaelson



Left, Statewide Treasurer Maureen Malone chats with Marc Alessi at Local 852's recent installation of officers and dinner-dance.



At the Executive Board meeting, Rob Scholz, right, of CSEA's Political Action Department asks for volunteers for Alessi. At left is John Belmonte, a Political Action intern. Both, along with other department members, spent weeks working on Alessi's successful campaign.



Local 852 President Bill Walsh

Bill Walsh represents about 3,100 members of the CSEA Suffolk Municipal Local, which comprises of town and village government employees scattered from Huntington to Montauk.

"Four years ago, I was asked if I wanted to join the board and I came on as 5th vice president. Now, I find myself the local president," he said. "It's not something I set out to do, but I feel honored to have this opportunity to serve the rank and file in a different capacity."

"Bill Walsh is a stand-up guy," said CSEA Long Island Region President Nick LaMorte. "I'm sure that Bill will continue to be the kind of smart, seasoned, and strong leader CSEA members deserve, and I look forward to working closely with him."

Walsh is a longtime member of CSEA, starting as a laborer in the Brookhaven landfill in 1981 following a stint in the U.S. Air Force. "I served my country and now I'm serving my union."

Like most activists, Walsh remembers clearly what spurred him into union activism. "The first Easter Sunday I was a town employee, I was told I had to use my own time off or I would not get paid for the day even though it was my regular workday," he said. "So, I filed an improper practice charge and changed the rules my first time out."

Walsh was determined to see that he and his co-workers were treated with dignity and respect on the job, so he ran for president of his unit in 1989. He's

represented the CSEA Brookhaven town blue collar workers ever since. "In my experience, CSEA is a very democratic union, and if any member wants to get involved, they have that ability. Even if things don't turn out as you would like, with CSEA you can always fight for what you believe in," Walsh said. "You could say I've always been a bit of a rabble-rouser, even though I have mellowed a little over the years."

As the new local president, Walsh wants to build bridges. "I want this local to form good relationships with our 35 units so that we can help them serve their members," he said.

Walsh is dividing up the units between the seven vice presidents of the local. They will have to be in touch regularly, and provide monthly reports to the local's executive board, detailing situations and what the local can do to help. "Part of this job is making sure that the members see the local, they hear from the local, and the local hears them," said Walsh.

Walsh is also putting together a Suffolk Local rapid response force, a core of experienced activists that can be mobilized quickly if necessary. "If we need to shore up the activism that is already taking place; if we need to give encouragement and support in struggling units, with this group we'll have a method to do that quickly," he said.

Above all, Walsh said he wants to encourage members to get involved, especially the newer and



younger members, because he says the union needs educated, motivated and committed activists and groom new leaders if it is to remain strong.

Walsh, the 47-year-old father of three, lives in Centereach with Kathleen, his wife of 26 years. She is also a CSEA member, as is their oldest son. The Walshes' middle son, Jason, is serving in the U.S. Army, and their youngest is attending C.W. Post on a baseball scholarship. Walsh succeeded Irv Bitman, who has retired.

Long Beach members at work

LONG BEACH — The 34,000 residents of Long Beach are well served by the 215 members of the CSEA Long Beach Unit of the Nassau Municipal Local.

"We are the hardworking, dedicated and professional Long Beach work force," said Colleen Silvia, the unit's president. "Our members are the ones who get the job done."

Among the city's departments staffed by members are the beach, sewer and street maintenance departments, the animal shelter, the building department, offices of the city clerk, the city comptroller, the city manager, the tax assessor and the corporation counsel, the payroll department, the police department's civil work force, public works, purchasing, tax, transportation, water pollution control, water purification, water transmission and youth & family services.

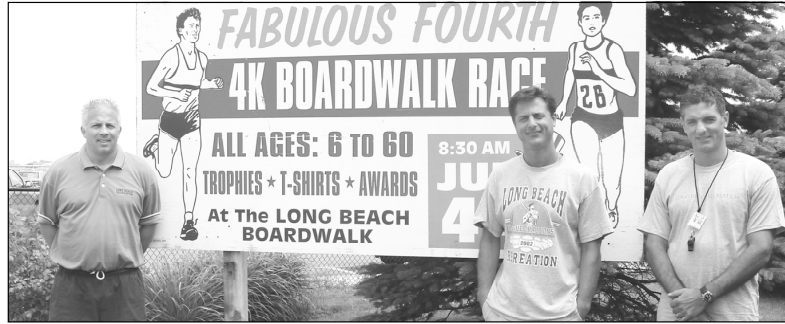
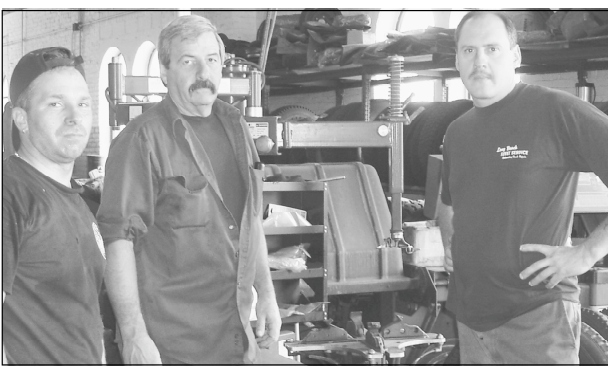
The city is an excellent place to live, Silvia said. "It is a close-knit community that always manages to pull together for its residents in a time of crisis or need."

The population of the city expands in the summer, when thousands of visitors take advantage of the city's beautiful beaches, boardwalks and parks, the wide and spacious malls, the summer concerts and arts and crafts festivals and the many activities for young people.

"Our members make Long Beach a great place to live, work and play," Silvia said.

Below, among the CSEA members who work in central garage maintaining the city's vehicles are, left to right, John Denton, Edwin Ritter and George Krezminiski.

Bottom photo, among the employees of the city's water purification department are Glenn Robbins, left, and Charles Caruana, who has 31 years of service with Long Beach.



Above, from left, Frank Haggerty, Paul Ferrante and Christopher Paggi stand beside a billboard for one of the many activities offered by the city's recreation department. This summer, the city sponsored a series of 29 nighttime concerts and had 520 youngsters at the camps it runs.

Top right, Rahson Butler, left, Abdul Blackshear and Kevin Elrod of the street maintenance department work to keep city's streets clean and in good shape.

Bottom right, James Carlough is one of the CSEA members who mows Long Beach's five miles of malls.



Turn out to help fight breast cancer

The Long Island Region Women's Committee invites all Long Island Region members to participate in the annual Strides Against Breast Cancer walk, which will take place on Sunday, Oct. 16, at Jones Beach.

Members should come to the CSEA tent to sign in when they arrive at the walk. Members of the committee will be staffing the tent from 8 a.m. on.

For more information, call Bobbi Eisgrau, chair of the Women's Committee, at the region office, at (631) 462-0030.

Last year, members of the union raised more than \$20,000 in the campaign to fight breast cancer.



Suffolk Co-operative Library negotiations

BELLPORT — After meeting with management of the Suffolk Co-operative Library Service on Sept. 15, negotiators for the 70 members of Local 701 brought the offer to the members.



Baletta

"The bargaining unit was outraged that management had made this low offer," said Jim Baletta, local president and one of its negotiators. "The offer doesn't address COLA [cost-of-living allowance] or the fact that medical costs have increased by 10 percent. Petroleum is a factor as well, and will drive up the cost of most everything. We probably won't see the repercussions straightaway but it is coming."

He said that one member of the bargaining unit was recently promoted to management and the unit position is not being filled.

At the bargaining unit meeting, Baletta continued, "Words like 'unacceptable' and 'discouraged' were commonplace.

"What's really upsetting is that at every staff meeting management always says what a great staff we are and thanks for all your hard work and without you we wouldn't function.

"But as Cuba Gooding Jr. said in that movie 'Show me the money!'"

The next bargaining session is slated for Sept. 30. The negotiations are on a reopener, part of the local's contract with the library that runs through Dec. 31, 2007.

Also bargaining for the union are Treasurer John Richardson, Vice President Eileen Milewski and Recording Secretary Terese McCormick.

Local members are librarians, clerical and maintenance workers, technicians, drivers and Internet specialists. They provide a number of important services to 56 public libraries and library users throughout Suffolk County.

Around the Region

Calendar of Upcoming Events: October 2005

5 - Shop Steward Training, 5:30-9 p.m.

6 - Shop Steward Training, 5:30-9 p.m.

8 - Safety and Health Committee Meeting 9 a.m.-1 p.m. "How to set up a Health and Safety Committee in Locals"

10 - Region Office Closed — Columbus Day Observance

15 - Safety and Health Committee Meeting — Elder Care Workshop 9 a.m.-1 p.m.

17 - Women's Committee Meeting — 5:30 p.m. (Making Strides)



28 - Local 920 General Membership Meeting — 11:15 a.m.-3:15 p.m.

25 - Political Action Committee Meeting — 5:30 p.m.

Babylon Unit names new secretary, enjoys picnic



Unit President Joanne Salvia, left, swears in members of the unit's Executive Board, who are, left to right, Danielle Brunjes, 1st vice president; Debbie Trapp, treasurer; Lori Hollis, secretary; Virginia Foran, 3rd vice president, and Jeanne McCarthy, 2nd vice president.

LINDENHURST — After their workday on Aug. 25, more than 100 members of the Babylon Unit of Suffolk Local 852 and their guests took advantage of a beautiful late summer afternoon to picnic on the grounds next to Town Hall.

"We had a beautiful, gorgeous day, which helped to bring everybody out and I think everybody had a great time," said Joanne Salvia, unit president.

During a brief business meeting, she announced that Janet Garofola had resigned as secretary after 11 years of service. Salvia named Lorie Hollis in her place. Salvia thanked the board and members for their support, and expressed appreciation to town Supervisor Steve Bellone and the Town Board.

The committee that arranged the picnic was chaired by Lynn Hansen and included Carmela Conte, Christine Korkidis and Hollis. Many members also pitched in.

"We had a wonderful response and a lot of members volunteered," said Salvia. "Everybody wanted to get involved. They want to come out, they want to help, they want to be part of it, which is a great thing."

The union represents 130 employees of the Town of Babylon.



Hanging CSEA banner are, from left, Joan Ball, Unit President Joanne Salvia and Mary Ellen Muller.

Nassau Municipal Employees Local members enjoy picnic



Hundreds enjoyed the Nassau Municipal Employees Local's recent picnic at Lido Beach. Among them are President John Shepherd, seated second from right; Executive Vice President Kathy DiBari, seated third from left; 1st Vice President Eleanor Arnost, standing left; Treasurer Michael Delasant, standing second from left and Delegate Gary Kornova, standing center.

Retirement party planned

MELVILLE — Willie Allen, former president of Long Island Developmental Disabilities Services Office Local, will be honored at a dinner on Oct. 5 to mark his retirement after more than 35 years of state service.

The dinner is being held at Villa

Lombardi in Holbrook. Tickets are \$60.

For more information and tickets, call Rutha Bush at (631) 493-1829, Shirley Baker at (631) 493-1857 or Verna Morant at (631) 493-1738.



Picnickers enjoyed burgers, hot dogs, corn on the cob, salads, watermelon and two flavors of gelato. All the food and people to cook and serve it were provided by a restaurant chain, which has offered to continue its contribution in the future. "They were absolutely wonderful," said Salvia. At right, members buy tickets for raffle prizes donated by local

merchants. Taking the money are Janet Garofola, left, and Lynn Hansen, who chaired the picnic committee. Garofola, who resigned as secretary, was honored by the unit at the picnic.



Above, the picnic was held after work day on Lakeside grounds next to the Babylon Town Hall in Lindenhurst. Region President Nick LaMorte was among guests at the picnic.

Town of Oyster Bay members ratify contract

OYSTER BAY — The Town of Oyster Bay and the CSEA local representing 1,050 of its employees have reached an agreement well before the expiration of their current pact.

The four-year agreement was ratified by both parties in August and goes into effect Jan. 1, 2006.

"This is only the second time in town history that a contract has been signed, sealed and delivered prior to expiration of the old one," said Bobby Rauff, executive vice president of the local and a member of its bargaining team. The other instance happened during negotiations for the current contract.

Under the terms of the pact, members will receive wage increases of 4 percent the first year, 4.5 percent the second year, 5 percent in the third year and another 5 percent in the last year.

A big gain substantially boosted health care coverage for the families of employees and retirees after their deaths. Previously, the family of an employee who died — his or her spouse and their eligible children — received health coverage for a year at no cost. The new agreement extends coverage to three years from the employee's death.

Retiree families won the same benefit. The spouse and covered children of a deceased retiree will receive health care at no cost for three years after the retiree dies.

The agreement also extended optical coverage to retirees.

"Whether someone is a retiree, an active employee or a newly hired employee, no one pays for any benefits," Rauff said.

The vote of members in favor of the agreement was overwhelming, 581-19. More than half the membership voted, balloting by machine at three locations in the town on Aug. 5. The terms were ratified by the town board on Aug. 23. Negotiations had begun in January.

The local's Executive Board negotiated for the Oyster Bay members. The board is comprised of President Augie Buckhardt, 1st Vice President John Andersen, Alex Bard, Rocco De'Rienzo, Bette James, Martin Edie, Barbara Huben, Pat Kabelka and Rauff. Rigo Predonzan and Toni Soucie, CSEA labor relations specialists, assisted the team.

Bargaining for the town were Leonard Genova, deputy supervisor, Robert McEvoy, director of finance, and Louis



Heading the negotiations for the Oyster Bay Local were, left to right, President Augie Buckhardt, Executive Vice President Bobby Rauff and 1st Vice President John Andersen.

Savinetti, commissioner of human resources. John Venditto is supervisor of the Town of Oyster Bay.

The local represents workers who fill more than 200 blue and white collar job titles. Members include equipment operators, laborers, groundskeepers, park managers, engineers, clerical workers, directors of personnel and human resources, mechanics, environmental control specialists, sanitation workers and job trainers.

Black in vogue at Baldwin Public Library

BALDWIN — On Wednesdays for the past few months, the Baldwin Public Library has been a funereal-looking place. Why?

The 22 CSEA members dress in black to express their dissatisfaction with the progress of negotiations with the library's trustees. (Many of the part-time pages, who are not in the union, also dress in black to show their support.)

And every day, members wear two tags. One notes their collective salaries average 20 percent below that of other Nassau library employees while the second states: "I'm asking for an average salary."

Since their contract expired 15 months ago, the library trustees' offered only to take money away from the Nassau Municipal Local unit. The board offered a 3 percent salary increase but that "gain" — and more — would disappear in the face of a demand that members pay 10 percent of medical coverage costs.

Salaries are estimated at \$12,000 a year below the county average for librarians and \$8,000 a year below the

Nassau library average salary for clerks. The contract has no steps or increments and quite a few staff must work six days a week to keep their heads above water.

At a recent meeting of the unit, its labor relations specialist, Jim Della Rocca, talked about the situation. "The sad fact is that the pay scales here really stink," he said.

"The regular library users are very supportive of our cause," said Gail Baselice, a librarian and one of the union negotiators, "and quite surprised to learn what our salaries are."

Further, there is no dental or optical coverage, and employees lose medical coverage when they retire.

While they're indifferent to employees, the trustees spent an estimated \$5 million on recent renovations to the library.

Unit President Cathy Whiteway, a library aide who has worked there for 20 years, said members would love to see the situation settled fairly. "I don't think we're asking for anything unrealistic," she said. "We worked through

while the construction was going on. We did our part and we want the board to do their part."

At the unit meeting, Region President Nick LaMorte pledged the support of the Long Island Region to the members. Ron King, CSEA region director, and Eleanor Arnost, 1st vice president of the Nassau Municipal Local and an employee of the Hewlett-Woodmere Public Library, were also present.

Baldwin unit members' job titles include librarian and librarian-trainee, library clerk, library aide, clerk-typist, program specialist and network specialist.

— **Charlie Michaelson**



At left, negotiator Gail Baselice, front row, second from right, questions Labor Relations Specialist Jim Della Rocca, back to camera, before recent unit meeting began. Cathy Whiteway, president of the unit, is standing, and Diane Lass, another of the CSEA negotiators, is seated at right.

Right, members listen intently during a recent unit meeting. Some came in from vacation to attend. "We have very good solidarity," said President Cathy Whiteway.

