

Legislative session ends with mixed results, Pages 3, 4

The Work Force

July-August 2013

Vol. 16 No. 7

Canal keepers



Photo by Mark Kotzin

See pages 10, 11

Photo of the Month



CSEA members Karen Pena and Aidan MacNamara, dressed in costumes from the Revolutionary War era, greet visitors to the Ellison House at Knox's Headquarters in New Windsor and offer tours to tourists, school groups and other visitors. The home, which is open for tours this summer Friday through Sunday each week, was a home base for Gen. Henry Knox, Gen. Nathanael Greene and Gen. Horatio Gates during the Revolutionary War. Behind them, restoration work is being done by CSEA members on Ellison House.

cycling the erie canal **July 7-14 Scenic and historic!**

Once again, CSEA is helping sponsor the Cycling the Erie Canal tour, in its 15th year! Learn more at www.ptny.org.
Read more about CSEA-represented canal workers, pages 10-11.

From the Office of President Danny Donohue



CSEA President Danny Donohue to meet Central Region members on Aug. 12

President Danny Donohue will visit the CSEA Central Region on Aug. 12 to meet with members. The meetings will be held at the Jefferson County Local Office, 215 Washington St., Suite 012, Watertown. Donohue will meet with union members from 1 to 7 p.m. Please call the region office at (315) 433-0050 or 1-800-559-7975 for an appointment and directions.



ORDA finally agrees to ratify contract

The Olympic Regional Development Authority (ORDA) has agreed to enact a contract CSEA members ratified more than a year ago, after being cited by the state Public Employment Relations Board (PERB).

PERB had ruled in May that ORDA bargained in bad faith when it refused to ratify the contract.

"To negotiate a contract and then refuse to ratify it is the very definition of bad faith bargaining," said CSEA President Danny Donohue. "What ORDA did was unfair to its workers who have every right to expect their employer to be serious about negotiations that affect their lives."

CSEA and the authority reached tentative agreement on a successor labor contract between the parties in January 2012, three months before the union's Statewide Conference on Occupational Safety and Health was set to take place in Lake Placid. The union conference brought 1,000 union members, and their wallets, to the resort town and CSEA was considering moving the conference elsewhere due to the stalled negotiations. Many members of ORDA's board of directors own businesses that benefit from the influx of cash the union conference brings.

CSEA members covered by the contract ratified the agreement in May

2012. ORDA President and CEO Ted Blazer informed the union that the authority's board would act on the tentative agreement at its June 2012 meeting but, without giving the union any excuse or explanation, never placed the agreement on the agenda for a vote.

CSEA filed an improper practice charge against the authority, arguing that ratification of a tentative agreement, being part of the bargaining process, is subject to the same standards of good faith as the bargaining itself.

Administrative Law Judge Jean Doerr agreed with the union and on May 22, ordered ORDA to execute the tentative agreement, finding the authority had waived its right to ratify.

The ruling came despite attempts by the Cuomo administration to interfere with the case. The Governor's Office of Employee Relations advised the authority to refuse to stipulate to any facts, including those already in evidence.

"What ORDA did was wrong, and now they have made it right. It's a shame it took them so long to treat our members fairly and with respect," Donohue said.

— Ed Molitor

Need your CSEA ID number?

Access your CSEA ID number for union elections, contract ratification votes, and member-only benefits offers by clicking on the "Look up your CSEA ID!" tab at www.cseany.org.



State legislative session shows need for more CSEA member involvement

ALBANY — The 2013 state legislative session recently came to a confusing end. CSEA made progress on some issues of significance to members, but there is much more work to be done in many areas.

Many of CSEA's legislative concerns were tied up in the resolution of the state budget earlier in the spring; some bright spots there included lawmakers standing up for accountability in the downsizing of state psychiatric centers and raising concerns about shortchanging developmental disabilities services.

But the union remains concerned about many more issues in Gov. Andrew Cuomo's "new New York," such as the continued inadequate support for localities, contracting out of public services and expansion of corporate welfare at the expense of working New Yorkers.

Action on legislation to secure funding for SUNY Health Sciences centers was approved by lawmakers. However, the future of the Downstate Medical Center in Brooklyn was still unresolved at press time. Plans for the



Among areas where CSEA members have been fighting to protect services and jobs is at Downstate Medical Center in Brooklyn.

facility are subject to approval of a plan by the state Division of Budget and do not require further legislative action.

Lawmakers approved Cuomo's sketchy "Tax-free NY" corporate welfare scheme without any debate, but CSEA's public concerns brought strong reaction against the proposal across the state, especially its provision that employees of companies receiving the state tax breaks would pay no state income tax.

The Bad

Gov. Andrew Cuomo's Tax-free NY scheme, which will provide tax-free zones on SUNY and other college and university campuses to start-up businesses, was approved without any public input or debate. CSEA's vigorous public criticism of the proposal, including its provision that employees of these companies will pay no state income taxes caused the governor to rename it "Start-up NY." CSEA did secure job protection language to protect members from the very real threat of privatization attempts on SUNY campuses.

The Senate failed to pass legislation granting the state comptroller the authority to audit local development corporations.

The public outcry led Cuomo to rename the scheme "Start-up NY" in an act of political sleight of hand.

"We continue to see too many issues decided without opportunity for public input or debate," said CSEA President Danny Donohue. "That approach weakens our democracy, especially when the outcome continues to erode the middle class."

"CSEA members need to get involved and make sure their elected officials hear them and respond fairly," Donohue said.

The Uncertain

Creation of a financial restructuring board for local governments. The decision to request a review or assistance from the 10-member board is voluntary and lies with the municipality. The board will examine the operations of localities that come before it and make recommendations, including possible mergers and consolidations of functions. The board will also be able to authorize grants and loans to the municipality, however, the local government can only receive the money if they agree to enact every recommendation put forth by the board. Any consolidations or dissolutions recommended by the board must still follow referendum procedures set forth in law.

The Good

(Approved by both houses – must still be signed by the governor)

CSEA-backed legislation giving precedence to veterans when filling temporary state employment positions before going to outside employment services.

A bill that requires the state to provide the SUNY health science centers with the same amount of operating support as the prior year, including fringe benefits, unless the governor declares a fiscal emergency.

Restoring the \$90 million cut to the Office for People with Developmental Disabilities called for in this year's state budget.

Legislation requiring 60 days (from the current 10 days) notice on the elimination of child care subsidies for low income families, a move that will provide greater stability to the child care system.

THE WORK FORCE

ISSN 1522-1091

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

STEPHEN A. MADARASZ
Communications Director & Publisher

STANLEY HORNAK
Deputy Director of Communications

LOU HMIELESKI
Executive Editor

JANICE GAVIN
Associate Editor

CATHLEEN FEBRAIO
Graphic Production Specialist

JANICE M. KUCSKAR
Graphic Production Specialist

BETH McINTYRE
Communications Assistant

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

Postmaster: Send address changes to: CSEA, Attn: Membership Department, 143 Washington Ave., Albany, NY 12210. CSEA on-line: The CSEA website can be accessed at www.cseany.org

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

COMMUNICATIONS SPECIALISTS

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

The Publications Committee

Jerry Larrichiuta
Janice Mason
Robert Pyjas
Theresa Reagan
Lee Reynolds
Ed Russo



IN TOUCH WITH THE

Work Force

CSEA President Danny Donohue

Stand up for the middle class

There's a whole dirty laundry list of things that happened and didn't happen in the recently concluded state legislative session in Albany that should be disturbing to all CSEA members and New York's disappearing middle class.

You can read about some of the big issues on page 3 of this edition. But it's important to keep some focus on the big picture of what all of this means. To put it bluntly, the future of decent paying jobs with benefits in public service is still at risk. That means your future security is at risk, but it also means the services you deliver and the future of New York's middle class are also in jeopardy.

"The new New York" is about a race to the bottom. It's about subcontracting public services so that outside contractors can simply pay people less — without benefits — regardless of impact on quality of services. Contracting out also provides for shifting blame, rather than maintaining accountability for delivery of services. This is the very definition of a political quick fix.

We could get into a whole range of ways that "The new New York" picks winners and losers, shortchanges communities and undercuts working people. But the big point is that the new New York threatens the well being of our society by further eroding the middle class.

CSEA will not accept a society of haves and have-nots and neither should any other responsible New Yorker.

CSEA members have worked hard for 103 years to earn decent wages with fair benefits and retirement security that have helped our members move into the American middle class. That entry into the middle class has strengthened our communities where we spend our paychecks, responsibly pay our taxes, and contribute to organizations and community life. It's a good thing.

CSEA members need to stand strong and rally their family, friends and neighbors against self-serving politicians and others who would turn back the clock.



Danny



Former state Sen. Caesar Trunzo, 87, champion of public employees

Former state Sen. Caesar Trunzo died May 28, leaving a legacy of civil service and pension knowledge that likely will remain unmatched for years to come.

Trunzo, 87, a Republican serving in what is now the state's 3rd Senate District on Long Island, was a voice of political moderation that is now increasingly rare. He was known for his expertise on the state's civil service and pension system.

"There aren't many leaders like Caesar Trunzo left," said CSEA President Danny Donohue. "If there was ever a state senator who recognized the importance of public workers

and fought for the protection of their jobs and the system that supports them, it was Senator Trunzo."

Trunzo's district included Central Islip, once home to the Central Islip Psychiatric Hospital, which closed in 1996. Donohue once worked at the facility as a truck driver.

"Caesar was there for so many important moments for



Trunzo

public workers," Donohue said. "He pushed through Tier Equity, the 'mother of all pension bills,' allowing workers to get back into their original pension tiers if they left work to have children. It's hard to even imagine that being discussed in today's political climate."

A permanent cost of living allowance for pensioners, signed by Gov. George Pataki in 2000, was another important piece of legislation pushed by Trunzo. His chief of staff for many years was Linda Angelo, who went on to become the state's labor commissioner at a time when many of these reforms were initiated.

Trunzo chaired the Senate's

Civil Service and Pensions Committee for many years. He served 36 years in the Senate, from 1972 to 2008. Republican Lee Zeldin now represents the district.

Zeldin told the New York Daily News that Trunzo was "a man who dedicated his life to public service and, in so doing, profoundly impacted the lives of so many New Yorkers."

"If there was ever a senator who had working people's best interests at heart and understood the work of public employees and the importance of service to government, it was Caesar Trunzo," Donohue said.

Bear Mountain: a wallet-friendly vacation destination

BEAR MOUNTAIN — Bear Mountain State Park is considered by many downstate New Yorkers as the original place for a staycation.

Long before the economic downturn forced more families to seek fun closer to home, the state park alongside the Hudson River was well



CSEA-represented worker Connor Leahy helps keep Bear Mountain State Park's massive pool clean for the thousands of visitors who flock to the park each summer. Here, Leahy takes a water sample from the pool.



Melissa Gillmer, head zookeeper at Bear Mountain State Park's Trailside Museum and Zoo, feeds Pal, one of the residents of the zoo's bear den. All of the animals at the Trailside Museum and Zoo are species native to the area or in rehabilitation.

established as a place where locals and city dwellers alike could escape for a day without breaking the bank.

A recent attendance surge reinforces New York state parks' reputation as some of the state's best value destinations.

"Our proximity to New York City is a big draw," said Palisades Parks Local President Danny Corigliano "More and more people are seeing that our state parks are a great value and they're taking advantage of that."

The work CSEA members perform in the parks adds to that value.

"CSEA members working in the parks save the state so much money because we do so much of the maintenance and repair work ourselves," said Local Treasurer Phil Fayol, a painter who works alongside other skilled tradespersons maintaining the over two dozen parks and historic sites of the Palisades Region of the New York State Office of Parks, Recreation and Historic Preservation.

While lean budgeting in recent years means CSEA members are doing more with less, workers at Bear Mountain are proud of the role they play in keeping one of the region's treasures running. On a recent weekday, workers were building a



CSEA member Peter Olivia welcomes visitors to Bear Mountain State Park.

new, more spacious area for the coyotes that reside at the Trailside Museum. Nearby, other CSEA members were working on a project for a new water main.

"The work force here is quite unique because of the diversity amongst our membership," Corigliano said. "We have workers with such a wide range of experience and they bring their expertise into everything they do."

— Jessica Ladlee



CSEA-represented workers Katelyn Kort, left, and Pam Smith oversee the Olympic-size pool at Bear Mountain State Park. On some of the busiest days of the year, the pool has seen more than 3,000 visitors.

Union fighting to save community hospital

MASSENA — Efforts to keep community ownership of their small town hospital are gaining traction, according to local activists working to keep Massena Memorial Hospital public.

After starting a community coalition and launching a social media campaign to build support against privatizing the town-owned hospital, more than 500 supporters had signed their online petition within a week. Supporters recently staffed an informational booth at the annual Heritage Festival to spread the word about the risks associated with going private, and their campaign is growing.

Since February, the hospital administration has been considering privatization to reduce state pension costs. CSEA and other advocates have argued that there are ways to reduce health care and pension costs without leaving the pension system.

“We need to stay in the pension system

to keep attracting and retaining the best workers who can continue providing the best quality health care to North Country residents,” said CSEA Central Region President Colleen Wheaton. “If the hospital goes private, town residents and patients lose their voice and control over healthcare services provided. There are better ways to save money.”

Campaigning under the theme “It’s MY MMH,” supporters are also using visibility tools like lawn signs, window stickers and posters to promote continued community ownership of the hospital. No decision is likely to be made in the near future, but CSEA Massena Memorial Hospital Local President Jeremy Marcil said members are enthusiastic about fighting to keep the hospital a community asset.

“We’re banding together with others in our community to make sure we keep our community hospital ours,” he said.

— Mark M. Kotzin

Massena Memorial Facts



- 50-bed facility
- Provides health care services for elderly, indigent, and financially distressed residents.
- Employs 209 CSEA members
- Primary Service Area: Franklin, Hamilton, Herkimer, Jefferson, Lewis and St. Lawrence counties
- Nearly one in six adult residents of Massena lives at or below the poverty line.
- Third largest employer in Massena

Essential campaign tactics

The campaign to keep Massena Memorial Hospital public is proving to be a classic strategic campaign, using methods of public education, advocacy and outreach, public visibility, member action, and building political pressure through demonstrations of public support.

At left is a graphic of the yard signs, car window clings, community support posters and wearable stickers produced for the campaign.

Visit the campaign site at:
www.facebook.com/ourmmh

Visit the petition site at:
www.change.org/petitions/keep-mmh-public



Parents speak out on OPWDD cuts, changes

SYRACUSE — As aging parents of adult children with developmental disabilities, Anthony and Ann Vaquero already have concerns about their children's future well being and care, as there will come a time when they won't be around to advocate on their behalf.

While the Vaqueros speak highly of the CSEA members at the state Office for People With Developmental Disabilities who care for their children every day, the growing uncertainty surrounding the state system for providing that

care has the Vaqueros downright worried.

Their son David, 53, and daughter Julie, 48, are both autistic and require constant supervision and care. The Vaquero children have lived in state-operated group homes in Syracuse for much of their adult lives.

With the Cuomo administration having cut funding for state and private disability care services and attempting to privatize the entire state Office of People with Developmental Disabilities agency, the Vaqueros grew increasingly concerned. Recently, they wrote the governor, urging him to rethink the agency's direction.

They copied CSEA on their letter, and the union responded, sending a letter on behalf of the OPWDD workers to thank the couple for standing up to support public services.

Standing outside their son's group home, Ann Vaquero shook her head in dismay over the governor's plans.

"This is not good," she said. "The staff here are very dedicated. I'd like to meet the governor face to face and tell him how hard these people work. He should come here and see it for himself."

Ann Vaquero said she and Anthony Vaquero will continue to advocate for their children, but that other parents of children with developmental disabilities need to do the same.

"We're going to continue writing letters to the governor," she said. "We are strong advocates for our children. We hope and pray that other parents will do the same."

— Mark M. Kotzin



Central New York DDSO Local member and Developmental Assistant Wendy Robinson, right, spends time caring for group home resident David Vaquero.



Ann Vaquero shares a special moment with her son David inside the Syracuse group home where he lives.

From a letter Ann and Anthony Vaquero wrote to Gov. Andrew Cuomo urging him to reconsider cuts to OPWDD:

"We had hoped that in our older years, we would be comfortable in the knowledge that our two children with special needs are content and well taken care of in their adult years.

Our group homes are staffed by competent, overworked staff. We need more staff in these homes, and we don't believe that having private, non-profit agencies taking over will help the residents of these homes."

CSEA's response:

"Providing care for the developmentally disabled should not be a race to the bottom. CSEA will keep fighting to ensure that services will continue to be provided by experienced, dedicated and caring state employees because parents and family members deserve to know that their loved ones are being cared for by regular, recognizable caregivers who can establish trust and dependability."

Left, Anthony, Ann and Julie Vaquero at Julie's group home in Syracuse.

Middletown, Lansing closures surprise workers, leave concern for youths

CSEA members working at Middletown Residential Center had breathed a sigh of relief when lawmakers gave the facility a pass during the state budget process. But state officials blindsided workers May 28 when they appeared unexpectedly from Albany to announce the 25-bed facility for male juveniles

will close Aug. 28.

The closure is part of Gov. Andrew Cuomo's Close to Home initiative, a misguided plan that returns juvenile offenders to their home communities without adequate support and attention. Cuomo also closed the Lansing Residential Center, in the Finger Lakes Region

west of Cortland.

"We all know what's been going on in the state with the Close To Home Initiative, and how they're trying to shut our facilities down," said Andy Mantella, a youth division aide III at Lansing Residential Center, and CSEA Lansing/McCormick Division for Youth Local president.



Mantella

"They've got these kids and they want to move them into private placement. Everyone who knows this agency knows it's not working. A good portion of these kids go AWOL — they drop them off at the private facilities, and the next thing you know, they're gone," Mantella said.

Cuomo slid the closure announcement in three days before a June 1 change in state law requiring one-year notice prior to the closure of a state facility. On May 28, Cuomo was only required to provide a 60-day notice.

The closure announcement apparently caught even the facility's management by surprise. They had reportedly hired several new employees recently, including one transfer from upstate.

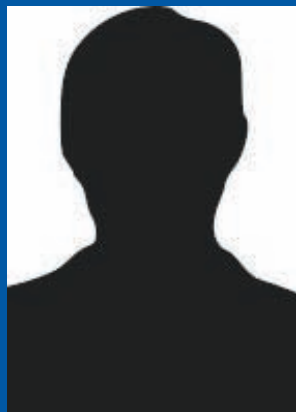
Geography, finances may push workers out

State personnel officials pledged to help Middletown Residential Center workers find other state jobs during a recent meeting at the facility, but the reality for many workers is that the distance to other work sites and the cost of a longer commute may force them out of the state work force.

With the high cost of gas and recent closures and consolidations reducing options for state employment, many CSEA members have been unable to end their careers with the state on their own terms.

Workers at the now-closed Hudson River Psychiatric Center in Poughkeepsie faced the same tough choice in 2011, when CSEA members working there had to weigh the costs of the hour-long commute in deciding if they would take jobs at Rockland Psychiatric Center.

— Jessica Ladlee and Mark M. Kotzin



"The Close to Home initiative makes no sense," said one CSEA member who works directly with residents. "It's like taking a gambler out of one casino and putting them in another. Coming up here, they get a break from the place they got in trouble in. They see there's more to life than smoking or drinking."*



"To pay private sector group home workers low wages to do the work that is the state's responsibility is wrong. These people are not trained to take care of these kids. I could see Close to Home as a half-step, but you can't expect some guy making \$10 an hour in a group home to be able to do this work."*

"The residents here have even said to us that they were going to go AWOL. They're going to have to open this place back up eventually."*



*CSEA members' identities were withheld, out of their fear of reprisal from the Cuomo administration.

Canal workers keep things flowing

EDITOR'S NOTE: Despite the lack of a contract, Gov. Andrew Cuomo's politically-motivated layoffs, and short-handed operations, CSEA-represented canal workers are getting the job done for New Yorkers this summer.



Tug Captain Walter Sprouse, left, and Deckhand Jimmy Cerqua III dock the 63-year-old Tug Waterford at Lock 6 on the Erie Canal.

Tug Captain Walter Sprouse has worked the last 12 years aboard the Tug Waterford, his 52-foot, blue and yellow floating office on the easternmost waters of the Erie Canal.

"I'm proud to work in the Canal system, and I have the best of both worlds," Sprouse said. "It's picturesque, the work is very interesting and they pay me for helping people and having fun."

As a tug captain, Sprouse's job is to move equipment along the canal that would be too inconvenient or expensive to transport by road.

"A lot of things are just too big for the road. So what we do is put it on a barge and take it where it needs to go by tugboat," Sprouse said. "I've moved everything from scowls to trucks on a barge, even small buildings."

When he's not busy operating his boat, Sprouse, who also serves as CSEA local president, maintains his 63-year-old tug with loving care. Over the years, he has swapped the engine, rebuilt the galley, fixed gears and plumbing and even installed a shower.

Boaters in distress can also rely on Sprouse's mechanical skills.



Chief Lock Operator Mike Myers chats with appreciative boaters at Erie Canal Lock 6 in Waterford as they wait for the water level to rise. The boaters, from New Hampshire, were grateful for Myers' efforts to get them to their grandson's graduation ceremony in time despite heavy storm damage that slowed traffic along the canal.

"I love my job. I've been doing this a long time. It's a fabulous job. The scenery, the historical part of it, and doing the work to keep it maintained. It's a good job and I'm proud to work for the Canal System."

Les Dawson, motorized scow operator, with 25 years of service. (Pictured on page 1)



Chief Lock Operator Andy Derby stands outside the control booth after passing a boat through the lock in Baldwinsville.



Tug Captain Walter Sprouse said recent severe weather has brought out the best in New York's canal workers and demonstrated just how dedicated they are to their jobs. "These guys really love their job," he said. "Because of the flooding and boaters being stranded, our guys have taken it upon themselves to help the boaters out. They've gone above and beyond their job. If you need groceries, if you need to make a phone call or mail a letter, these guys will drive the boaters to Hannaford supermarket on the other side of Waterford on their own time. Because the boaters are stuck, they're stranded. They have no way of getting anywhere."

Mike Myers has spent 19 years on the Erie Canal as a lock operator and, now, chief lock operator. He said he considers Lock 6 in Waterford his home away from home.

Myers' main job is to operate and maintain the mammoth gates that regulate water levels so boaters can safely traverse the canal. But he also helps out with whatever else needs doing, from painting to landscaping, to keep his lock in ship shape.

"We take a lot of pride in our facility and everything we do here," Myers said. "We treat it as if it was our own home. We maintain it like our own home and we're proud of it like our own home."

Myers said his favorite part of the job is talking with boaters and the public who come to picnic in the pristine park he and his co-workers maintain alongside the lock.

"Most people that come here haven't been to a lock before so they have a lot of questions," he said. "We talk to them about the history of the canal, the modernization of it. They definitely leave with a greater appreciation of it"

Like hundreds of dedicated canal workers like him across the state, Myers job could easily be renamed "Ambassador of Goodwill."

— Ed Molitor

Photos by Ed Molitor and Mark Kotzin



Mechanic Mark D'Arrigo works on the engine of a truck at the canal's Lysander Maintenance Facility.

"Our biggest job is keeping everything looking good and working at all times. It means painting and keeping the brass shined, which can be challenging with the amount of boaters we have coming through."

Larry Haskins, canal structures operator at Lock 23 in Brewerton, 17 years of service.



"It's fun being on the water every day, traveling the canal and seeing the sites. There's a lot of things we do to maintain the waterway, like putting in buoys and picking logs out of the canal that people don't see, but it's very important. The system needs to be taken care of and that's part of the jobs we do."

Damon Nicholson, marine engineer on the Tugboat Syracuse, 21 years of service.



Laborer Mike McFadden uses a jackhammer to chip away concrete around the stairs at Lock 24 in Baldwinsville, where he and his co-workers are working to rebuild the stairway.

New flu shot rule bears ill intentions

CSEA is warning members working at health care facilities that a new state Department of Health rule regarding flu shots could require their employers to create policies that will be difficult to enforce and in some cases will create further infectious disease control problems.

The new rule mandates that personnel who do not get a seasonal flu shot must wear a surgical mask when they have contact with patients or residents of certified home health agencies, long term home health agencies, AIDS home health care programs, licensed home health care service agencies, limited licensed home health care service agencies, hospices, general hospitals, nursing homes and diagnostic and treatment centers.

Personnel include all persons employed or affiliated with these workplaces, whether paid or unpaid.

On this page are four problems with the new state rule.

Four reasons the flu shot rule is a problem



The rule does not clearly define what is considered contact with a patient, such as simply entering the facility versus entering the patient's room. This decision will be left up to the individual employers.



The rule is extraordinarily complex — even for a bureaucracy — in determining what facilities are covered by the rule.



Neither flu shots nor surgical masks are 100 percent effective against spreading the flu. Studies show that flu shots are typically less than 60 percent effective. The new rule wrongly assumes that the shots are 100 percent effective. The surgical masks also lack full protection, and virus-exposed masks can contribute to viruses spreading.



The rule negates better flu-prevention practices, such as employee education programs on practices to prevent spreading the virus, and good humidity control in health care facilities. Recent studies have shown that simply maintaining adequate moisture in a building's air can significantly cut the spread of flu and other airborne viruses.

Visit www.cseany.org/osh/flu to learn more about the seasonal flu

CALL FOR ENTRIES

Nadra Floyd Award for Organizing and the new Membership Achievement Award

Do you know a CSEA member, committee, local or unit that has worked to grow CSEA's membership by helping CSEA organize a new group of workers into the union?

If so, they may be eligible for the **Nadra Floyd Award for Organizing**.

Do you know a CSEA group of members, committee, unit or local that has done the hard work of signing up newly hired employees as CSEA members or converting agency shop fee payers into members?

If so, they may be eligible for the new **Membership Achievement Award**.

Read the nomination guidelines found on the official nomination form on the CSEA website at www.cseany.org.

All nominations must be submitted by **Aug. 30, 2013**, to the:

**CSEA Membership Committee
Nadra Floyd Award for Organizing or
Membership Achievement Award
c/o CSEA Organizing Department
143 Washington Avenue
Albany, N.Y. 12210**



Monica Berkowitz, right, received the CSEA Nadra Floyd Award in 2012. She is shown here with CSEA President Danny Donohue at a recent school district conference Berkowitz' local sponsored.

The cost of a \$5 dress: too high for workers

“If your clothes budget has been cut down and you buy bargain dresses, it is only fair you should know who pays part of your bill – the women who made the dress.”

— Frances Perkins, *The Cost of a Five-Dollar Dress* (1933)

Written in 1933, the premise of Frances Perkins’ essay still holds true today.

Cheap clothes come at the cost of fair working conditions.

Most Americans don’t give this a second thought when buying clothes, but we should.

That is because with our purchases, we are unknowingly supporting inhumane practices abroad.



Perkins

After several recent tragic incidents in Bangladeshi textile factories, the cost of cheap clothing in 2013 has been made clear — shoddy labor practices, ridiculously low wages and unsafe working conditions for workers who have endured quietly for years with major American and European companies never held accountable, including Gap and Walmart.

A full circle of outrage

Perkins, who served as President Franklin D. Roosevelt’s Secretary of Labor as the first female U.S. Cabinet member, had a personal commitment to improving conditions for workers.

She witnessed the Triangle Shirtwaist Factory fire in Manhattan in 1911 and later served on the commission that investigated the fire and spearheaded many of the reforms that came from that tragic incident.

Just as the Triangle Shirtwaist Factory fire sparked outrage — and reforms — in the United States, reforms are starting to happen in Bangladesh.

While the South Asian country continues to face severe poverty, political instability, corruption and overpopulation, Western retailers are finally being

held accountable.

Forty companies have signed onto a binding safety agreement put forward by unions and advocates. Signatories include brands and retailers from a dozen countries, with presence in more than 1,000 factories in Bangladesh.

But Walmart and Gap refuse to sign.

Undermining worker safety

Since the November 2012 Tazreen, Bangladesh fire that killed 112 workers, a coalition of unions and worker safety groups, including the AFL-CIO and Change to Win labor federations, have put forward the Bangladesh Fire and Safety Accord which, among other necessary reforms, calls for inspectors on the ground to begin to fix the most urgent problems in Bangladeshi textile factories.

Walmart and The Gap have refused to agree to the terms, but have instead decided to move their own, non-binding and corporate controlled declaration for adopting building and safety standards. It would be really easy and relatively cheap for them to deal with this, and it is unclear why these companies are fighting common-sense solutions and not cooperating.

Reforms being considered include allowing unions to organize and raising the minimum wage of \$38 per month. Restitution to the families who lost loved ones and or who are unable to work because of injury during the recent tragic incidents is still being sought.



Save money? Workers don’t live better when they face poor working conditions that produce clothing for companies like Walmart and Gap.

— Jill Asencio



“I recently had the privilege to spend time with a young woman from Bangladesh, who shared with us her story of narrow escape from the Tazreen fire, in which 112 of her co-workers perished. She had to jump from a three-story window to survive. Meeting her put a human face on these tragedies for me, taking this story from something I read about in the news to something awful that happened to someone I now know. We mustn’t forget these are real lives and real families. We have a responsibility to let these big retailers know they can’t get away with this; not on our soil, not on Bangladeshi soil, not anywhere.”

— CSEA Executive Vice President Mary E. Sullivan, on meeting Tazreen fire survivor Sumi Abedin (see photo above for more)



CSEA Statewide Secretary Denise Berkley, left, comforts Sumi Abedin, a Bangladeshi worker who jumped from a third-story window to save herself from a fire at the Tazreen textile factory that killed 112 of her co-workers. Two days after this picture was taken, the Rana Plaza building collapsed, killing more than 1,000 people.

Facts about the Bangladesh garment industry



- Fourth largest textile exporter in the world.
- Employs 4 million people, mostly women, in the \$19 billion per year garment industry.
- Forty percent of the exports are to American companies.

Future of county home health agency at stake

MOUNT MORRIS — A plan to outsource and sell the Livingston County Home Health Agency would likely damage quality home care for the county's most vulnerable residents.

That's the reason a coalition of nurses, aides and community supporters, is fighting to save the agency, locally known as the "Neighborhood Nurses" program,

Some facts about the Livingston County Home Health Agency

Number of employees: About 40, employed in health care, social work and clerical positions (both full and part time; includes CSEA and other union-represented workers)

Number of home visits per year: 20,000

Livingston County population: about 65,000

which has been making life better for county residents and helping them remain in their homes for almost 90 years.

"Livingston County has a lengthy history of caring for its people in need," said CSEA Western Region President Flo Tripi. "The county operated the 'Neighborhood Nurses' throughout the Great Depression, but now the county is sending a message that the sick, frail and infirm simply cost too much."

The Livingston County Board of Supervisors issued a request for proposals recently for the sale of the home health agency, part of the county's Department of Health, and a decision is expected as soon as August. CSEA members are standing strong and fighting to save the program.

"County nurses and home health aides help residents continue to live in their homes for as long as possible," said CSEA Livingston



Jackie Small, a Livingston County Health Department employee, takes a client's blood pressure as part of the "Neighborhood Nurses" program.

County Local President Robbie Ellis. "Home care is much less expensive than skilled nursing care. We should look for ways to increase efficiency and grow the county home health agency, rather than looking for a 'quick fix' and selling out."

While the county's public health care workers are able to get to know their patients and go the extra mile, all of that is jeopardized if a private agency takes over.

"Most of the current nurses and aides live in Livingston County, often right in the towns in which they provide care," Ellis said.

"In neighboring counties, when home health agencies have been sold, many neighborhood nurses and aides have been replaced by private-agency staff from other areas. The current neighborhood nurses and aides know this county, the residents and what it's like to live here. They spend their paychecks in Livingston County and pay taxes here."

"They have dedicated their lives to caring for their neighbors," Ellis said. "They do it because it's the right thing to do."

— Lynn Miller

CSEA announces 2013 statewide scholarship recipients

CSEA is proud to announce the recipients of the 2013 Irving Flaumenbaum Memorial Scholarships, Pearl Carroll and MetLife Insurance Company Scholarships. Each year, the union presents the \$1,000 Irving Flaumenbaum Memorial Scholarship to 18 graduating high school seniors who are the dependents of CSEA members, three in each region.



The Pearl Carroll and MetLife Insurance Company Scholarships each total \$2,500 and are each awarded to one eligible graduating high school senior.

Congratulations to all of the recipients.

To see a list of the recipients, visit www.cseany.org/csea-announces-2013-statewide-scholarship-recipients.

Van de Bogart is PEOPLE Recruiter of the Month

Patty Van de Bogart of the Tompkins County Local in the Central Region is the PEOPLE Recruiter of the Month for May. She recruited 22 new PEOPLE members.

"Public workers are under fire," said Van de Bogart. "Whether you are a state employee or local government employee, it is important for all CSEA members to recognize the importance of having our voices heard in Washington and Albany. If everyone contributes a little bit, it will go a long way to helping us lobby for our jobs and our benefits."

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



Van de Bogart

— Mark M. Kotzin

Sharing their union experiences

VOICE/CSEA providers help 12,700 Minnesota providers win right to union vote

When asked if they would help Minnesota providers win the right to a child care union after a harrowing eight-year battle, VOICE/CSEA activists Roxanne Savage and Doreen Aristy didn't think twice.

They made the necessary arrangements for their child care businesses while they were away and traveled to Minnesota, offering support and experience as seasoned union child care providers.

"Child care unions work"

Savage, a Suffolk County provider, and Aristy, a Cortland County provider, spoke with many legislators at the Minnesota statehouse both in private meetings and at legislative hearings.

Their message? Child care unions are working well in New York, for providers, for children and families, and our communities.

With much of the debate focused on whether a child care union can be successful for all of these groups, this was invaluable information for officials and decision-makers to hear.

Part of positive change

"It was moving and uplifting for me and a great opportunity to share the outcome of 'our story,' the resulting benefits and joys VOICE/CSEA has provided, not only to our members, but also to the families and communities we serve," said Savage. "Together, we were representing all daycare providers who deserved respect and the right to have a voice. It was an amazing experience and I believe the Minnesota providers felt valued and supported by our presence."

"This experience also helped me see that I am a part of something huge, a nationwide movement for positive change in child care," said Aristy.

Victory

In the culmination of eight long years, hard-fought by Minnesota providers and Minnesota AFSCME Council 5, they got the good news they had been waiting for — the Child Care Representation Act passed and was signed by Minnesota Gov. Mark Dayton. Providers were finally granted the right to a union election in that state. The new law affects 12,700

Doreen Aristy, right, testifies before Minnesota legislators about her experiences in New York with a child care union.

"Unionization is working for child care providers in New York and I've learned we are all facing similar issues, situations, and obstacles in regards to quality, family child care all over the United States," said Aristy.



Roxanne Savage, left, has been providing home child care for more than 30 years, and Doreen Aristy, right, has been a provider for more than 20 years. Both have extensive experience with VOICE/CSEA's five-year fight for child care bargaining rights and forming VOICE/CSEA. Savage and Aristy are strong leaders in the child care union movement in New York and across the country.

Minnesota child care providers.

Congratulations to Minnesota AFSCME Council 5 and the child care providers who persevered.

"We were overjoyed by the

news and can only hope that it's fruitfulness will continue to grow for them as it did for us," said Savage.

— Jill Asencio



Visit your Company Store at
<http://cseastore.velocityprint.com>
or www.cseany.org

All Products are Union-Made in the USA

In-Stock Items - Order in quantities as small as 1 item
Special-Order Items - Imprint with local information - Minimum quantities apply

Quarterly Specials

CSE-600 Ladies Sport Shirt

• features an embroidered logo

COLOR: yellow

COST/SIZE:
\$24.75
~~\$29.75~~ (M-XL)
\$26.65
~~\$31.65~~ (2X)
\$27.80
~~\$32.80~~ (3X)



CSE-601 Mens Sport Shirt

• features an embroidered logo

COLOR: yellow

COST/SIZE:
\$27.75
~~\$32.75~~ (M-XL)
\$29.75
~~\$34.75~~ (2X)
\$30.95
~~\$35.95~~ (3X)
\$33.30
~~\$38.30~~ (4X)





powered by



VELOCITY PRINT SOLUTIONS

888.372.3487x212

While Supplies Last

Empire Plan expands out-of-state provider network

Beginning June 1, 2013, United Healthcare expanded its network of Empire Plan participating providers in Maryland, Virginia and West Virginia. The total number of providers being added to the network is approximately 34,000.

Also as of June 1, Empire Plan enrollees may use the physicians in the United Healthcare Options Preferred Provider Organization (PPO) network in Maryland, Virginia and West Virginia.

Enrollees may search for participating providers in these states online via the New York State Health Insurance Program (NYSHIP) website (www.cs.ny.gov). Click on “Benefit Programs,” then follow the prompts to the NYSHIP online home page and select “Find A Provider.” Or, you can call The Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447); select the Medical Program from the main



menu and ask a customer service representative to assist you in

finding a provider.

As always, please confirm that a provider participates before you receive services. When you use a participating provider, tell the provider that you are covered by United Healthcare and the Empire

Plan and show them the back of your identification card that references United Healthcare.

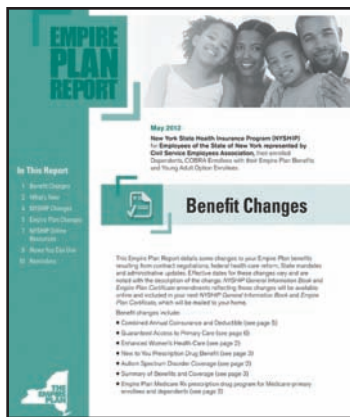
Your Empire Plan benefits have not changed. The expanded network in Maryland, Virginia and West Virginia will help to ensure easy access to participating providers for you and your family. When you use a participating provider, you keep your out-of-pocket costs down.

If you have questions about the Participating Provider Program and the expanded network of providers, please call the Empire Plan toll free at 1-877-7-NYSHIP (1-877-769-7447).

NYSHIP updates publications

2013 Empire Plan Report

The May 2013 Empire Plan Report was mailed to enrollees' homes in late May. The Empire Plan Report details changes to the Empire Plan in 2013 as a result of contract negotiations, federal health care reform, state mandates and administrative updates. To view the Empire Plan Report online, go to the NYSHIP Online section of www.cs.ny.gov, click on “Using Your Benefits,” then choose “Publications.”



Planning for Retirement

An updated Planning for Retirement booklet is now available. This publication provides important health insurance information for New York state agency employees who are planning to retire from state service.

Planning for Retirement contains valuable information about eligibility to maintain NYSHIP coverage and factors that may affect coverage in retirement. It also includes new information about Empire Plan Medicare Rx, a Medicare Part D Prescription Drug Plan with expanded coverage designed especially for NYSHIP. Empire Plan Medicare Rx becomes primary (pays insurance claims first, before NYSHIP) for Medicare primary retirees and their Medicare primary dependents.

If you're planning to or thinking about retiring, contact your health benefits administrator today for a copy of this booklet or you can find it online at www.cs.ny.gov. Once you are at the website, click “Benefit Programs,” then select “NYSHIP Online.” The booklet can be found in either the “Using Your Benefits” or “Planning to Retire” sections of NYSHIP Online.



2013 HMO Report

The May 2013 NYSHIP HMO Reports were sent to enrollees' homes in early June. HMO Reports are group-specific and explain recent NYSHIP changes. To view the HMO Report online, go to the NYSHIP Online section of www.cs.ny.gov, click on “Using Your Benefits,” then choose “Publications.”



Take advantage of EBF benefits today

While wage increases are often a priority, many negotiating teams have turned their focus to health-related benefits for better contracts.

Quality dental and vision benefits keep our members healthier, improve their quality of life, save on out-of-pocket costs and lower total health care costs.

The CSEA Employee Benefit Fund offers many benefits to fit the diverse needs of counties, towns, villages and school districts. Our programs include:

Dental plans

The EBF offers dental plans with different levels of annual and orthodontic maximums. Our participating providers accept our fee schedules as payment in full for covered services resulting in no out-of-pocket payment for covered services. Our plans reimburse according to a fee schedule at a non-participating dentist. There are no deductibles for any of our plans in or out-of-network. Our plans are designed to maintain your oral health and save you money.

Vision plans

The EBF offers different levels of vision plans which the member and/or eligible dependent(s) can use every 12 or 24 months. Each plan covers an eye examination and a pair of glasses or an initial supply of contact lenses. Members pay nothing out-of-pocket if they stay within the lens and frame collection. Services can be expanded to include anti-reflective coating, high index lenses, polarized lenses, photo-sensitive lenses, ultraviolet coating and an additional pair of occupational glasses for the member.



Hearing Aid Benefit

The benefit provides an allowance of up to \$450 per ear towards the cost of a hearing aid once every three calendar years.

Legal Benefit

Members can be reimbursed up to a \$1,000 annually for covered legal services. Members retain the right to choose any attorney according to your individual needs and type of case.

Maternity Benefit

The \$200 benefit helps to cover some of the costs for maternity care upon the birth of a child.

Prescription Drug Co-pay Reimbursement

The benefit reimburses co-payments and other out-of-pocket costs for prescription drugs that are not covered by the member's regular prescription drug plan once annually, up to \$200 per family per calendar year.

Physician Co-pay Reimbursement

The benefit reimburses the member up to \$125 per family, per year for co-payments associated with office visits.

Annual Physical Benefit

The benefit reimburses up to \$95 annually for out-of-pocket costs not covered by your primary insurance carrier for a routine annual physical.

These benefits must be negotiated into your contract. Learn more at www.cseabf.com. EBF marketing representatives are available to discuss the plans. Contact your region's representative, listed on this page.

Contact your EBF marketing representative

New York state agencies & Unified Court System (all regions):
Ryan Toole: (800) 323-2732, ext. 806, email: rtoole@cseabf.org

Local Government Senior Benefit Specialists:

Long Island Region:

Linda Sclafani : (631) 462-5224, email: lsclafani@cseabf.org

Southern Region:

Carisa Guild: (800) 323-2732, ext. 813, email: chguild@cseabf.org

Capital Region:

Erin Bazinet: (800) 323-2732, ext. 860, email: ebazinet@cseabf.org

Central Region:

Michael Wagner: (800) 323-2732, ext. 808, email: mwagner@cseabf.org

Western Region:

Jim Aldrich: (800) 323-2732, ext. 818, email: jaldrich@cseabf.org

Buy Online, Save \$28

Join us at
**The Great Escape in
Lake George, NY!**

Tickets only
\$25.99!
+ tax, per person

To purchase tickets please visit:
www.sixflags.com/greatescape

Once you have entered the site please enter the promotional code below into the white search box at the top of the page, then follow the purchasing prompts. Tickets are available NOW! Tickets are valid from May 18 – September 2, 2013.

Promo Code: SAVE28EM
(all capital letters and no spaces)

For more information, contact:
Erica Maziejka
(518) 792-3500 x 3347

A Savings of More Than 50%

KNOCKOUT THE CORPORATE AGENDA



★ BECOME A PEOPLE MVP ★

For \$2 a week, become an AFSCME PEOPLE MVP and earn rewards. As an MVP, for every dollar you contribute, you earn a Rewards point. Use those points to select incentives from a variety of exclusive items in an online catalogue full of union-made, made in the USA merchandise.

PEOPLE Rewards is an easy three-step process.

1 Register

- Visit peoplerewards.afscme.org
- Make sure you have your membership ID
- You'll also need a valid e-mail address



Your membership number is located on your ID card

2 Manage Your Account

Once you have logged on, you can view and track your account and even change your personal settings

3 Redeem Your Points

Select the AFSCME merchandise you want and use your Rewards points to redeem it. Points will be subtracted from your account automatically. Your merchandise will be shipped directly to you.

If you don't have access to a computer,
CALL 202-429-1021
to request a Rewards catalogue

Contributions or gifts to AFSCME PEOPLE are not deductible for federal income tax purposes. All contributions to AFSCME PEOPLE are voluntary and will be used for political purposes. Contributions are not a condition of membership or employment and refusal to contribute is free of reprisal. In accordance with federal law, AFSCME PEOPLE accepts contributions only from AFSCME members, executive and administrative personnel, and their families. Contributions from other persons will be returned.

NASCAR WEEKEND

AUGUST 8 - 11, 2013



\$125 FOR

2 JACKIE STEWART GRANDSTAND RESERVED WEEKEND TIX AND 2 FAN WALK PASSES. EXCLUSIVE OFFER FOR CSEA MEMBERS!

TO PURCHASE:

WWW.THEGLEN.COM | SELECT "TICKETS" | CHOOSE YOUR PACKAGE | COUPON CODE: WGICSEA

THEGLEN.COM | 866.461.RACE



YONKERS WIN — About 150 Yonkers School District Unit members will receive back pay after an arbitrator ruled the district violated the contract by failing to advance workers a step increment. CSEA filed a grievance after members still eligible for steps were not advanced to the next step on July 1, 2010, with the case eventually going to arbitration. This victory follows several big wins for CSEA unit, including arbitration wins for the union when the district unilaterally imposed health insurance contributions on workers headed into retirement and failed to follow seniority procedures when assigning security officer overtime ... **FIGHTING FOR JOBS** — Nearly 30 Village of Garden City Unit members stood strong at a recent village board meeting to try to persuade board members to reconsider their plan to lay off six full-time parks and recreation laborers. Unit President Kevin Kirby, Vice President Richard Freda and Labor Relations Specialist Stan Frere spoke out against the layoffs at the meeting. A decision is still pending ... **MARCHING FOR PRIDE** — CSEA Metropolitan Region President Lester Crockett and region activists recently marched in the New York City Pride Parade in Manhattan to show support for civil rights for the LGBT community and others, the fight against AIDS and to honor those who have been lost to illness, violence and neglect



... **FIRST RESPONDERS** — CSEA members in Nassau County's Fire Marshals Office and Ambulance Medical Technicians Unit, were among the first

emergency responders on the scene after a June 4 Long Island Rail Road collision between two work trains in Westbury. The workers, some of whom were conducting a training exercise nearby, helped secure the scene and tend to the injured railroad workers ... **LABOR LEADER**

—The CSEA Monroe County Unit has been recognized as a labor leader in the United Way's 2013 campaign. County workers donated more than \$400,000 to the United Way, helping the organization exceed its annual goal. Monroe County Unit President Cris Zaffuto accepted the United Way's Award of Excellence on behalf of the unit ... **HONORING FALLEN SOLDIER** —Rockland County Local Women's Committee members recently raised \$600 for the Cpl. Manny Lopez Memorial Scholarship Fund. Lopez, a Haverstraw native who died in April 2005, was the first casualty from Rockland County in Operation Iraqi Freedom. His mother, CSEA member Yolanda Lopez, is a Rockland County Unit member ... **HELPING FAMILIES IN NEED** — Orange County Local activists recently held a toiletry drive to benefit Orange County Safe Homes, a local nonprofit organization that aids women and children escaping domestic violence...

Important college lesson: a fair contract



Nearly 60 Westchester Community College Unit members recently held two days of informational picketing outside the college campus in Valhalla. Workers there have been in contract negotiations for several years without reaching an agreement. The unit's last contract expired Dec. 31, 2009. CSEA leaders at the college planned the informational picketing to coincide with a college fund-raiser and a campus open house night to maximize visibility. Unit President Carol Ann Zavarella-Vasta said county politics has been a primary factor in holding up negotiations; any contract must go before both the college's Board of Trustees and the Westchester County Board of Legislators for approval.

Play ball, but Let's ALL Get Home Safe!

Long Island Region President Nick LaMorte throws out the ceremonial first pitch at a recent Long Island Ducks game held on a CSEA promotional night at the minor-league team's Bethpage Bank Ball Park in Central Islip. CSEA promoted its "Let's ALL Get Home Safe — Don't Zone Out" campaign against distracted driving during the promotional night through union displays throughout the stadium and giveaways, including decals branded with the "Let's ALL Get Home Safe — Don't Zone Out" and the Long Island Ducks logos. CSEA is promoting the campaign at minor-league ballparks across the state this summer. For more information and a schedule of the CSEA promotional nights, visit <https://cseany.org/lets-all-get-home-safe-this-summer>.



Naples school workers fight for fairness

CSEA Naples Central Schools Unit President Shawn Mason leads a demonstration against district officials outside the June 7 Board of Education meeting. CSEA has declared impasse in contract talks with the district over the district's health care proposal, which would significantly increase out-of-pocket costs for workers, and other issues.